

YOUNG WOMEN AND GIRLS TRANSFORMATIVE LEADERSHIP

OBJECTIVE 1

Ensuring the full implementation of a human rights-based approach to young women and girls' leadership in the context of shared, transformative and intergenerational leadership

Outcomes:

1. YWCA International Leadership Academy is launched;
2. Young women and girls are fully equipped and supported to claim and enjoy their human rights both internally and outside the YWCA movement;
3. The number of YWCA women who practice transformative, shared and intergenerational leadership in claiming, upholding and enjoying women's rights at all levels and supporting each other is increased; and
4. All YWCAs uphold the constitutional commitment of having young women holding at least 25% of leadership positions.

World YWCA and Movement-wide: Key Actions

By 2016:

- Document, disseminate and pilot intergenerational shared, transformative and authentic leadership models; and
- Train and impact 50 000 young women and girls using intergenerational shared and transformative leadership models.

By 2017:

- Pilot virtual and face-to-face curricula that aim to strengthen both individual and collective practices of shared, intergenerational and transformative leadership for young women and girls; and
- Develop and implement strategic regional and inter-regional leadership training networks with universities, and other women's, youth and faith training institutes in preparation for opening an accredited YWCA International Leadership Academy.

By 2018:

- In collaboration with strategic partners, develop and pilot fellowship, scholarship, internship and mentorship models for leadership for Young Women Champions and Women's mentors.

By 2019:

- Launch the first pilot of the accredited YWCA International Leadership Academy;
- Reach, recruit and impact two million young women and girls as volunteers, members or benefactors of YWCA programmes and services in 60% of YWCA Member Associations; and
- Build and support the capacity of all Member Associations to implement intergenerational and transformative shared leadership using a human rights-based approach.

REALISING HUMAN RIGHTS

OBJECTIVE 2

YWCA women, young women and girls become the driving force in claiming and influencing women's rights' policies, leading change and setting global priorities for Young Women's leadership and realising human rights

Outcomes:

1. 1,000 YWCA young women and girls become lead champions and change agents, empowered to advocate for social, economic and environmental justice;
2. 20 million young women and girls are impacted through programmes and services in health, peace, security, social, economic and environmental justice;
3. Women, young women and girls promote a world without war and violence through peace and justice programmes; and
4. YWCA young women and girls contribute to and receive an equitable share of the world's income.

World YWCA and Movement-wide: Key Actions

By 2016:

- Ensure all members have access to training and support on Violence Against Women and Girls (VAWG), Sexual & Reproductive Health and Rights (SRHR), peace, security, social, economic and environmental justice using human rights-based approaches;

By 2017:

- Develop and pilot new economic empowerment models based on ICT in at least 20 countries to ensure women can use technology to claim their space and rights.

By 2018:

- In all eight regions, strengthen at least two partnerships with international human rights organisations at the national, regional and global level; and
- Build the capacity of 25% of YWCA Member Associations to effectively engage in influencing national and regional policies and monitor global instruments, (including CEDAW, CSW, Beijing Platform, HRC, ICPD, UN Security Council Res. 1325) while holding governments accountable.

By 2019:

- Develop young women and girls to become lead champions and change agents actively engaged in policy and advocacy on a local, national, regional and global level;
- Implement three campaigns focused on Peace and Justice, VAWG, and SRHR, amplifying our faith voices;
- Reach and impact 20 million young women and girls through YWCA training, services and advocacy; and
- 50,000 young women and girls participate in economic empowerment programmes and/or enjoy gainful employment in traditional and non traditional sectors.

SUSTAINABILITY OF THE YWCA MOVEMENT

OBJECTIVE 3

Building an effective, well governed, accountable and sustainable movement that has robust assets to sustain the work of the YWCA movement

Outcomes:

1. The number of YWCAs in compliance with the conditions of affiliation is increased by 50%;
2. The World YWCA brand is the global voice, leader, advocate, convenor and go-to organisation on young women and girls across the global for young women and girls' leadership;
3. A well-developed sustainability plan supports engagement and growth of the movement through new membership, governance, operating, and revenue models; and
4. The Power to Change funding mechanism is improved and strengthened.

World YWCA and Movement-wide: Key Actions

By 2016:

- Develop and implement a formal operational plan focused on the 2035 Goal;
- Implement the accountability framework for the World YWCA, including a formalised monitoring and evaluation strategy, processes and the International Accountability Charter (INGO);
- Bring together and operationalise a Young Women's Task Force and a Sustainability Experts Group;
- Develop and implement a monitoring and evaluation framework; and
- Launch Phase 2 of the Power to Change Campaign to contribute to achieving financial sustainability.

By 2017:

- Explore social enterprise as a means of securing economic sustainability though different business models in resourcing the movement;
- Pilot Member Association partnership models maximising the shared resources within and across the movement; and
- Review and strengthen the World YWCA office structure and operations to effectively deliver for the movement.

By 2018:

- Develop and implement a branding strategy for the World YWCA to clarify the brand within and outside of the YWCA movement.

By 2019:

- Build a strengthened sustainable, innovative, relevant, accountable, transparent and effective YWCA movement with the proactive, bold and transformative leadership of the World Board.