

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

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





6. Implement a genderfocused sensibility in all areas of our Foundation

Work with gender-sensitive budgets

Enhance equality in executive and advisory boards of our Foundation