

## **Gender and Development Network Strategy 2023-26**

**Our vision** is of a world defined by social justice and gender equality where women and girls everywhere are able to claim and enjoy their rights, and live free from oppression, prejudice and discrimination.

**Our goal** is to promote gender equality and the rights of women and girls in the Global South who face multiple and intersecting forms of discrimination, putting their voices and priorities at the centre of policy making.

**Our understanding** is that change happens by influencing and challenging those with power, and also by building collective, positive power by working in alliances. As a network, we build and support collaboration among our members to maximise our combined influence. We recognise that how we work is important, pushing ourselves to be more feminist and anti-racist and adapting our methods to reflect new learning.

**Our commitment** as a feminist organisation is to challenge and change the unequal power relations created by patriarchy, white supremacy and colonialism that frame and shape our work. We recognise and seek to disrupt the intersecting oppressions and discrimination that shape the lives of women and girls in different ways. As an organisation located in the UK, we acknowledge our responsibility to hold the UK government to account for colonial legacies, and to challenge the international economic systems that perpetuate inequality. In promoting alternatives, we strive to be led by the analysis and demands of feminist organisations and movements in the Global South.

**We pursue our goals in four ways:**

**We work collaboratively with feminist organisations and movements globally to strategically influence global policy and support feminist alternatives**

We recognise that change will only be sustainable and transformative if we work together, building feminist alliances globally to boost our collective strength, so we can hold decision-makers to account in some of the most powerful international institutions. As part of this movement-building, we promote feminist alternatives to current unequal power structures and practices - demonstrating that change is not only necessary but possible. We do this particularly through our REFRAME project where we work with allies globally to promote a feminist reframing of macroeconomics, recognising the central role economic policies play in shaping gender equality and women's rights.

**We work with our members and allies to hold the UK government to account and to change the way relationships with the Global South are debated and addressed in the UK towards a more progressive agenda**

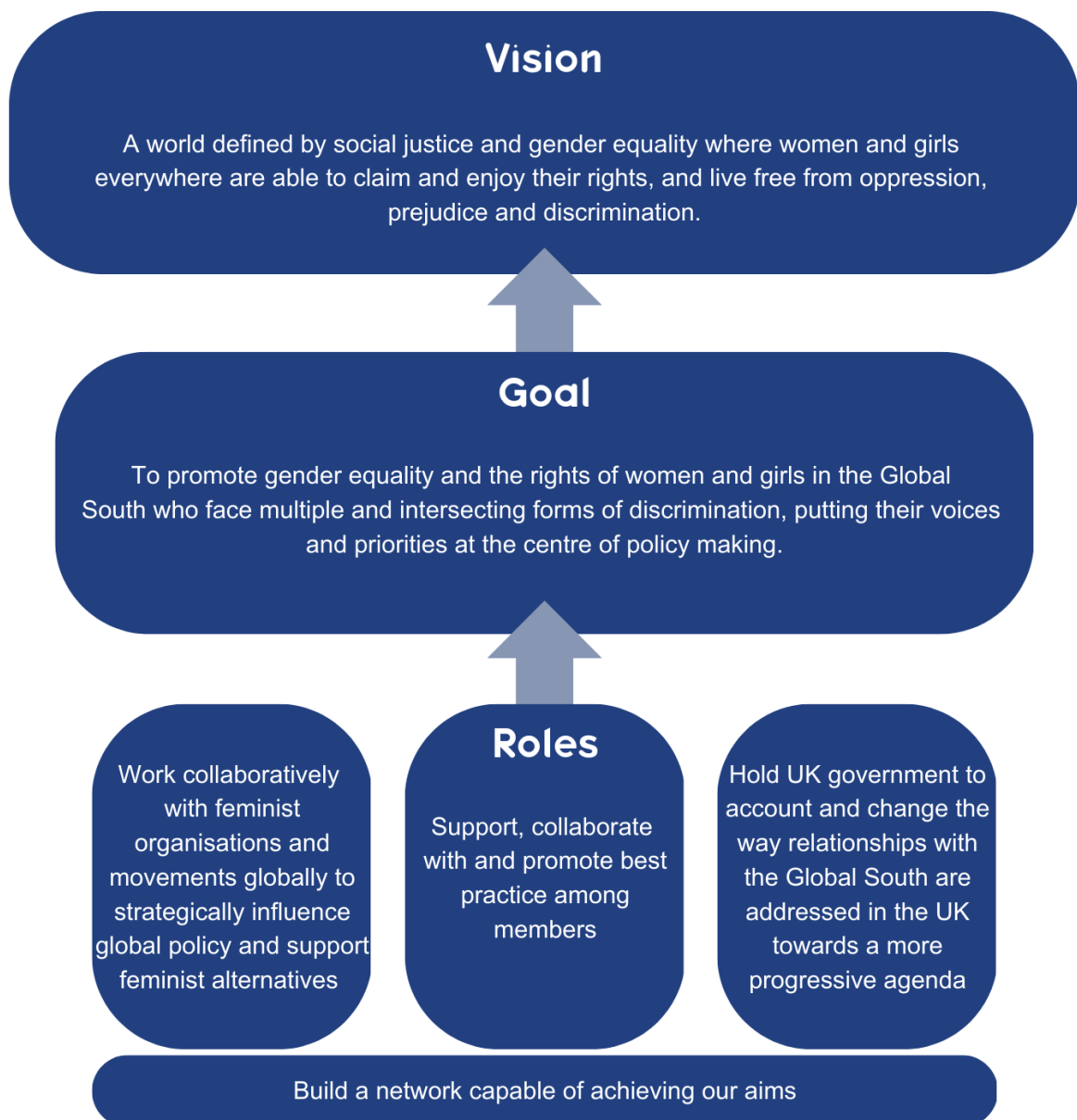
Given our UK base, we have a particular responsibility and ability to hold the UK government to account to achieve women's and girls' rights in its international work and to promote alternative policy. We also work to shift UK political agendas in the long term towards transformative feminist policies, including decolonisation and atonement for past and present harm.

### **We support, collaborate with and promote best practice among members**

GADN is primarily a network of UK-based NGOs, many of whom have significant reach and influence. We support our members to collaborate and share learning to improve the quality of both their programme and advocacy work. We encourage feminist working and we act as a critical friend supporting members to continuously improve their work on gender equality and women's rights, including within the need for decolonisation.

### **We strive to build a network capable of achieving our aims**

As a network we strive to live our feminist values, and to be actively decolonial and anti-racist in the ways that we work, constantly listening to and learning from others, and recognising the power relationships that exist in the development sector. We aim to model best practice and to maximise our positive impact by working strategically in alliances, rather than just by increasing the size of our membership or secretariat, and by working effectively and transparently to achieve our aims.



# GADN Strategy 2023–26: Aims and objectives

**Aim: To collaborate with feminist organisations and movements globally in challenging unjust international economic systems and promoting feminist alternatives.**

- Strategically influence and challenge the international decision-making processes, policy assumptions and practices that reinforce unequal international economic systems.
- Through mutual learning and cooperative working, support the building and promotion of positive feminist alternatives, recognising the intersectional nature of discrimination and oppression and the neo-colonial context in which we operate.

**Aim: To work cooperatively with members to deliver effectively on gender equality and the rights of women and girls internationally**

- To increase the effectiveness of members' advocacy by enabling collaborative strategising and joint advocacy, and facilitating access to UK decision makers.
- To support and encourage feminist working among our members by enabling the exchange of feminist analysis, learning and information and facilitating respectful collaboration with feminist organisations and movements globally.
- To act as a critical friend to member organisations, providing thought leadership and encouraging best practice and brave action promoting gender equality and women's rights including on anti-racism and decolonisation.

**Aim: To hold the UK government to account for its responsibility to promote gender equality and the rights of women and girls globally, and to atone for past and present harm**

- To shift UK political agendas in the long term towards support for transformative feminist policies, including decolonisation and atonement for past and present harm.
- To strengthen the UK government's commitment, policy and practice towards achieving women's and girls' rights and gender equality in its international work providing technical expertise and creating engagement space for our members and for feminists from across the Global South.

**Aim: To build a network capable of achieving our aims**

- Continue to become more actively feminist, decolonial and anti-racist in the ways that we work.
- Maintain and strengthen a membership base that works together cooperatively.
- Secure, and sustain sufficient resources including finances, staff and reputation and use them responsibly.
- Uphold an effective and transparent management and governance structure for the network.