SOMALI WOMEN PEACE AND SECURITY (SWPS)

ORGANIZATION STRATEGY

Mission:
SWPS's mission is to empower Somali women and girls by fostering an environment that supports their rights, promotes gender equality, and facilitates their active participation in decision-making processes.

Vision:
SWPS envisions a Somalia where women and girls are empowered, educated, and provided with equal opportunities in all aspects of life.

Key Focus Areas:

- **Women Empowerment:** Develop comprehensive programs for skill-building, vocational training, and financial literacy.

- **Girl Education:** Ensure access to quality education for girls, breaking barriers hindering their academic pursuits.

- **Equal Gender Opportunities:** Address gender disparities in education, employment, and healthcare through advocacy and policy interventions.

- **Women Inclusiveness in Decision Making:** Advocate for increased representation of women in political, social, and economic decision-making bodies.

- **Women in Business Startups:** Facilitate entrepreneurship programs, offering support for women-led startups through funding, mentorship, and training.

- **Workshops for Women Skill Initiatives:** Organize workshops covering leadership, communication, and technical skills to enhance capacities.

Strategic Initiatives:

- **Advocacy and Policy Influence:** Engage with policymakers to influence legislation and policies supporting women's rights and gender equality.

- **Community Engagement:** Establish community-driven initiatives that address specific needs, fostering a sense of ownership and sustainability.

- **Partnerships:** Form strong partnerships with local and international organizations, governmental bodies, and private sector entities to leverage resources and expertise.

- **Monitoring and Evaluation:** Implement robust monitoring and evaluation systems to track the impact of programs and ensure continuous improvement.

Core Values:

- Empowerment: Strive for self-reliance and confidence in women.
- Equality: Promote equal opportunities and eradicate gender disparities.
- Inclusivity: Advocate for the active participation of women in all aspects of society.
- Collaboration: Work with stakeholders to create sustainable change.
- Innovation: Embrace creative solutions for impactful initiatives.

Implementation Approach:

1. Collaboration and Partnerships:
   SWPS actively seeks partnerships and collaborations with government institutions, civil society organizations, and community leaders. By working together, SWPS aims to leverage diverse expertise and resources, build consensus, and create sustainable change.

2. Capacity-Building and Knowledge Sharing:
   SWPS focuses on capacity-building initiatives to enhance the skills and knowledge of individuals and institutions working on gender equality and peacebuilding. SWPS provides training, workshops, and mentorship programs to foster learning, knowledge exchange, and the development of best practices.

3. Advocacy and Policy Influence:
   SWPS advocates for gender-responsive policies and legal frameworks that promote women's rights and gender equality. Through strategic advocacy, lobbying, and engagement with policymakers, SWPS aims to influence policy development and implementation processes.

4. Community Engagement and Empowerment:
   SWPS recognizes the importance of engaging and empowering local communities. SWPS works closely with communities to raise awareness,

challenge harmful gender norms, and promote community ownership and sustainable solutions.

5. Research and Evidence-Based Programming:
SWPS conducts research and data collection to inform its programming, policy advocacy, and knowledge sharing efforts. By generating evidence, SWPS aims to develop targeted interventions and contribute to the broader knowledge base on gender equality and peacebuilding.

Capacity Building:

- **Internal Capacity:** Invest in the professional development of SWPS staff to ensure they possess the skills and knowledge necessary for effective program implementation.

- **Community Capacity:** Provide training and resources to community leaders and members, empowering them to take an active role in promoting gender equality.

Communication and Awareness:

- **Public Awareness:** Conduct awareness campaigns to educate the public on the importance of gender equality and women's empowerment.

- **Stakeholder Engagement:** Regularly communicate with stakeholders, donors, and the public to share successes, challenges, and the impact of SWPS initiatives.

Sustainability:

- **Income Diversification:** Explore diverse funding sources, including grants, donations, and income-generating activities, to ensure financial sustainability.

- **Capacity Transfer:** Build the capacity of local organizations and communities to continue and expand the impact of SWPS initiatives independently.

Continuous Learning and Adaptation:

- **Research and Innovation:** Stay abreast of current research and innovative approaches to continually enhance SWPS programs.

- **Flexibility:** Adapt strategies based on the evolving needs and challenges faced by Somali women.

Monitoring and Reporting:

- **Impact Measurement:** Regularly assess the impact of programs and initiatives using key performance indicators.

- **Transparency:** Maintain transparency through regular reporting on the organization's financials, achievements, and challenges.

Stakeholder Engagement:

- **Community Involvement:** Engage with the communities SWPS serves, seeking their input and involvement in the planning and implementation of programs.

- **Government and Partnerships:** Collaborate with government bodies, NGOs, and other stakeholders to create a holistic approach to women's empowerment.

Evaluation and Feedback Mechanism:

- **Feedback Loops:** Establish mechanisms for obtaining feedback from beneficiaries and stakeholders, using this information for continuous improvement.

- **Periodic Evaluations:** Conduct periodic evaluations of programs to assess their effectiveness and relevance.

SWPS is committed to implementing this strategic plan to create sustainable change in the lives of Somali women, fostering a society where they are empowered, educated, and actively engaged in decision-making processes.