Executive Summary

FUTURE PROOFING EQUALITY: A JUST WORLD FOR WOMEN AND GIRLS

Responding to a Rapidly Changing World

At the start of our last 2017 Strategic Plan, we found that women’s rights were progressing around the world with some exceptions. In 2022, this is unfortunately no longer true. Women’s and girls’ equality is being threatened by several factors, including the pandemic, climate change, the rise of authoritarianism and nationalism around the world, and rising income inequality within and among states. Many forms of violence against women, including domestic violence, online sexual exploitation, child marriage and female genital mutilation, are also rising whilst women and girls’ access to education, employment and political participation is decreasing.

Funding for equality for women, which was already low, is now decreasing as funds are re-prioritised with political shifts and emerging global issues. This means not only do women suffer, but communities also can’t benefit from the wider outcomes of gender equality, which is peace, security, and prosperity.

A Time to Future Proof Gender Equality

At Equality Now, we use the law to achieve equality for women and girls. We work with lawmakers to enact, reform, and implement laws to end violence and discrimination against women. For over 30 years our work towards a gender-equal world and our thought leadership in driving trends towards this vision has had a positive impact on millions.

Making Change Happen

Our Theory of Change includes four pathways with the last, resourcing, added as part of our strategic review.

LEGAL
We work to change laws at the national, regional, and international level to provide legal equality to women and girls.

COLLABORATION
We work with partners on the ground who know the context within which they operate to drive change and amplify their work. We also engage in diverse partnerships to increase our reach.

ADVOCACY
We build a groundswell of support for progressive legal change using social media, press and our networks to influence the public and decision makers in national, regional, and international fora.

RESOURCING
Recognizing that a vibrant women’s rights movement around the world is critical to the success of our work, and that resourcing for this sector is decreasing, we seek to encourage supporters to make sustained and lasting commitments to gender equality.

We achieve our aims through four programme objectives of achieving legal equality; ending sexual violence; ending sexual exploitation and ending harmful practices.
THE PILLARS OF OUR STRATEGY: GLOBALIZE, GALVANIZE, LEAD

Entering a new strategic period gave us the opportunity to reflect and re-calibrate. Through our analysis, we see we create the most impact when we: expand our influence and connect networks; bring together and support those who share our vision to mobilize more resources; work as One Equality Now. These three goals to Globalize, Galvanize and Lead define our three-year plan.

We will
GLOBALIZE
our work using innovative new solutions to tackle new and entrenched inequality.

Our five priority areas for the next three years are:
- Make the digital world a safe, secure and equal place for women and girls
- Ensure equality in the family for women and girls
- Ensure access to justice for survivors of sexual violence
- Promote better implementation of laws to protect women and girls through a multi-sectoral approach
- Facilitate regional movements

We will
GALVANIZE
the people around us, and bring new people into our movement, with the influence and resources to face every future challenge.

In the next three years we will:
- Be a home for those who want to invest in and achieve enduring change
- Be an innovative and influential campaigner and beacon of change for women and girls
- Be a champion and advocate for those that progress new solutions to achieve gender equality

We will
LEAD
by ensuring we always act as one coherent and effective organization, delivering and demonstrating impact. In the next three years we will:
- Develop improved strategic decision-making and enhance our impact reporting
- Enhance our systems and policies to ensure they are user focused and that they support a growing, flexible and dispersed organization
- Upskill staff to succeed
- Evolve our Diversity, Equality and Inclusion policies and practices
- Prepare the organization for a leadership transition

Future Proofing Gender Equality will empower us to maintain responsiveness, flexibility and focus as we grow our networks and redouble our efforts in concert with essential partners to make a more just and equal world for women and girls.

ARE YOU IN?
Achieving our goals, which will improve the lives of millions of women, men, girls and boys, will lie in reaching and building ever more diverse communities dedicated to equality. We need the committed support of passionate, connected and invested partners to make this happen. We thank our supporters over the last 30 years and hope you will join us to make this moment the launchpad to a safe, equal and just world for every woman and girl.