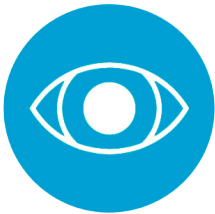


GENDER STRATEGY 2018-2021

STRATEGIC GOAL 1: INTEGRATE THE GENDER PERSPECTIVE IN COOPERATIVE DEVELOPMENT PROJECTS



1. Guarantee an equal access to eye health

- Make steps in each project to improve women's positions
- Include equality in treaties with local counterparts
- Add a gender variable in our projects' data recollection and analysis
- Prepare gender-sensitive budgets



2. Encourage women's individual and collective empowerment

- Establish strategic alliances with pro-equality entities in the areas where we work
- Integrate ourselves into local networks to promote equality
- Promote spaces for women's participation



3. Make gender diagnostics

- Make gender-sensitive diagnostics in each area of intervention
- Create a mapping for local feminist organizations



4. Improve gender knowledge in local working groups

- Offer specific training, focusing in the gender perspective
- Provide field workers with pro-equality resources

STRATEGIC GOAL 2: INTEGRATE THE GENDER PERSPECTIVE IN OUR COMMUNICATION CAMPAIGNS AND EDUCATION FOR DEVELOPMENT



5. Include the gender perspective in communication

- Divulge gender inequality to highlight the barriers women face

STRATEGIC GOAL 3: PROMOTE GENDER EQUALITY IN PEOPLE MANAGEMENT AND ORGANIZATIONAL PERFORMANCE



6. Implement a gender-focused sensibility in all areas of our Foundation

- Work with gender-sensitive budgets
- Enhance equality in executive and advisory boards of our Foundation