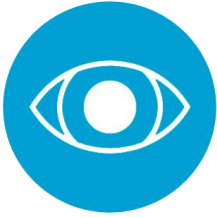


GENDER STRATEGY

STRATEGIC GOAL 1: INTEGRATE THE GENDER PERSPECTIVE IN COOPERATIVE DEVELOPMENT PROJECTS



1. Guarantee an equal access to eye health

Make steps in each project to improve women's positions

Include equality in treaties with local counterparts

Add a gender variable in our projects' data recollection and analysis

Prepare gender-sensitive budgets



2. Encourage women's individual and collective empowerment

Establish strategic alliances with pro-equality entities in the areas where we work

Integrate ourselves into local networks to promote equality

Promote spaces for women's participation



3. Make gender diagnostics

Make gender-sensitive diagnostics in each area of intervention

Create a mapping for local feminist organizations



4. Improve gender knowledge in local working groups

Offer specific training, focusing in the gender perspective

Provide field workers with pro-equality resources

STRATEGIC GOAL 2: INTEGRATE THE GENDER PERSPECTIVE IN OUR COMMUNICATION CAMPAIGNS AND EDUCATION FOR DEVELOPMENT



5. Include the gender perspective in communication

Divulge gender inequality to highlight the barriers women face

STRATEGIC GOAL 3: PROMOTE GENDER EQUALITY IN PEOPLE MANAGEMENT AND ORGANIZATIONAL PERFORMANCE



6. Implement a gender-focused sensibility in all areas of our Foundation

Work with gender-sensitive budgets

Enhance equality in executive and advisory boards of our Foundation