GENDER STRATEGY 2018-2021

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

1. Guarantee an equal access to eye health
2. Encourage women’s individual and collective empowerment
3. Make gender diagnostics
4. Improve gender knowledge in local working groups

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

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

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