



Women Enabled International Strategic Plan 2019-2021: Executive Summary

Since its founding in 2012, Women Enabled International (WEI) has built a strong program of legal advocacy to advance the human rights of women and girls with disabilities, earned a reputation for excellence within and across the disability and women's rights movements, improved policy and practice, influenced norms, and held governments accountable. In 2019, WEI adopted a new strategic plan that reflects and addresses the current context within which we work, affirms our programmatic approach and priorities, and supports our continued growth.

Vision

Women Enabled International envisions a world where women and girls with disabilities claim human rights, act in solidarity, and lead self-determined lives.

Mission

Women Enabled International advances human rights at the intersection of gender and disability to respond to the lived experiences of women and girls with disabilities; promote inclusion and participation; and achieve transformative equality.

Strategic Imperative

Women Enabled International will hone our programmatic approach, and stabilize internal operations to keep pace with organizational growth.

WEI Strategic Goals 2019-2021

1

Solidify role as the key international legal advocacy organization advancing the rights of women and girls with disabilities worldwide.

2

Expand Board of Directors and strengthen its capacity to support a growing organization.

3

Maintain core funding partnerships, promote funding opportunities to new constituencies, cultivate relationships, and diversify revenue sources.

4

Build on strong financial management systems.

5

Continue to attract and retain a diverse, highly skilled, and collaborative team.

A Closer Look: Strategic Goal 1

WEI's work in the next three years will focus on the priorities of women and girls with disabilities that align with the areas of international and regional law where WEI has distinct expertise and where WEI sees the greatest potential for impact in the near term.

WEI Critical Issues 2019-2021

- Sexual and Reproductive Health and Rights.
- Gender-Based and Sexual Violence.
- Discrimination, Equality, Stigma and Stereotyping.
- Accountability and Access to Justice.
- Participation and Inclusion.

WEI Key Programmatic Strategies 2019-2021 Objectives

Norm Building and Thought Leadership

WEI uses legal and advocacy strategies to ensure that human rights standards respect, protect, and fulfill the rights of women and girls with disabilities, reflect their unique life circumstances and respond to the specific barriers they face to realizing their fundamental rights.

1. **Deepen relationships with U.N. experts** to strengthen human rights standards **and with partners** to ensure on-the-ground implementation of these standards.
2. **Engage with regional human rights mechanisms** and collaborate with partners on strategies for strengthening regional standards.
3. **Provide an intersectional feminist framework** to inform human rights standards; apply this framework to cutting-edge, complex, and controversial human rights issues.
4. **Connect the lived experiences of women and girls with disabilities** with human rights standards to galvanize partners, policy influencers, and allies to champion change.
5. **Extend monitoring and evaluation** efforts to encompass all vehicles and tactics for engagement and advocacy.

Capacity Development

WEI develops the capacity of individuals and entities working on issues affecting women and girls with disabilities to approach these issues with a strong human rights foundation and equips them with the tools they need to advocate for their rights.

6. **Develop resources to facilitate understanding** of—and more effective advocacy around—critical issues impacting the rights of women and girls with disabilities.
7. **Organize regional convenings** to provide training and technical assistance, resource and information sharing, and organizing for collective action.
8. **Increase awareness of fundamental rights** and government obligations, develop skills for claiming rights, and strengthen rights-based services and supports.

Movement and Cross-Movement Building

WEI leverages its skills, experience, and network to organize and promote social movements led by women and girls with disabilities; WEI builds inclusive coalitions across movements and creates safe spaces for women with disabilities and allies to collaborate toward shared objectives.

9. **Exercise leadership within and across movements**, as the only international human rights organization focused specifically on working at the intersection of gender and disability.
10. **Deepen existing and initiate new partnerships** to encourage mainstream organizations to adopt intersectional approaches.



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