



women's

RESOURCE & DEVELOPMENT AGENCY

Supporting Women's Groups & Networks across Northern Ireland

Strategic Plan



2017 - 2020



Welcome to WRDA’s new strategic plan, which was created by the staff and management committee. This revised plan will enable us to work effectively over the next three years as we strive to advance women’s equality and participation in society.

This document sets out our ethos, vision and mission and details the aims and objectives we will be working towards. We would like to say a huge thank you to all those who contributed to its development.

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Introduction from WRDA Director Anne McVicker

WRDA is a regional organisation , established in 1983, to advance women's equality and participation in society by transforming political, economic, social and cultural conditions. We engage with a wide range of women's groups, organisations and networks from Northern Ireland.



WRDA's Strategic Aims 2017-2020 are:

1. Empowerment & Tackling Inequality
2. Policy & Advocacy
3. Leadership & Infrastructure Support
4. Organisational Development

WRDA develops the capacity of women in safe spaces to engage with and discuss issues of concern to them and their families. This ranges from the delivery of focused programmes that address inequalities in health, leadership, community relations and peacebuilding, as well as hosting workshops, seminars and conferences to discuss issues that impact negatively on women's lives.

Introduction from WRDA Director continued

WRDA engages in lobbying and campaigning for the women's sector on a wide range of activities. Mindful of the under-representation of women in public and political life, we pursue greater visibility and inclusion of women to ensure their voices are heard and acted upon in local, regional, national and international decision-making & policy fora, structures and frameworks.

WRDA provide leadership, infrastructural support and advocacy within the women's sector as well as being an important online information and networking hub for the women's sector and those working on issues impacting on women. We do this by:

- participating as a leading partner in the Women's Regional Consortium;
- having a membership of 300+ comprising of women's groups, organisations and individuals;
- managing Womenslink and the NI Women's Policy and Budget Groups e-lists;
- producing a bi-monthly newsletter for members and a monthly E-zine;
- regularly updating our website, face book and twitter.

Ethos and Values

♀ Our belief that all women have the right to dignity, equality and respect is at the heart of the WRDA's work.

♀ We work from a feminist perspective, informed by women's experience, recognising that inequality is based on and sustained by structures and systems that limit personal choice and freedom.

♀ We believe that women's rights are central and implicit in the pursuit of human rights for all.

♀ We believe that mainstreaming alongside positive action is a core element in advancing women's equality.

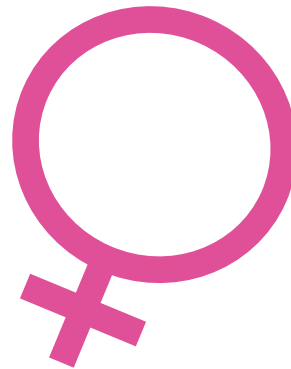
♀ We promote and practice participation, inclusion and collaboration, which builds solidarity as a means to effect social change in all the work we undertake.

♀ WRDA represents the interests of the women's sector in an informed and authoritative manner and offers leadership and support.

♀ The WRDA recognises and values the multiple roles of women in society and promotes respect for diversity.

♀ We recognise that women face particular challenges as a part of a society emerging from a conflict situation and provide support to women from all communities.

♀ We subscribe to the principles and endorse the implementation of the Convention on the Elimination of all forms of Discrimination Against Women (CEDAW), UN Security Council Resolution 1325 'Women, Peace and Security' and other international commitments promoting women's rights.



WRDA's vision is of a fair and equal society where women are empowered and are a visible force for change and influence in all areas of life.

Our Vision

Our Mission

WRDA works regionally to advance women's equality and participation in society.

Strategic Aim 1

Empowerment and Tackling Inequality

To develop the capacity of women from disadvantaged urban and rural communities to tackle inequalities affecting them.

Objectives:

1. Raise awareness and promote understanding of issues that affect women.
2. Support the empowerment of women to take action to tackle the inequalities affecting them.
3. Identify and provide training and resources to meet the needs of community based women.
4. Co-ordinate ongoing support and development of Community Facilitators.
5. Build the capacity of women to ensure that their voices are central to peacebuilding within political, civic and international frameworks.



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Strategic Aim 2

Policy and Advocacy

To advance women's equality and participation in all aspects of policy and decision-making.

Objectives:

1. Support the development of the women's sector's capacity to engage in policy work.
2. Facilitate and participate in relevant policy development fora.
3. Work collaboratively with relevant statutory and nongovernmental organisations to influence policy and practice.

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Strategic Aim 3

Leadership and Infrastructure Support

To provide leadership, infrastructural support and advocacy within the women's sector/movement.

Objectives:

1. Provide and disseminate information relevant to women and women's organisations.
2. Promote and maintain strategic collaboration for the benefit of the women's sector/movement.
3. Represent women's interests within the wider community and voluntary sector.
4. Advocate for sustainability of the women's sector/movement.



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Strategic Aim 4

Organisational Development

To strengthen the capacity of the organisation to carry out its role effectively.

Objectives:

1. Fulfil our governance responsibilities based on the principles of openness, accountability and transparency.
2. Ensure financial sustainability through developing and securing diverse income streams.
3. Actively engage with and maximise the contribution and involvement of members.
4. Lead, support and develop staff to enable them to achieve the aims and objectives of the WRDA.



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Thank you for reading our strategic plan. We hope you found it clear and informative. If you have any thoughts or queries, please feel free to get in touch with us on

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