**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

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**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

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**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