

A Visible Force for Change



Strategic Plan 2020 - 2025



Vision

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.

Mission

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

Organisational High Level Outcomes

- **Empower women to make informed choices through improved knowledge and skills.**
- **Contribute to reducing inequalities and improved wellbeing (including health, economic and political).**
- **Mobilising and enabling all women and gender minorities (including non-binary and gender-diverse people) to be a visible force for change**
- **WRDA is an innovative, creative and flexible organisation.**

Ethos and Values

- Our belief is 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, and impact on outcomes for women.
- 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 sector and movement in an informed and authoritative manner and offers leadership and support.
- 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.

Strategic Aim 1: EMPOWERMENT AND TACKLING INEQUALITIES

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

Intended Outcomes

- Increased access to health screening especially for marginalised women and women from disadvantages areas.
- Improved understanding of rape culture and increased skills and choice to tackle it.
- Increased number of women feel supported with perinatal mental health in their community.
- Increased and improved capacity, including leadership in grassroots women.
- Increased collective empowerment leading to growth in the progressive women's movement in Northern Ireland.
- Increased engagement of women in WRDA's work.
- Increased levels of engagement with rural communities.
- Improved understanding of the role of all women and gender diverse people in peacebuilding and increased skills and choice to participate in peacebuilding initiatives

Key Areas of Work

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 information to meet the needs of community based women.
4. Build the capacity of women to ensure that their voices are central to peacebuilding within political, civic and international frameworks.

Strategic Aim 2: POLICY and ADVOCACY

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

Intended Outcomes

- Increased positive change on policy that directly impacts on women's equality.
- Removal of barriers to full reproductive health services including abortion and IVF.
- Improved understanding of rape culture and increased skills and options to tackle it.
- Increased visible advocacy for a sustainable women's sector.

Key Areas of Work

1. Collaboratively conduct policy analysis and horizon scanning to identify potential issues affecting women's equality.
2. Support the development of the women's sector's capacity to engage in policy work, including gender budget analysis.
3. Facilitate and participate in relevant policy development to ensure that women's voices are amplified.
4. Work collaboratively with relevant statutory and non-governmental organisations to influence policy and practice.
5. Engage and influence elected representatives and political parties.

Strategic Aim 3: LEADERSHIP AND INFRASTRUCTURE SUPPORT

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

Intended Outcomes

- Increased levels of engagement with rural communities.
- Increased visible advocacy for a strong and sustainable women's sector.
- Increased engagement of women in WRDA's work.
- Increased and improved capacity, including leadership in grassroots women.
- Increased collective empowerment leading to growth in the progressive women's movement in Northern Ireland.
- Increased productivity of WRDA's communication platforms.

Key Areas of Work

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 and movement.
3. Represent women's interests within the wider community and voluntary sector.
4. Advocate for continued development and sustainability of the women's sector and movement.
5. Actively engage with women outside the formal sector with a focus on rural and BAME communities and young women.

Strategic Aim 4: ORGANISATIONAL DEVELOPMENT

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

Intended Outcomes

- Increased inclusivity and action within WRDA membership.
- Increased reach of WRDA's communication platforms.
- Increased engagement of women in WRDA's work.
- Flexible and innovative responses to the changing external environment.
- Increased capacity via a more effective and vibrant Community Facilitators' Forum.

Key Areas of Work

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 via our social media channels.
4. Lead, support and develop staff to enable them to achieve the aims and objectives of WRDA.
5. Provide support and opportunities for Community Facilitators in order to build our capacity.
6. Co-ordinate ongoing support and development of Community Facilitators.
7. Explore innovative ways of working.
8. Take positive action to address representation gaps within WRDA's membership.

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Strategic Plan 2020 - 2025

The Women's Resource and Development Agency's Strategic Plan for 2020-2025 was developed with the input of our members at our 2019 AGM. The Board of Trustees and all the staff would like to thank the members for their efforts.



Women's
RESOURCE & DEVELOPMENT AGENCY
Supporting Women's Groups and Networks Across Northern Ireland

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