



**STRATEGIC PLAN
2016-2020**





ABOUT WEDO

As a global women's advocacy organization, WEDO envisions a just world that promotes and protects human rights, gender equality and the integrity of the environment.

Founded twenty-five years ago by a group of friends with an ambition to challenge power structures and ensure women's voices, needs and ideas are front and center in the sustainable development agenda, WEDO has been a leader in taking an intersectional approach to sustainable development. WEDO's Board and Staff continue to be inspired by the founders² even as WEDO shifts its focus areas and key issues in order to both respond to and drive the narrative within the changing global landscape.

WEDO'S MISSION remains clear: to ensure that women's human rights; social, economic and environmental justice; and sustainable development principles—as well as the linkages between them—are at the heart of global and national policies, programs and practices.

WEDO's power lies in its ability to facilitate and connect diverse movements to global processes, ensuring that women's voices are heard and women's leadership is advanced in these spheres. Its location in New York City and proximity and strong relationship to the United Nations make it a resource and strategic partner to women's organizations around the world. WEDO's influence builds capacity of stakeholders to simultaneously address human rights, women's participation, the environment and sustainable development.

¹ WEDO will operationalize this Strategic Plan through biannual action plans and annual work plans.

² WEDO is a global advocacy organization established in 1991 by former U.S. Congresswoman Bella Abzug (1920-1998) and feminist activist and journalist Mim Kelber (1922-2004). It grew out of an extraordinary group of women, including Bella and Gloria Steinem, who started Women USA in 1979, and became the organization it is today through the vision of WEDO pioneers, Wangari Maathai, Vandana Shiva, Thais Corral and many others.



2010-2015 STRATEGIC ACHIEVEMENTS

Christine Irvine | Survival Media Agency

WEDO's achievements in the last five years shape its ability to deliver in the next five years and beyond. The 2015 Paris Climate Agreement has a gender perspective integrated, in large part due to WEDO's ongoing advocacy, technical advice to Parties, support to partners and leadership in the Women and Gender Constituency and Global Gender and Climate Alliance.

The Women Delegates Fund has supported women from developing countries to participate on their national delegations, providing a lasting leadership mark on the climate negotiations and the women and men who support and engage in the program.

The notion of gender and climate justice gained wide attention in 2015, as a result of WEDO's ongoing work with civil society partners from local to international levels. Agenda 2030 for Sustainable Development boasts a stand-alone goal on gender equality as well as a gender equality and women's perspective integrated throughout the Sustainable Development Goals; WEDO's expertise in issue areas from climate change and biodiversity to cities and macroeconomics, as well as its capacity building and advocacy were instrumental, and complemented WEDO's facilitation of the Women's Major Group alongside many partners.

These global impacts, together with knowledge products, specific outputs such as action research on gender and safeguards in forests, ongoing capacity building programs on gender/climate/DRR, ability to be present, listen and learn from experience, and our long-term loyal partnerships, enhance WEDO's ability to achieve its mission.



2016-2020 STRATEGIC PLAN

Christine Irvine | Survival Media Agency

The achievements WEDO and its partners across civil society have made — to ensure a robust international policy framework and global commitments to women's human rights and environmental justice — are strong and visible.

WEDO sees incredible opportunity to reach its goal of a just world, using its unique intersectional vision, and building off global policy agendas to combat climate change, ensure sustainable development, and achieve gender equality. WEDO also sees the incredible threats to the actualization of these goals into meaningful change in the everyday lives of women and men around the world.

Gender equality remains elusive and gender gaps persist. Climate change threatens to roll back progress already made and thwart progress on the newly agreed sustainable development goals, in particular for gender equality and women's human rights. Inequality is rising between and within countries, with increasing concentration of wealth primarily in the hands of men, which is a major barrier to halting climate

change and environmental degradation and to achieving gender equality. Conflict continues as a barrier to peace and justice.

WEDO's Strategic Plan for the five years of 2016 to 2020 is informed by this global context. The important achievements of universal agreements such as Agenda 2030 and the Paris Climate Agreement will mean nothing unless fully implemented with a gender lens that validates women's agency and inputs and promotes their human rights, as well as recognizes the consequences of not engaging fully with women and diverse communities. WEDO has identified specific opportunities in 2016 to 2020 where it will continue to address root causes of gender inequality and unsustainable development, hold governments accountable for their commitments, act as a leader and facilitator among women's and feminist movements, and remain an authority on gender equality, human rights, and environmental policy.

WEDO's awareness of the context brings into focus the **opportunities** for WEDO to have positive impact.

INTERNATIONAL AGREEMENTS, INSTITUTIONAL POLICIES & ONGOING DISCOURSE	prove a growing recognition of gender inequality and violations of women's human rights as significant barriers to achieving sustainable development. Together with recognition of the need to advance gender equality, differentiation and 'gender-responsive' programming and policies, this provides an opening for action, capacity building and leadership by WEDO, among government and civil society partners.
2016 IS A FIRST YEAR FOR IMPLEMENTATION & CREATIVE ACTIONS	on new international agreements for climate change, sustainable development and disaster risk reduction, all spaces where WEDO will continue to play a leadership and facilitating role.
NATIONAL PLANNING NEEDS TO BE APPROACHED IN A MORE HOLISTIC WAY	to address the new agreements, opening opportunities for WEDO to share its expertise and long-standing vision for interlinked policy-making and planning.
CLIMATE CHANGE IS RECOGNIZED AS ONE OF THE MOST URGENT THREATS	and in a Post-Paris ³ world working to implement a global climate agreement, WEDO will work to examine and undertake programming that promotes a transition of our energy and economic systems — a transition which is just and supports the fulfillment of human rights — and solutions that shift focus away from climate change as a technical or market-based threat to a social and existential one, shifting the narrative from incremental to systemic change.
INJUSTICE AND INEQUALITY ARE GAINING ATTENTION	in global discourse, reflected in debates on trade, corporate power, technology development and financial flows, which opens opportunities for WEDO to build campaigns and raise awareness of action for justice and equality broadly and gender and environmental justice more specifically.
A RAPIDLY URBANIZING WORLD HAS LED TO A FOCUS AND MOBILIZATION	around rights in cities, which brings a justice perspective, and this provides space for WEDO to apply its skills and research to support inclusive planning and policies that address gender equality and climate change and ensure responsive infrastructure.

³ The **Paris Agreement** is an agreement within the United Nations Framework Convention on Climate Change (UNFCCC) dealing with greenhouse gases emissions mitigation, adaptation and finance starting in the year 2020. The language of the agreement was negotiated by representatives of 195 countries at the 21st Conference of the Parties of the UNFCCC in Paris and adopted by consensus on 12 December 2015.

WEDO'S 2016-2020 GOALS

WEDO maintains that diversity in leadership drives better policy; that women, as a result of socially constructed gender roles, are often more directly or severely impacted by negative environmental change while also having a unique perspective for creative and appropriate solutions; and that addressing

complex environmental problems must incorporate women's human rights to avoid increasing gender equality and violence against women and to secure sustainable development for future generations. WEDO's goals illustrate what that world looks like.

GOALS

Women are empowered to claim their rights as decision-makers, advocates and leaders, especially on issues related to environment and sustainable development

Sustainable development policies, plans and practices are gender responsive, environmentally and socially just, and effectively implemented

PRINCIPLES OF IMPLEMENTATION

Link to spaces and platforms for intersectional feminist movement building towards a healthy, peaceful planet.

Advocate for transparent, democratic, accountable and effective global governance that provides space for civil society input at all levels.

Practice inclusion and prioritize the participation of indigenous women, women with disabilities, women of color, LGBTQI and young feminists / women's rights activists, particularly from developing / least developed countries.

WEDO'S ROLE

WEDO's strengths can be illustrated through roles that it plays, which are applicable across themes, processes and program areas and which can support and build a movement at all levels to shift behavior, change global and local systems and promote justice for all.

Advisor: Advising government and UN agencies on implementation of a gender-just approach to sustainable development in policy and practice

Advocate: Leading global advocacy for women's human rights and environmental justice across policy spaces

Facilitator/ Convener & Organizer: Partnering with, and bringing together diverse organizations/individuals to demand a just and sustainable future across policy spaces including administering logistical and coordination support for women advocates to participate and engage in international processes and campaigns, and connecting partner organizations to small project grants

Trainer: Delivering leadership development, orientation to complex processes and advocacy skills training to hundreds of women each year

Knowledge Creator: Analyzing processes, actions and outcomes and producing and promoting knowledge products



WEDO STRATEGIES TO ACHIEVE ITS GOALS

WEDO values its diverse collaborations and partnerships across the globe with women's organizations; environmental, development and human rights organizations; governments; and intergovernmental organizations, including the United Nations. The WEDO strategies reflect and draw from this, both building on and building up WEDO's strengths.



ADVOCACY &
INFLUENCE



CAPACITY BUILDING
& TRAINING



KNOWLEDGE
& OUTREACH



ADVOCACY & INFLUENCE



PHOTO CREDIT (BOTH):
ANABELLA AVRIL WECF



Advocacy and Influence: Engage in policy processes to ensure policy and actions reflect women's human rights and sustainable development

- Advocate for just outcomes/agreements that promote gender equality, women's human rights, and sustainable development;
- Monitor and hold national governments/international institutions to account through regular, coordinated tracking and publicizing government follow-up on commitments;
- Monitor and track key spaces, such as the UNFCCC, SDGs, DRR; and climate finance institutions (e.g. attend meetings, hold bilaterals with government officials, develop advocacy tools and mappings to support other advocates in the process, host events and deliver presentations);
- Collaborate with, learn from and listen to partners working across women's rights and environmental justice arenas, particularly from the Global South, to build collective priorities, advocacy demands, and comprehensive feminist narratives that challenge the status quo; and
- Convene and facilitate women's caucus spaces and constituencies in global policy processes (e.g. Women and Gender Constituency) and support allies in challenging the shrinking of civil society space and in expanding available spaces.



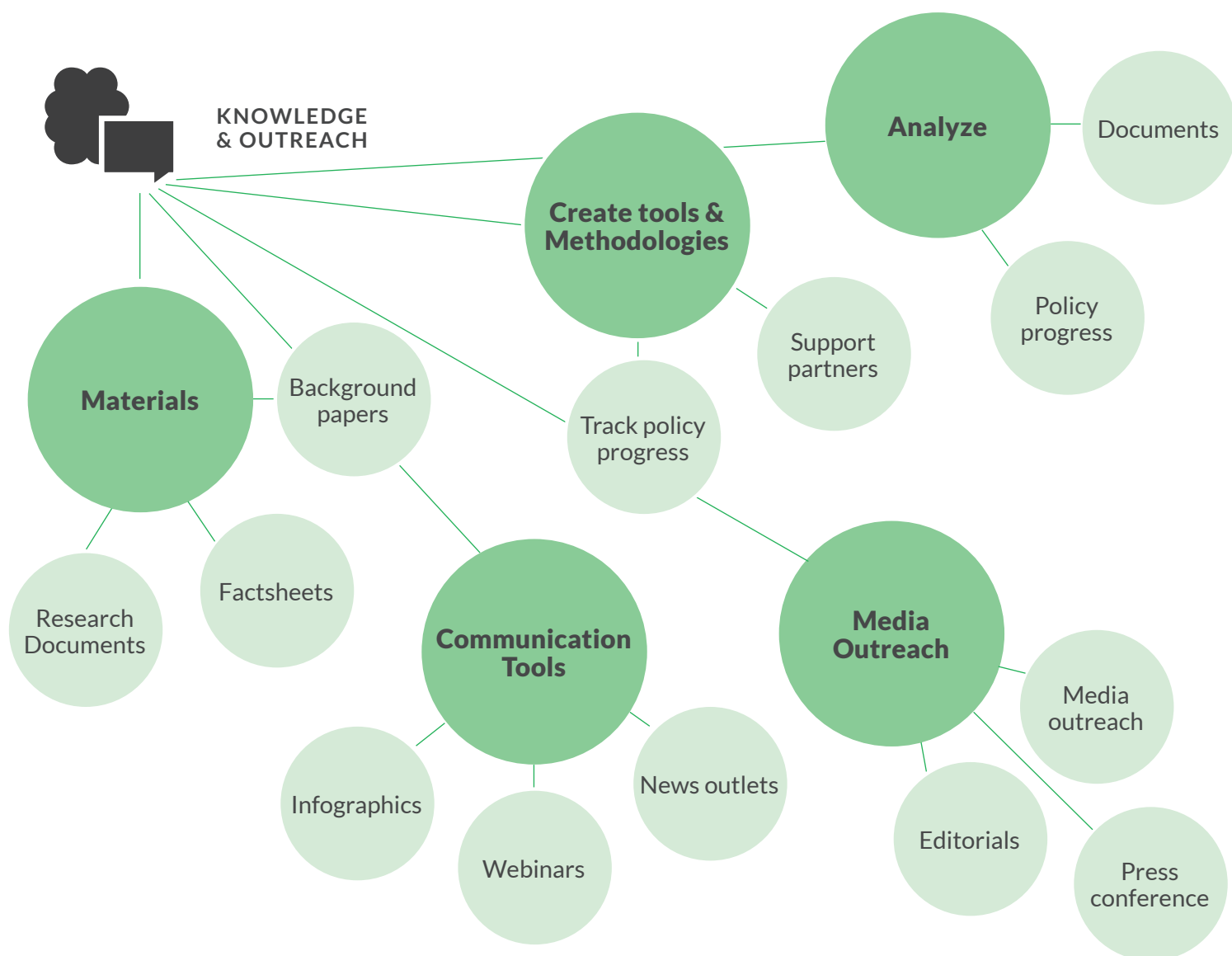
CAPACITY BUILDING & TRAINING



PHOTO CREDIT: ANABELLA AVRIL WECF

Capacity Building and Training: *Build capacity and facilitate space for women's political voice, power and influence, at local, national and international levels*

- Provide capacity on advocacy and lobbying skills in the areas of sustainable development;
- Draft guides, political mappings, and presentations on lobby and advocacy in general, as well as more specifically to key policy processes, for women's rights activists;
- Deliver trainings and workshops for women on skills for working at the intersection of women's rights, environment and development;
- Provide space and opportunity for capacity building specific to key policy meetings (e.g. strategy meetings prior to negotiations, webinars, negotiations simulations);
- Foster leadership through mentoring, capacity building and learning opportunities, particularly with a focus on young women/feminists working across women's rights and environmental justice; and
- Mobilize resources for women to participate and engage in relevant policy processes.



Knowledge Production and Outreach: *Build and maintain knowledge base related to gender equality, women's rights, sustainable development and environmental issues, ensuring targeted and effective outreach and information sharing.*

- Analyze policy processes and outcome documents from a WEDO lens;
- Create tools and methodologies to support partners in tracking policy progress and government commitments, monitoring government follow-up;
- Create factsheets, background papers and research documents to consolidate and share data, case studies, trends and entry points;
- Develop clear and effective communications tools, such as infographics and webinars and provide regular outlets for sharing news at the intersection of issues (i.e. weekly 'WEDO Links');
- Undertake opportunities for media outreach, press conference, and editorials to share WEDO's unique perspective.