The desire is for women’s voices to be amplified and included in all key decision making spaces ultimately resulting in the political, social and economic development of women and whole populations.

The Centre will ensure that women more powerfully and positively influence to prevent conflicts and ensure peaceful post conflict situations.

The design of this Women’s International Peace Centre strategic plan for the period of 2019 to 2022 is greatly informed by our experience and achievements over the past 45 years as Isis-WICCE. This strategy recognises that the need for peace is more urgent now than ever.

Our focus remains, women in peace building processes. Our vision is a world where women live in peace and (re)create peace. For the next four years, we will enhance the position of women to more powerfully and unapologetically influence peace building processes and transform peace building spaces to be more gender inclusive and gender responsive. Women’s International Peace Centre is striving to be the go-to centre on women and peace building.

**Goal**
To enhance gender equity, justice and inclusive political, social and economic development, by contributing to sustainable peace.

**Indicators**

01. Increased representation and influence of women in power spaces in social, political and economic forums or institutions.

02. Gender-responsive policies are developed, passed into law and implemented.
Outcomes and Indicators

**Outcome 01**

Increased participation of women in peace processes articulating and influencing gender responsive and sustainable peace.

**Indicators**

01 30% of members in a peace process at any level are women.

02 The language in the documents is gender sensitive.

03 Outcome documents reflect women’s recommendations.

**Outcome 02**

Transformed gender responsive peace processes in terms of prevention, mediation, dialogues, peace building, peace keeping and negotiation.

**Indicator 01**

Five (5) documents that are used for peace processes reflect inclusivity and equity.

Strategic Outputs

To support and work towards the achievement of the goal and outcome, the following key outputs or results will be achieved in the next five years of the strategic time period.

01 Information is available for women to influence decision-making in peace processes (where, when and what is to be discussed at the peace table)

02 Deliberate attempts to claim spaces for women to participate at all levels of peace processes – local, national and regional. [Claim: pushing for implementation of existing policies and laws]

03 Holistic WellBeing of women in peace processes ensured.

04 The Centre is a structured and continuously improving institution delivering its strategic results, while maintaining a healthy working environment.
Vision, Mission and Values

The overall Strategy is supported, in a pertinent way by the following vision, mission and values:

**Vision**
A world where women live in peace and recreate peace.

**Our Mission**
To ignite women’s leadership, amplify their voices and deepen their activism in re-creating peace.

**Core Values**
- Boldness
- Innovation
- Consistency
- Intentional WellBeing

Output 1: Enhanced Technical Expertise to Participate in Peace Processes

**Requirement:** knowledge, skills and the attitude required for a task; strategic positioning to speak and negotiate courageously with the overall objective of influencing and transforming peace processes.

**INDICATORS**

01  2 tailored trainings per country on specific skills and processes each year

02  4 coaching sessions per country per year, quarterly and on demand

03  1 exchange visit per year per country

**Activities for the Achievement of Output 1**

- Baseline survey - study existing peace processes and identify skills gaps and the women to target.
- Mapping to strategically target women in key power spaces.
- Design and development of content based on profile of the target women/young women identified; the specific peace processes and unique situation of each process.
- Trainings with content tailored to specific peace processes- 2 trainings per year per country.
- Exchange visits to exchange practical information with women in countries where similar processes have happened and learn from the strategies and lessons learnt (1 per year per country)
- Coaching sessions/long-term support/mentorship targeted to address new challenges and provide technical support to young women.
- Follow-up to monitor how skills are being applied, challenges faced, and reinforce their capacity in order to strengthen their skills to update their strategies and transform targeted spaces.
Output 2:
Information available for women to influence decision-making in peace process

Requirements: evidence based information, accurate, simplified, clear and real time information, constructive use of information and newly generated content. Target policy makers in governments, civil society, regional organizations, global organizations and institutions that have the power to make policy changes.

INDICATORS

01  40 policy outputs (2 policy outputs (e.g. papers, briefs, communiqués) per country per year).

02  50% of knowledge documents used to inform the developing and adapting of 10 gender-responsive policies.

03  50% of women report using information generated to influence peace processes.

04  Women report that using the generated information had impact.

Activities for the Achievement of Output 2

- Research/knowledge generation and documentation.
- Document strategic information to transform peace processes, analyse and articulate recommendations.
- Simplify information available for sharing with the women, international community and a wider audience.
- Review draft recommendations of peace processes - articulate the change proposed and provide on the spot support to the process to enable women to influence.
- Production of IEC materials including multimedia products.
- Platforms for information storage and sharing - internal knowledge management system and external (digital media, online library, website).
Output 3:
Deliberate Attempts to Claim Space and influence peace processes at all levels

Requirements: deliberate support for women to move from being viewed and treated as dis-empowered agents to being empowered and informed to influence peace processes; building alliances with power brokers that will act as ladders for women to succeed in getting to the places where they are able to influence those in power, at the international, continental, regional, national and local levels.

INDICATORS

01  At least five (5) partnership MOUs signed by 2020.

02  Five (5) gender responsive policies/decisions developed adapted/reviewed per country (25).

03  Number of strategic spaces The Centre is invited to for influence.

Activities for the Achievement of Output 3

- Mapping of spaces, actors and targets for influence
- Identify key strategic spaces and actors of influence and impact for women’s peace priorities
- Country-specific advocacy planning/strategies with tracking for impact.
- Physical engagements
- Build partnerships with key intergovernmental organisations, national governments, institutions, CSOs, women’s groups
- Advocacy and information sharing events e.g. AU, ICGLR, UN
- Tracking and Follow-up

Output 4:
Holistic Wellbeing of Women

Requirements: deliberately work towards tracking and supporting the wellbeing of women; take care of the women in peace processes and employees, and support them in dealing with trauma, overcoming critical steps to wholesomely recover.

INDICATORS

01  25% of women provided with therapeutic remedies are able to conduct self and group therapy.

02  2,000 women accessing therapeutic remedies (100 women in 5 countries, 4 years).
**Activities for the Achievement of Output 4**

- Develop a simple guide for personal and collective wellbeing.
- Wellbeing assessments.
- Responses defined based on assessments, providing psychosocial (or holistic) preparation of women before participation in peace processes or peace building activities including use of self-help techniques (EDMR), centering, yoga, exercises etc.
- Periodic oversight visits to The Centre wellbeing sessions for learning.
- Develop a database of professionals to provide pro bono services in countries of operation.
- Continuous follow-up and support.

**Output 5:**
The Centre structured and continuously improving and delivering on strategic results, while maintaining a healthy working environment

**INDICATORS**

01. Board functions optimally, providing policy and strategic direction, and consistently undertakes an annual evaluation assessment.

02. Skilled and competent staff recruited for all the positions in the recommended organisational structure.

03. Performance of staff against the individual performance contract, organizational well-being standard and internal appraisal systems rated as high.

04. Management team in place with clear terms of reference and key performance indicators.

05. Funding sources in terms of number, quality and diversity of funding sources expands; and amount grows annually to cover programs. A reserve fund in place.

**Activities for the Achievement of Output 5**

- Systems: Design and implement systems that ensure that The Centre runs like a well-oiled machine. This will include a communication strategy, brand design and application; procurement and maintenance of tools, systems, digital structures and vehicles;

- Management and Staff: Annually review of staff capacity against the strategy requirements; filling positions and/or building capacities against a training plan. Build on The Organisational culture. Identify subject matter experts for each country.

- Governance: continuously enhance governance processes.

- Programmes: utilise results-based management system with annual targets for planning and implementation. Design and implement an advocacy strategy; a monitoring and evaluation plan; a knowledge management strategy; interpret feminism.

- Financial Resources: develop and implement a resource mobilization strategy.