

# RFHA GENDER EQUALITY STRATEGY 2025–2035

Achieving Gender Equality for Sustainable  
Health and Community Development



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Prepared by: Edith Makandi, RFHA Senior Gender Specialist



# FOREWORD

Achieving gender equality is not only a human rights imperative but also essential to building resilient health systems and achieving universal health coverage. The Rotary Action Group for Family Health & AIDS Prevention (RFHA) proudly presents its **Gender Equality Strategy (2025–2035)** – a bold and transformative framework that embeds gender equity at the heart of our mission, programs, and organizational culture.

This strategy responds to persistent and systemic disparities in healthcare by aligning RFHA’s work with global, regional, and national commitments, including Sustainable Development Goal 5, the African Union Agenda 2063, and various national gender policies. It outlines a compelling case for change, recognizing the entrenched barriers affecting women, girls, and marginalized populations while emphasizing the need for inclusive, gender-responsive interventions.

Our commitment to gender equality is not new. This is reflected in the milestones we have already achieved, mainly through gender-sensitive programming at Rotary Family Health Days.

Yet, we acknowledge that significant challenges remain, such as cultural norms that reinforce inequality, limited male engagement, and the lack of reliable gender-disaggregated data. This strategy seeks to

address these gaps systematically. The roadmap offers vision and action and is structured around five strategic objectives – governance integration, gender-sensitive programming, capacity building, data-driven advocacy, and strategic partnerships. These pillars are supported by a robust financing and resource mobilization framework to ensure long-term sustainability and institutional accountability.

**The intended impact is profound.** RFHA aims to transform healthcare delivery through this strategy by institutionalizing gender-responsive practices, elevating community voices, and driving equitable access to quality services. With a phased implementation plan, built-in monitoring and evaluation, and a strong foundation of stakeholder collaboration, we are poised to deliver measurable, meaningful change.

This strategy is more than an internal commitment. Our collective pledge to our partners, beneficiaries, and the broader global community is that we will actively champion gender equality as a catalyst for better health outcomes and a more just world.

**Sue Paget, RFHA CEO**



# ACKNOWLEDGMENTS

The development of the **RFHA Gender Equality Strategy (2025–2035)** reflects a shared commitment to advancing equity in global health through inclusive collaboration and visionary leadership.

We extend our heartfelt appreciation to our **funder, the Gates Foundation**, whose visionary support was instrumental in bringing this strategy to life. Your belief in the power of gender equality to transform health systems has enabled us to take bold steps toward systemic change that will benefit millions in the countries we work in.

We recognize the strategic guidance of our **CEO**, whose strategic guidance and steadfast leadership have anchored this process. Your unwavering commitment to equity, innovation, and inclusion has driven this strategy's ambition and clarity. Special thanks to our **Board of Directors**, whose insights and oversight provided the foundation for this strategy. Your direction and dedication to RFHA's mission ensured that the strategy is both visionary and grounded in governance excellence.

Special recognition goes to the **RFHA Gender Specialists**, whose technical expertise and passion for gender justice

guided the strategy's alignment with international and regional gender commitments, including Sustainable Development Goal 5 and the African Union Agenda 2063, which shaped the strategy's framework and direction. Your insights ensured that this document is evidence-based and transformative in its scope.

To our dedicated **Country Coordinators**, thank you for your invaluable input and for sharing the realities of your work on the ground. Your contributions brought context, relevance, and authenticity to the strategy, ensuring it reflects the diverse needs of the communities we serve.

Finally, we thank **our volunteers and Gender Focal Points** for their continuous dedication, and we honor the communities whose lived experiences shaped and inspired this strategy.

Together, we take forward this strategy as a bold step toward a more equitable, inclusive, and healthier future for all.

***Edith Makandi, RFHA Senior Gender Specialist***



# ACRONYMS

CEDAW	Convention on the Elimination of All Forms of Discrimination Against Women
DRC	Democratic Republic of the Congo
GBV	Gender-Based Violence
MEL	Monitoring, Evaluation, and Learning
RFHA	Rotary Action Group for Family Health & AIDS Prevention
RFHDs	Rotary Family Health Days
SADC	Southern African Development Community
SDG	Sustainable Development Goal
UN	United Nations

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# EXECUTIVE SUMMARY

The Rotary Action Group for Family Health & AIDS Prevention (RFHA) Gender Equality Strategy (2025–2035) serves as a transformative framework to integrate gender equality into the organization’s core mission and operations. Grounded in global, regional, and national commitments, this strategy addresses systemic gender disparities and promotes equitable healthcare access.

The document highlights why gender equality is a critical focus, outlining barriers that persist within healthcare systems and the need for inclusive, gender-responsive interventions. It aligns with international frameworks, such as Sustainable Development Goal 5: Achieve Gender Equality and Empower All Women and Girls, the African Union Agenda 2063, and national gender policies, ensuring RFHA’s work contributes to broader efforts for systemic change.

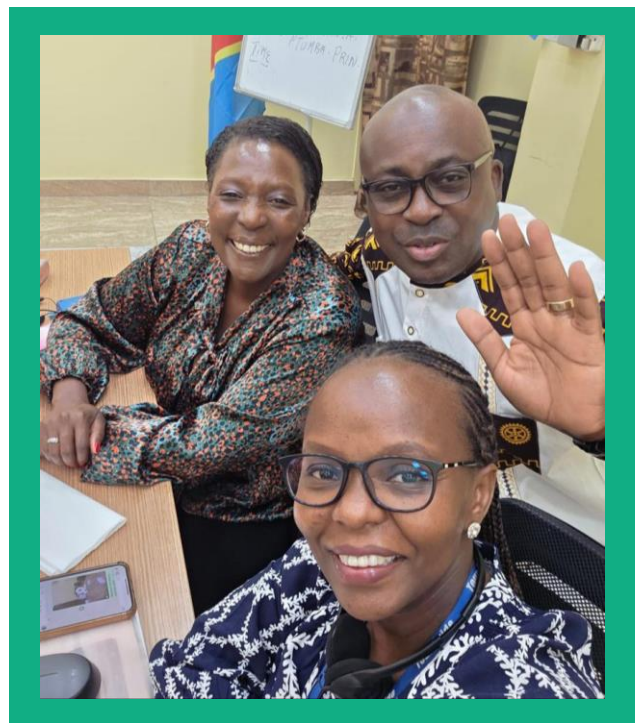
RFHA’s commitment to gender equality is reflected in its milestones and ongoing initiatives, including gender-sensitive programming across Rotary Family Health Day events. However, challenges remain, such as cultural norms, the need for men’s engagement, and gaps in gender-responsive data collection, that the strategy seeks to address.

The strategy is structured around a clear vision, mission, and guiding principles, ensuring alignment with RFHA’s long-term objectives. It introduces five strategic objectives, spanning governance integration, gender-sensitive program implementation, capacity-building for staff and volunteers, data-driven advocacy, and strengthening

partnerships. A cross-cutting financial and resource mobilization framework supports sustainability, ensuring gender initiatives receive adequate funding and institutional backing.

Implementation will follow a phased approach with structured monitoring and evaluation mechanisms to track progress, refine interventions, and ensure accountability. Key next steps include finalizing a Gender Narrative Framework, launching targeted training programs, expanding gender-sensitive tools, and strengthening stakeholder engagement.

By embedding gender-responsive practices in healthcare delivery, RFHA positions itself as a leader in promoting inclusivity and equitable health outcomes. This strategy is more than an operational guide – it is a commitment to transformative change, ensuring RFHA contributes meaningfully to advancing gender equality and healthcare equity at local, national, and global levels.

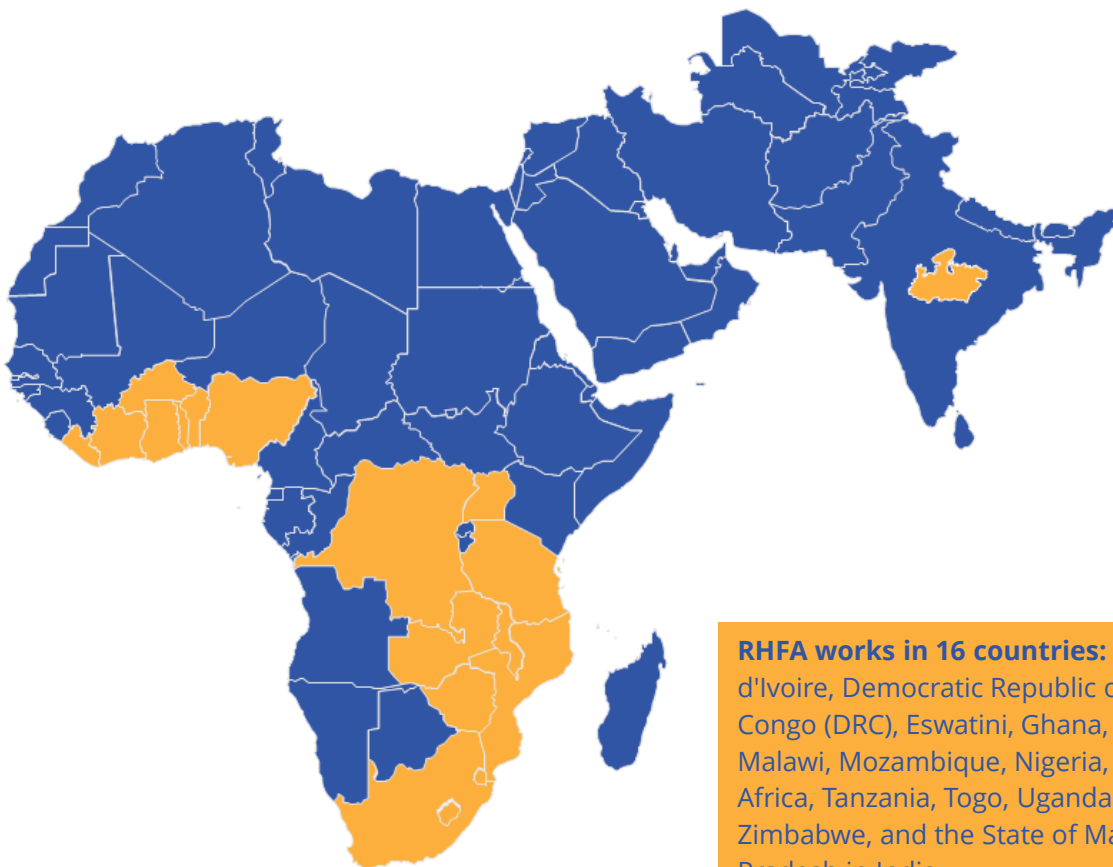


# 1 INTRODUCTION

Gender equality is fundamental to sustainable development and improved health outcomes, as highlighted in global frameworks such as the United Nations (UN) Sustainable Development Goals (SDGs) – particularly **Goal 3 (Ensure healthy lives and promote well-being for all at all ages)** and **Goal 5 (Achieve gender equality and empower all women and girls)**. Regional initiatives, such as the African Union's Agenda 2063 and the Maputo Protocol, further emphasize the critical importance of gender equality in promoting social and economic development across Africa.

Health outcomes are significantly shaped by gender dynamics, with disparities stemming from socio-cultural, economic, and systemic factors. These disparities often hinder access to healthcare services for women, girls, and marginalized groups while also influencing health-seeking behaviors among men and boys. Addressing these inequalities is vital for ensuring equitable healthcare access and improving the well-being of underserved populations.

The Rotary Action Group for Family Health & AIDS Prevention (RFHA) provides complimentary health services, education, referrals, and follow-on care through its flagship program, the Rotary Family Health Days (RFHDs). This scalable initiative targets underserved communities, particularly those where women and children are most vulnerable. Since its establishment in 2011, RFHA has delivered 13.5 million health services to over 3.5 million individuals across 16 countries in Africa and India. RFHDs underscore RFHA's commitment to addressing public health challenges in marginalized communities.



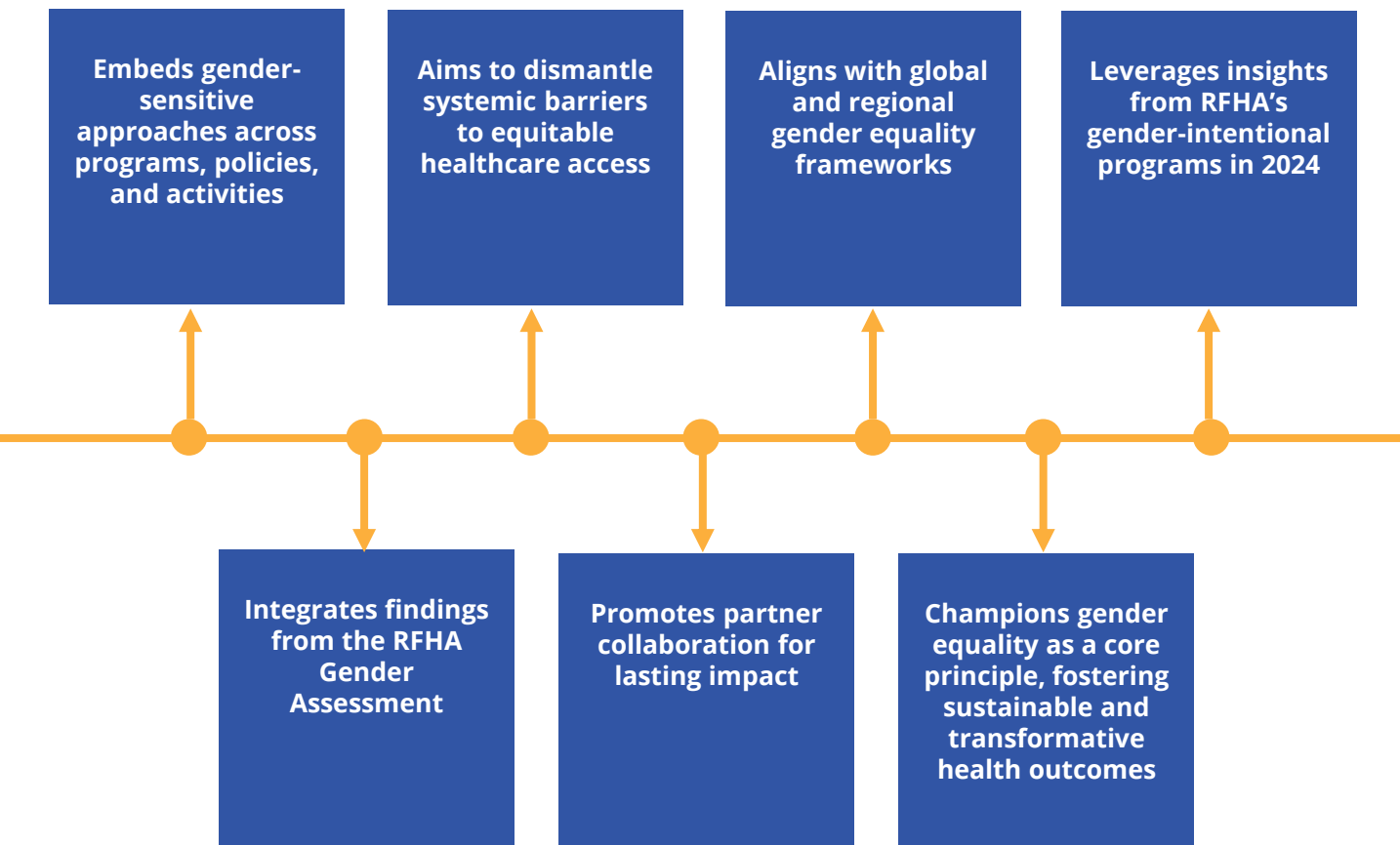
**RFHA works in 16 countries:** Benin, Côte d'Ivoire, Democratic Republic of the Congo (DRC), Eswatini, Ghana, Lesotho, Malawi, Mozambique, Nigeria, South Africa, Tanzania, Togo, Uganda, Zambia, Zimbabwe, and the State of Madhya Pradesh in India.

The RFHA Gender Equality Strategy provides a comprehensive framework for addressing gender disparities within RFHA's operations by incorporating gender-sensitive approaches across programs, policies, and activities. It addresses systemic barriers to equitable healthcare access while reinforcing RFHA's commitment to advancing gender equality at global, regional, and national levels. The strategy builds on lessons learned from RFHA's gender-intentional programs in 2024. It incorporates findings from the RFHA Gender Assessment conducted between October 2023 and May 2024, which identified critical opportunities to integrate gender across RFHA's programs, policies, and operations. By promoting inclusive healthcare systems, the strategy endeavors to empower individuals of all genders to lead healthier and more equitable lives.

Significant gender disparities continue to impede equitable healthcare delivery. RFHA's strategy emphasizes the importance of collaborating with partners to identify and address systemic inequalities to ensure its initiatives not only deliver essential health services but also establish lasting solutions for underserved communities.

The strategy aligns with RFHA's broader public health mandate, recognizing its role as a catalyst for change rather than a direct implementer. The strategy encompasses all regions where RFHA operates, including the 16 African countries where RFHDs are implemented. It aims to integrate gender equality principles into both programming and institutional practices, ensuring that RFHA's efforts effectively and inclusively address diverse healthcare needs. By aligning with global and regional gender equality frameworks, the strategy will endeavor to institute gender equality as a fundamental aspect of RFHA's mission, promoting transformative and sustainable health outcomes in the communities it serves.

### RFHA's Gender Equality Strategy:



## 2 WHY FOCUS ON GENDER EQUALITY

Gender disparities in healthcare significantly affect individuals' access to essential services and overall health outcomes. Women and girls comprise 60% of those benefiting from RFHA's services, with two-thirds of this group being of reproductive age. This underscores the necessity of prioritizing gender-sensitive healthcare to address unique challenges, such as limited access to maternal and reproductive health services, inadequate preventive screenings, and the physical and mental health impacts of Gender-Based Violence (GBV). Socio-cultural norms, economic dependence, and insufficient healthcare infrastructure further exacerbate these issues, rendering women and girls particularly vulnerable.

Moreover, gender integration extends beyond addressing the needs of women and girls; it also considers the broader implications of gender norms, roles, and relations on the health of men, boys, and marginalized groups. Men and boys often face barriers such as stigma surrounding mental health, lower rates of health-seeking behavior, and delayed medical treatment. These patterns can result in untreated conditions like hypertension, diabetes, and mental health challenges, undermining their contributions to family and society. Additionally, women's disadvantaged socio-economic and political status frequently impairs their ability to protect and promote their health effectively. By engaging all genders, RFHA endeavors to promote a comprehensive and inclusive approach to healthcare that addresses structural inequalities and encourages shared responsibility for health and well-being.

**RFHA is uniquely equipped to address these disparities through its flagship program, the RFHDs. These three-day health interventions provide integrated healthcare services to underserved and hard-to-reach communities, particularly in remote areas lacking adequate healthcare infrastructure.**

One of RFHA's key strengths is its ability to mobilize diverse partnerships, creating comprehensive healthcare interventions supported by referral systems for follow-up care. These partnerships, developed with national health ministries, ensure a continuum of care that extends beyond RFHD events. By leveraging partnerships with Rotarians, Ministries of Health, private sector actors, civil society organizations, and community-based organizations, RFHA ensures that women, men, boys, girls, and marginalized groups have equitable access to essential healthcare services.



By prioritizing women and girls and engaging men, boys, and marginalized groups, RFHA aims to promote a transformative approach to healthcare. RFHA focuses on equipping volunteers and partners with the skills to identify and address the factors that put individuals at risk, which helps to reduce disparities, challenge restrictive norms, and transform gender relations. These initiatives align with global and regional frameworks for gender equality and contribute to advancing universal health coverage.

RFHA's ability to combine grassroots outreach with strategic partnerships and data-driven interventions establishes it as a leader in delivering gender-sensitive healthcare. Through its inclusive and comprehensive approach, RFHA addresses immediate health disparities and creates systemic change, fostering a more equitable and accessible healthcare system for all.



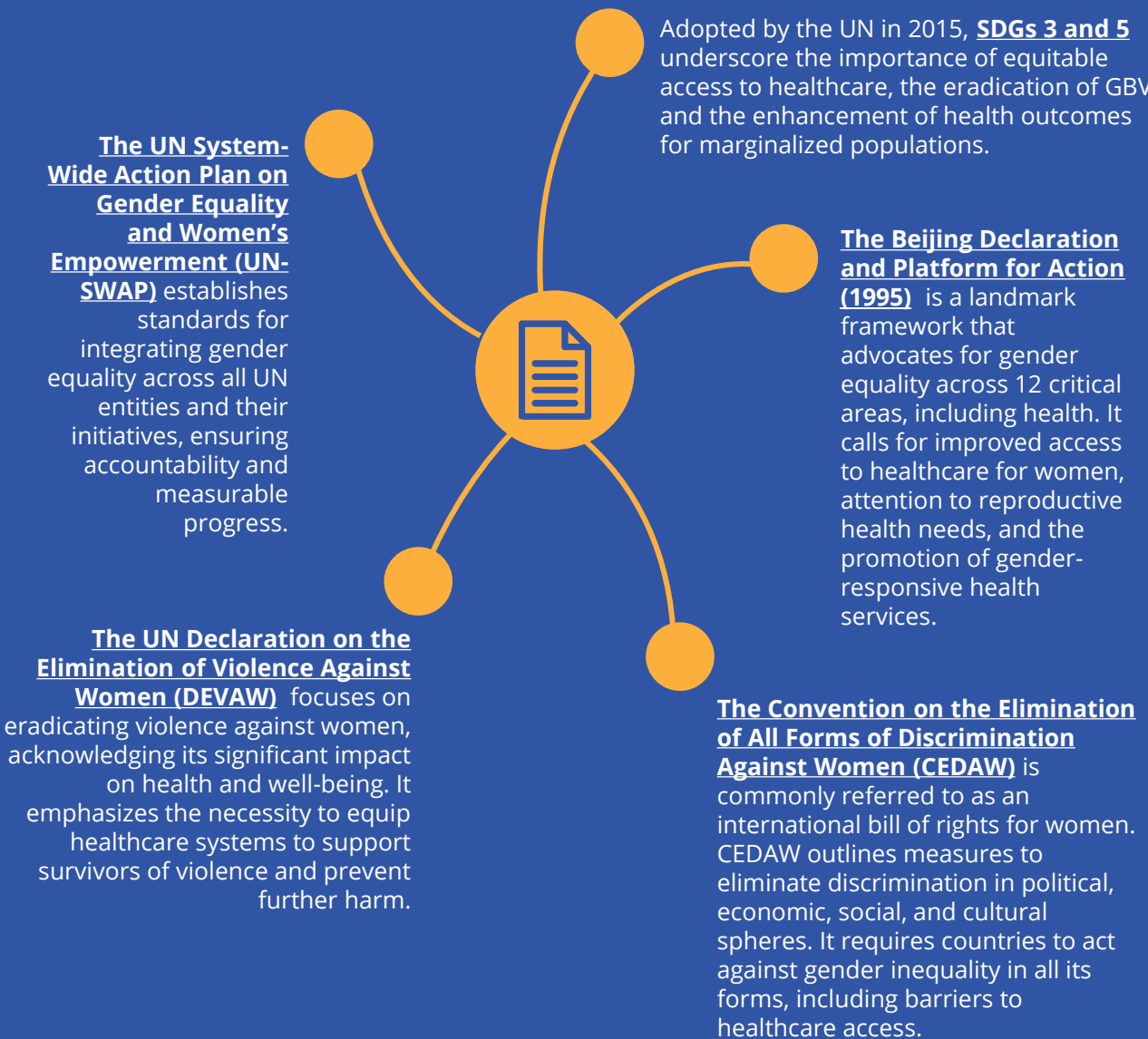
# 3 STRATEGIC CONTEXT

## 3.1 Global and Regional Commitments to Gender Equality

Gender equality has been a global and regional priority, underpinning efforts to create inclusive and equitable societies. Recognizing this, RFHA has aligned its strategies with established frameworks that address gender disparities in health and other sectors. This section explores the critical international and regional commitments that provide both a foundation and a pathway for advancing gender equality

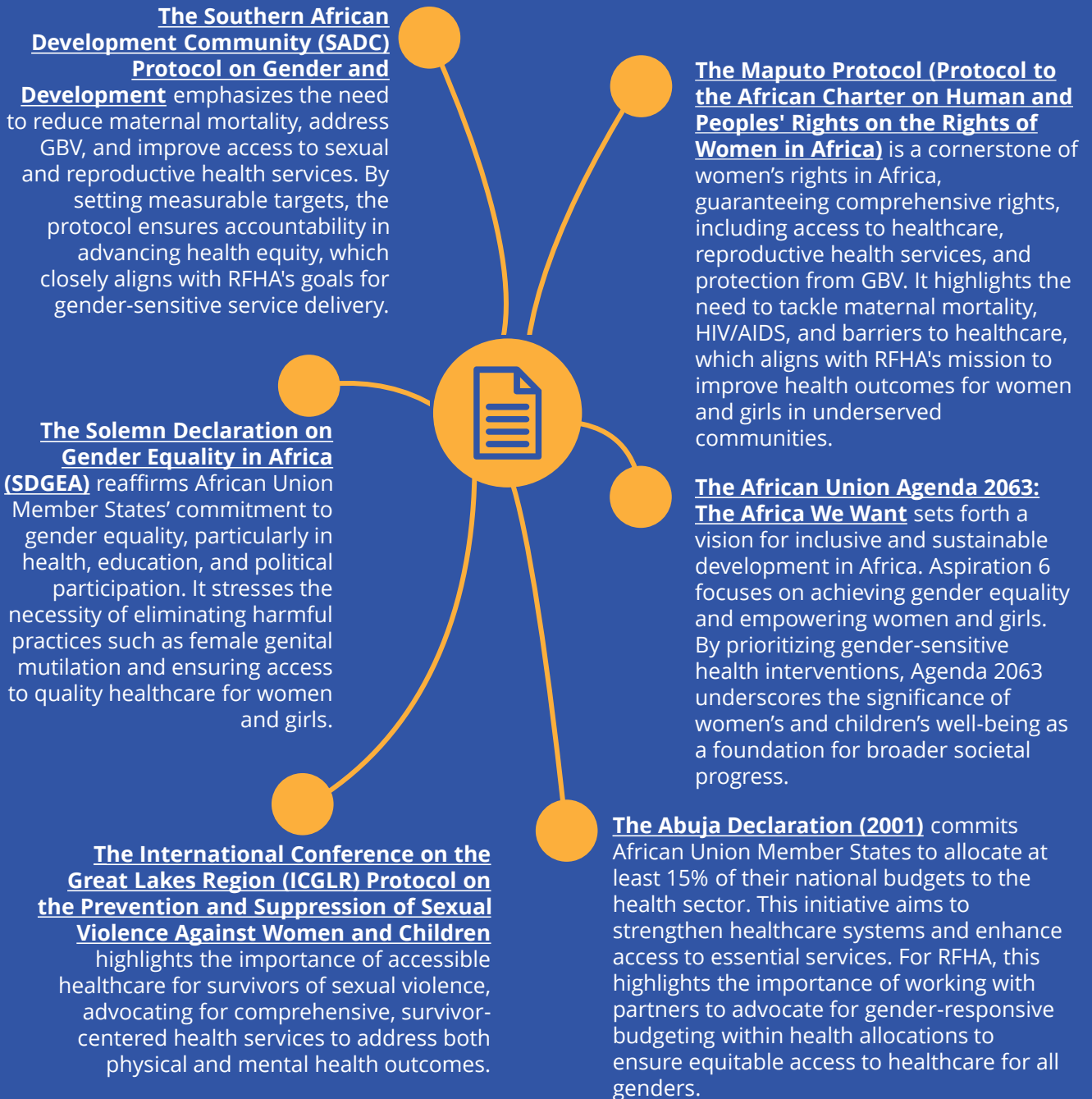
### Key International Frameworks Addressing Gender Equality

Global frameworks form the foundation for promoting gender equality and fostering inclusive development. They guide countries and organizations, such as RFHA, in addressing gender disparities and advancing health equity. The key international frameworks include:



## Regional Frameworks Supporting Gender Equality

Africa has made significant progress in advancing gender equality by adopting regional frameworks that guide policy and program implementation across various sectors, including health. These frameworks are essential for RFHA's efforts to promote gender equality and inclusive healthcare delivery.



These regional frameworks provide a crucial foundation for RFHA's Gender Equality Strategy, offering context and direction for its healthcare interventions. By aligning its programs with these commitments, RFHA enhances its capacity to tackle systemic barriers to healthcare, foster partnerships with governments and organizations, and advocate for sustainable investments in health systems. This alignment ensures that RFHA remains a vital contributor to Africa's collective vision for health equity, gender equality, and inclusive development.

## 3.2 Legal and Policy Frameworks for Gender Equality

RFHA operates across diverse regions where national constitutions, health policies, and gender frameworks reflect a collective commitment to advancing gender equality and ensuring equitable access to healthcare. These legal instruments enhance RFHA's mission of integrating gender-sensitive approaches into its programs and operations.

### Constitutional Guarantees of Gender Equality

In many countries where RFHA implements its initiatives, gender equality and non-discrimination are enshrined in the constitution, providing a solid legal foundation for addressing disparities. For example, **Nigeria's Constitution** explicitly prohibits sex-based discrimination and guarantees equal pay for equal work, as stated in **Sections 15(2), 17(3)(e), and 42(1)**. Similarly, **South Africa's 1996 Constitution** ensures equality before the law and prohibits gender discrimination, thereby promoting inclusive governance and service delivery for all genders. **Tanzania's Constitution** takes a proactive approach by mandating gender representation, reserving 30% of parliamentary seats for women (**Article 66(1)(b)**), thus amplifying women's voices in policy and decision-making processes, including those related to health initiatives.

These constitutional frameworks set the stage for gender-sensitive policymaking and facilitate the implementation of equitable healthcare delivery systems.

### National Health Policies and Gender Equality

Building on constitutional commitments, RFHA-implementing countries have developed comprehensive health policies aimed at addressing gender disparities and ensuring healthcare access for all genders. These policies acknowledge the distinct health needs of men, women, and marginalized groups, emphasizing equity and inclusivity in service delivery.

For instance, **Nigeria's National Health Promotion Policy (2019)** focuses on eliminating barriers for vulnerable populations, ensuring access to healthcare regardless of socio-economic or gender constraints. Similarly, the **Democratic Republic of the Congo's (DRC) National Health Development Plan** incorporates gender-sensitive strategies to reduce maternal mortality and combat sexual violence. In **South Africa, the National Health Act (2003)** aims to tackle healthcare inequities, significantly emphasizing supporting marginalized groups, including women and girls. **Malawi's National Health Policy (2020)** prioritizes gender mainstreaming across health systems, explicitly addressing GBV and improving access to reproductive health services. Finally, **Tanzania's National Health Policy (2017)** underscores equitable access to healthcare, including provisions to confront GBV and ensure the inclusion of women and girls.

**These policies reflect a collective commitment to promoting gender equality through inclusive healthcare systems. They also address the intersectional barriers experienced by marginalized groups, including individuals with disabilities, LGBTQ+ communities, and ethnic minorities.**

The health policies described above highlight the necessity of addressing the specific health challenges different genders face..

For instance, women and girls often encounter obstacles in accessing maternal healthcare, reproductive services, and preventive screenings. In contrast, men and boys frequently deal with stigma surrounding mental health and demonstrate lower rates of health-seeking behavior. National health policies aim to dismantle these barriers by promoting inclusive service delivery models that address the diverse needs of all genders.

Countries such as Zimbabwe and Malawi exemplify this commitment by implementing innovative strategies, including gender-sensitivity training for healthcare workers, fostering patient dignity and privacy, and providing community-based health education. These measures not only enhance healthcare delivery but also embed principles of equity and social justice within national frameworks.

RFHA's alignment with these national health policies enables the organization to collaborate effectively with governments and stakeholders. By ensuring that RFHDs complement existing strategies, RFHA strengthens its capacity to address gender-based health disparities and promote health equity. Furthermore, leveraging these frameworks positions RFHA as a leading partner in advocating for systemic reforms, fostering inclusive healthcare delivery, and advancing national priorities for gender equality and health equity. Through these collaborative efforts, RFHA can amplify its impact and meaningfully contribute to addressing the complex challenges of gender disparity in healthcare.

### 3.3 Barriers to Gender Equality and Equitable Healthcare

Across RFHA's focus regions, national legal frameworks and health policies demonstrate a growing commitment to gender equality and equitable healthcare access. Many countries have integrated gender-sensitive strategies into their national health policies and gender equality frameworks, addressing systemic barriers such as GBV, limited access to reproductive health services, and socio-economic disparities. These advancements have led to measurable improvements in maternal and reproductive health outcomes, as well as an increased awareness of the necessity for inclusive healthcare delivery. However, persistent barriers to gender equality and equitable healthcare remain significant challenges in RFHA's focus regions.

GENDER-BASED  
VIOLENCE

UNEQUAL  
HEALTHCARE ACCESS

STIGMA AROUND  
MEN'S MENTAL  
HEALTH CHALLENGES

LOGISTICAL BARRIERS

HEALTHCARE  
INFRASTRUCTURE &  
RESOURCE  
CONSTRAINTS

GBV continues to be a widespread issue, with approximately one in three women in sub-Saharan Africa experiencing physical or sexual violence, according to the World Health Organization (WHO, 2023). The physical and psychological health consequences of GBV, including injuries, sexually transmitted infections, and depression, undermine the well-being and productivity of affected women.

Unequal access to healthcare persists, particularly for women in rural and marginalized communities. Cultural norms, poverty, and systemic discrimination restrict their ability to seek essential services such as skilled birth attendance and reproductive healthcare. UNICEF (2023) reports that only 58% of women in sub-Saharan Africa have access to skilled birth attendants, leaving millions vulnerable to preventable complications. Additionally, men and boys face unique challenges, particularly regarding male health and male health-seeking behavior, for example, sexually transmitted infections stigma and mental health issues. Stigma and cultural barriers often discourage them from seeking care, leading to untreated conditions and reduced life expectancy. Studies indicate that men in sub-Saharan Africa are 40% less likely than women to seek mental health support (Global Health Network, 2022).

Infrastructure and resource constraints further exacerbate these challenges. In many regions, rural healthcare infrastructure meets less than 30% of the population's needs (World Bank, 2023), forcing communities to travel long distances for basic services. Logistical issues, including unreliable transportation and limited supply chains, compound these inequities, particularly during outreach programs like RFHDs.

Despite these barriers, opportunities exist for RFHA to strengthen its gender integration initiatives and promote inclusive healthcare. By leveraging national and regional frameworks, RFHA can advocate for policies that address systemic inequalities, enhance accessibility through partnerships with local organizations to overcome challenges and develop targeted interventions that meet the needs of men, women, and marginalized groups. These efforts position RFHA to make a meaningful contribution to dismantling systemic barriers, advancing gender equality, and fostering equitable healthcare systems.

## 4 RFHA'S COMMITMENT TO GENDER EQUALITY

RFHDs have played a vital role in addressing healthcare disparities in 16 countries across Africa and India. Since 2011, RFHA has targeted underserved communities, reached over 3.5 million individuals, and provided 13.5 million health services. This substantial impact underscores RFHA's effectiveness in implementing grassroots public health interventions, particularly for women and children, representing some of the most vulnerable populations. These achievements establish a robust foundation for RFHA's gender integration efforts, enhancing RFHD services to tackle structural inequalities and promote more inclusive health outcomes by ensuring effective screening and the seamless continuation of care through national health referral systems.

Recognizing that gender disparities in healthcare access hinder equitable outcomes, RFHA has made substantial efforts to align its initiatives with global and regional gender frameworks, including the SDGs, the Maputo Protocol, and CEDAW. Consequently, RFHA has strategically integrated these principles into its organizational mission, programs, and policies.

### 4.1 RFHA's Twin-Track Approach to Gender Integration

The strategy employs a twin-track approach that incorporates gender considerations at both the institutional and program levels, ensuring a comprehensive and sustainable impact.



At the **institutional level**, RFHA is committed to embedding gender equality within its governance, leadership, financial frameworks, and advocacy efforts. By revising governance documents, the organization aligns its operations with gender equality principles, ensuring that inclusivity and equity are central to its mission. Strengthening leadership structures further reinforces this commitment through dedicated oversight mechanisms and gender-sensitive leadership roles that promote accountability and transparency. Additionally, RFHA implements gender-responsive budgeting that integrates gender considerations into budgets and accounting, for example, identifying funding gaps and closing them to ensure that financial resources are allocated equitably, supporting sustainable and impactful gender initiatives.

Advocacy at the institutional level is a fundamental principle of RFHA's approach. The organization collaborates with key partners to raise awareness of gender disparities and promote systemic change. By utilizing data and insights from RFHDs, RFHA aims to influence gender-sensitive policies and practices at national, regional, and global levels. Strategic communications amplify this impact by ensuring that all messaging aligns with the organization's commitment to inclusivity, engages stakeholders, and establishes credibility as a leader in gender-sensitive healthcare.

At the **programmatic level**, the strategy aims to make RFHA's flagship initiative, RFHDs, inclusive, equitable, and gender-responsive. Comprehensive gender analyses guide the design and implementation of RFHDs that address healthcare disparities and challenge restrictive norms. RFHDs are organized to encourage participation from all genders, providing practical support and engaging community leaders to advocate for equitable access. Communication at the programmatic level is essential for raising awareness, fostering community ownership, and showcasing success stories that inspire further action.

Enhanced Monitoring, Evaluation, and Learning (MEL) systems ensure that gender-sensitive outcomes are tracked, enabling RFHA to adapt and refine its programs to meet the diverse needs of the communities it serves. Advocacy efforts complement these initiatives by disseminating findings to broader audiences, influencing public opinion, and encouraging collaboration with partners.

**By integrating gender equality into its institutional frameworks, program delivery, advocacy, and communications, RFHA establishes a coherent and impactful strategy. This dual focus ensures that the organization not only addresses immediate gender disparities in healthcare but also promotes systemic change, laying the groundwork for long-term gender equality across its operations and initiatives.**

## 4.2 Milestones in Gender Integration

RFHA's journey towards gender integration gained momentum with the successful award of the Gates Foundation Sustaining Action for Gender Equality (SAGE) grant in September 2023. This grant aims to integrate gender equality into RFHA's programs, policies, and operations, which are currently being implemented in the DRC, Nigeria, and Malawi, with plans for expansion to additional RFHA countries.

## Key milestones achieved under gender integration include:



### 4.3 Addressing Persistent Barriers

While RFHA is making significant progress in integrating gender considerations into its programs, there are further opportunities to enhance its impact by addressing ongoing challenges:

#### 1. Engaging Men and Boys

Develop targeted outreach strategies and health education sessions aimed at men and boys to encourage their access to healthcare services. This initiative will promote a more balanced gender representation among RFHD beneficiaries and help shift societal norms, fostering a shared responsibility for health within families.

#### 2. Cultural and Social Norms

Leverage community engagement to confront deeply rooted cultural and social norms that limit women's autonomy in health decisions and stigmatize men's participation. Collaborating with local leaders and influencers can help confront these norms and foster positive change.

### 3. Enhancing Event Design

Improve privacy, accessibility, and support systems at RFHD events to encourage greater community participation and trust. Key areas for enhancement include:

- **Privacy for Sensitive Services:** Design event spaces that guarantee privacy for services like mental health counseling and reproductive health consultations. Safe and confidential environments motivate individuals to seek necessary care without fear of stigma
- **Transportation Challenges:** Collaborate with organizations to provide transportation services for underserved communities, minimizing geographical barriers to RFHD event attendance. Mobilizing resources for community transport solutions can significantly expand outreach and inclusivity.
- **Child Support Services:** Provide child support services, such as supervised play areas or childcare facilities, to enable caregivers – especially women – to fully engage in health screenings and consultations without added stress. These services enhance accessibility and convenience for families attending RFHD events.

### 4. Inclusive Access for Marginalized Groups

Intensify efforts to address barriers faced by marginalized populations, including persons living with disabilities, the elderly, LGBTQ+ individuals, and ethnic minorities. Tailoring services and ensuring facilities are accessible will promote inclusivity and equity.

### 5. Continuous Capacity Building

Ongoing capacity-building efforts are essential to equip volunteers with the advanced skills necessary to implement gender-sensitive practices effectively.

### 6. Health Literacy and Awareness

Develop innovative approaches to enhance health literacy in underserved communities. Simplifying health information and employing culturally relevant communication methods can empower individuals to make well-informed health decisions.

### 7. Robust Gender-Responsive Data Collection

While gender-sensitive tools have been incorporated, further enhancement is needed to strengthen data collection processes that capture detailed gender-specific needs. Improving these data collection systems will enable RFHA to gather nuanced insights, design evidence-based interventions, and track progress effectively.



## 8. Community Engagement

Foster stronger collaboration with community leaders and gender-focused organizations to advocate for gender equality in healthcare. Cultivating local ownership of RFHA initiatives ensures sustained long-term impact.

## 9. Infrastructure and Resource Strengthening

Continue investing in infrastructure and logistical support to enhance the reach and quality of RFHA services. Strengthening existing strategic partnerships and collaborations with both public and private sectors can mobilize additional resources.

## 10. Integration with National Health Systems

Strengthen existing partnerships and calibrations with national health systems to ensure continuity of care, particularly for referrals that require follow-up treatment. Aligning initiatives with existing health frameworks can amplify the impact and reach of RFHA programs.



### 4.4 Alignment with Global Goals

RFHA's initiatives closely align with global and regional frameworks aimed at advancing gender equality and health equity. Through HIV/AIDS testing, essential screenings, sexual and reproductive health services, prenatal care, and vaccinations for children, RFHA directly contributes to the SDGs, notably Goal 3 (Good Health and Well-Being) and Goal 5 (Gender Equality).

In collaboration with national health ministries, RFHA establishes robust referral systems that ensure continuity of care, reinforcing alignment with the Maputo Protocol's objectives of reducing maternal mortality and addressing barriers to healthcare access. These initiatives also reflect the priorities outlined in the African Union Agenda 2063 and the SADC Protocol on Gender and Development, advocating for comprehensive healthcare delivery and equitable access for all genders.

Through these targeted health services and partnerships, RFHA not only meets immediate healthcare needs but also strengthens systemic responses to promote health equity and gender equality in underserved communities.

# 5 VISION, MISSION, AND GUIDING PRINCIPLES

RFHA's Gender Equality Strategy establishes a visionary framework designed to integrate gender equality into all facets of its initiatives.



## VISION

To envisage a future where gender equality underpins all RFHA initiatives, ensuring equitable healthcare access and empowering individuals of all genders to thrive in inclusive, healthier communities.



## MISSION

To integrate gender equality into RFHA's programs and operations by addressing disparities, empowering marginalized groups, and cultivating inclusive partnerships. Through targeted interventions and community-driven initiatives, RFHA aims to foster a more equitable and just world.



## GUIDING PRINCIPLES

The implementation of the Gender Equality Strategy is guided by principles that reflect its commitment to advancing gender equality, addressing barriers, and promoting inclusivity within its programs. These principles are grounded in national, regional, and international gender commitments, human rights instruments, and conventions.

### Gender Equity

RFHA promotes fairness and justice in the distribution of responsibilities and benefits, focusing on reducing barriers and ensuring equitable access to health services for individuals of all genders.

### Gender Equality and Social Inclusion

RFHA endeavors to promote equal opportunities for all genders, prioritizing diversity and inclusion. Special emphasis is placed on marginalized groups, including persons with disabilities, the elderly, LGBTQ+ individuals, and ethnic minorities.

### Gender Intentionality

RFHA integrates gender perspectives across all operations to ensure equality is central to its initiatives. Through intentional planning, RFHA addresses gender-specific barriers and empowers all individuals equitably, with particular emphasis on RFHDs.

### Human Rights-Based Approach

Grounded in human rights principles, RFHA ensures its initiatives promote dignity and equity for all individuals. By adhering to global human rights frameworks, RFHA aligns its efforts to advance gender equality while respecting and upholding these fundamental principles.

### Multi-Sectoral Collaboration

RFHA cultivates partnerships across various sectors to address systemic inequalities, utilizing its strengths to promote equitable healthcare access and advance broader gender equality objectives.

# 6 THE STRATEGY IMPLEMENTATION

## 6.1 Implementation Approach

The strategy will be implemented through a phased approach over a ten-year period, spanning from 2025 to 2035. This process will include regular monitoring, capacity building for volunteers, and gender-sensitive budgeting to promote long-term sustainability. Dedicated RFHA Gender Specialists will offer technical guidance to support the implementation of gender integration initiatives, while the RFHA Board will provide advisory oversight throughout implementation. Additionally, designated gender focal points will be appointed at the programmatic level to ensure consistent gender integration across RFHDs for the duration of the strategy.

## 6.2 Overall Objectives and Strategic Pillars

The Gender Equality Strategy for 2025–2035 is centered around a clear set of objectives and strategic pillars that guide its mission to address gender disparities and promote equitable healthcare. The objectives establish measurable outcomes that align with RFHA’s overarching vision. In contrast, the strategic pillars delineate the mechanisms and focus areas through which these objectives will be realized.

Together, these objectives and pillars form a robust framework that ensures RFHA’s efforts are actionable, targeted, and sustainable. The strategy focuses on the following objectives:

-  **Objective 1: Integrating gender equality into governance and policy structures**
-  **Objective 2: Implementing gender-sensitive interventions**
-  **Objective 3: Training staff and volunteers**
-  **Objective 4: Utilizing gender-disaggregated data for advocacy**
-  **Objective 5: Strengthening partnerships and collaborations to address gender issues and enhance RFHA’s impact**
-  **Objective 6: Cross-Cutting Theme: Financial and Resource Mobilization**

To achieve these objectives, RFHA's strategy is structured around six strategic pillars, each providing a roadmap for focused and effective action:

- **Pillar 1: Governance and Policy Integration:** Strengthening institutional frameworks by revising governance documents and policies to incorporate gender-responsive practices while ensuring accountability through leadership oversight.
- **Pillar 2: Leadership and Oversight:** Enhancing diversity and representation in leadership roles and establishing dedicated board representatives in advisory capacities to support gender integration efforts.
- **Pillar 3: Financial Commitment:** Securing sustained funding and implementing gender-responsive budgeting to align financial resources with gender equality goals. This cross-cutting pillar ensures that adequate resources are allocated to support all strategic priorities, ensuring long-term sustainability and measurable impact.
- **Pillar 4: Capacity Building and Personnel:** Offering tailored training and continuous learning opportunities for staff, volunteers, and partners to integrate gender perspectives across RFHA's operations effectively.
- **Pillar 5: Programmatic Integration:** Embedding gender-sensitive approaches into RFHA's programs to ensure equitable access to healthcare, reduce disparities, and challenge restrictive norms.
- **Pillar 6: Monitoring, Evaluation, and Learning:** Implementing gender-sensitive MEL systems to track progress, inform evidence-based advocacy, and continuously refine interventions.

### 6.3 Strategic Objectives

The strategy will be implemented through a phased approach over a ten-year period, spanning from 2025 to 2035. This process will include regular monitoring, capacity building for volunteers, and gender-sensitive budgeting to promote long-term sustainability. Dedicated RFHA Gender Specialists will offer technical guidance to support the implementation of gender integration initiatives, while the RFHA Board will provide advisory oversight throughout implementation. Additionally, designated gender focal points will be appointed at the programmatic level to ensure consistent gender integration across RFHDs for the duration of the strategy.



#### Objective 1: Integrate Gender Equality into RFHA's Governance, Policies, and Operations

RFHA's commitment to gender equality begins with embedding inclusivity and equity into its governance systems and leadership processes. This objective focuses on revising key policies and strengthening leadership structures to create a gender-responsive organization. Supported by the pillars of **Governance and Policy Integration** and **Leadership and Oversight**, RFHA aims to ensure that gender equality principles are deeply rooted in its operational framework.

Governance and policy integration are essential for establishing a strong foundation for gender equality within RFHA. This involves revising key governance documents, such as the RFHA Constitution and Bylaws, to include principles of non-discrimination, diversity, and equity. These revisions will align RFHA's governance with global, regional, and national standards while ensuring its practices address the unique cultural and regional dynamics of the communities it serves. Tailored gender-sensitive policies, including those for sexual harassment prevention, child protection, and non-discrimination, will provide actionable frameworks that uphold gender equality across all operations.

Leadership plays a critical role in sustaining gender integration. RFHA will appoint gender focal points from within Rotarian networks in all implementing countries, who will act as champions of the Gender Strategy. These individuals, selected for their expertise and commitment to promoting gender equality, will be responsible for identifying local gender-specific challenges, implementing tailored solutions, and improving gender-focused service delivery during RFHDs. Comprehensive training programs and capacity-building initiatives will equip these focal points with the skills and tools needed to succeed.

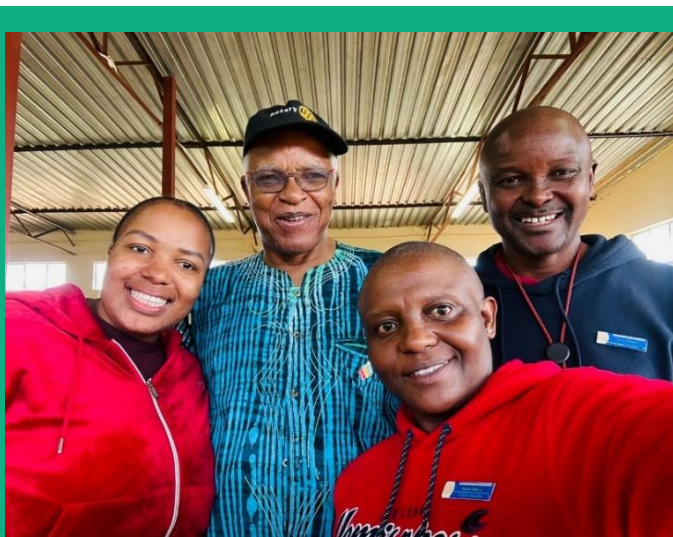
In addition to gender focal points, RFHA will endeavor to foster diversity within its institutional and program leadership structures. Currently, women and other marginalized groups remain underrepresented in country leadership roles. RFHA will prioritize increasing gender diversity among its advisors, country coordinators, and board members, ensuring diverse perspectives inform decision-making processes. This approach will enhance inclusivity and improve the effectiveness of RFHA's policies and programs in addressing community needs.

To ensure accountability, RFHA will establish robust oversight mechanisms. These include designated advisory roles for board members tasked with monitoring gender integration efforts and reporting on progress. The organization will also implement systems for tracking gender-specific challenges and advancements, ensuring transparency and continuous improvement.

Key actions to achieve Objective 1 include:

- **Revising governance documents** to integrate gender equality principles.
- **Developing gender-sensitive policies** tailored to local and regional contexts.
- **Appointing gender focal points** and providing them with comprehensive training.
- **Increasing gender and ethnic diversity** within leadership structures.
- **Establishing accountability systems** to monitor and report on gender integration efforts.

The success of this objective relies on a phased implementation approach. This will include setting clear timelines, providing ongoing support for gender focal points, and utilizing gender-sensitive indicators to track progress. By embedding gender equality into its governance, policies, and leadership, RFHA positions itself as a model for inclusive and equitable organizational practices, creating a solid foundation for long-term, transformative change.





## Objective 2: Implement and Evaluate Gender-Sensitive Interventions Across RFHD Events

RFHA's flagship initiative, the RFHDs, serves as the primary platform for addressing gender disparities in healthcare. Objective 2 focuses on designing, implementing, and evaluating gender-sensitive interventions to reduce healthcare barriers and empower underserved communities. Grounded in the pillars of **Programmatic Integration** and **MEL**, RFHA aims to deliver equitable and impactful healthcare services while fostering long-term gender equity.

RFHDs will be structured to address the unique healthcare challenges individuals of all genders face. This requires embedding gender-sensitive approaches into program design, implementation, and evaluation. Interventions will be informed by comprehensive gender analyses that identify barriers such as stigma, cultural norms, and economic challenges. These insights will guide the development of practical support services, including (but not limited to) childcare services, transportation assistance, and culturally tailored outreach to ensure equitable participation.



Collaboration with stakeholders will be essential in achieving this objective. RFHA will engage community leaders, local organizations, and gender-focused groups to ensure that the design and delivery of interventions reflect the diverse needs of beneficiaries. Special attention will be given to engaging men, recognizing their role in supporting family health and advancing gender equality.

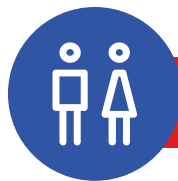
To ensure the success of gender-sensitive interventions, RFHA will rely on its robust MEL framework, enabling the organization to measure the effectiveness of its programs, refine its strategies, and scale successful initiatives. Gender-disaggregated data will provide critical insights into the differential impacts of RFHDs on men, women, and other gender identities.

Narrative reporting will complement quantitative data, offering a nuanced understanding of the outcomes achieved and the challenges encountered. Gender focal points, supported by comprehensive training, will play a key role in collecting and analyzing this data, ensuring a continuous feedback loop that informs program improvements.

RFHA will implement this objective through a phased strategy:

- **Pilot Initiatives:** Gender-sensitive interventions will be piloted at selected RFHD sites to test their feasibility and effectiveness.
- **Scaling Success:** Lessons learned from pilot programs will guide the rollout of interventions across additional sites, ensuring scalability and gender-specific standardization.
- **Advocacy and Policy Influence:** Insights gathered through RFHDs will inform advocacy efforts, with RFHA leveraging its partnerships to drive policy changes that address systemic gender disparities in healthcare.

By integrating gender-specific program and evaluation efforts, RFHA aims to create systemic change through RFHDs. This includes reducing gender disparities in healthcare access, promoting shared decision-making within families and communities, and addressing discrimination in service delivery. The focus on continuous learning and adaptation ensures that RFHDs remain responsive to the needs of the communities they serve.



### Objective 3: Train Staff and Volunteers in Gender-Responsive Approaches to Healthcare Delivery

RFHA acknowledges the essential role that its volunteers play in fulfilling its mission to provide gender-sensitive healthcare. To this end, training and capacity building are crucial for equipping volunteers with the knowledge, skills, and tools needed to integrate gender equality into all facets of RFHA's operations. This objective aligns with **Pillar 4: Personnel and Capacity Building**, which outlines strategic approaches to empower staff and volunteers through tailored training programs, ongoing learning opportunities, and gender-sensitive human resource practices.

RFHA will strengthen its training curriculum by developing targeted materials that clearly define gender concepts and their practical applications. The training will feature real-world case studies and examples drawn from monitoring and evaluation data on gender-focused programming, providing actionable insights that enable staff and volunteers to address gender-related challenges effectively.

Regular training sessions for gender focal points and community volunteers will also encourage continual improvement and responsiveness to gender issues. By incorporating interactive elements such as role-playing scenarios and workshops, RFHA will ensure that participants acquire practical skills that lead to enhanced service delivery during RFHDs.

To promote sustained capacity building, RFHA will establish learning platforms, such as a Community of Practice, allowing volunteers to share experiences, insights, and best practices. Feedback mechanisms will help participants identify knowledge gaps and address challenges faced in the field. Regular engagement with external gender experts will ensure that training content remains aligned with global best practices and responsive to emerging gender dynamics.

RFHA's volunteer-driven structure offers a unique opportunity to integrate gender competence into all human resource processes. Gender considerations will be woven into job descriptions, recruitment strategies, and performance evaluations, ensuring a consistent focus on equity and inclusivity throughout the organization. Moreover, gender-focused roles and committees will be established to champion gender equality initiatives, supporting RFHA's operational growth.

As RFHA evolves into a more structured organization, it will place a strong emphasis on diversity, equity, and inclusion within its workforce. Recruitment efforts will prioritize equitable representation of women, girls, men and boys, individuals with disabilities, and other marginalized groups. A more inclusive workforce will enhance decision-making by incorporating diverse perspectives, thereby improving RFHA's capacity to deliver gender-sensitive healthcare.

Key actions to achieve Objective 3 include:

- **Developing and implementing comprehensive training programs** focused on practical, gender-sensitive approaches to healthcare delivery.
- **Establishing continuous learning platforms** for staff and volunteers to facilitate the exchange of experiences and best practices.
- **Integrating gender competence into human resource processes**, including recruitment, performance evaluations, and role descriptions.
- **Promoting diversity, equity, and inclusion in recruitment and leadership appointments.**

By investing in the development and expertise of its volunteers, RFHA will cultivate a workforce fully equipped to champion equitable and inclusive healthcare services. This strategy will embed gender sensitivity as a core competency throughout the organization, contributing to improved service delivery outcomes at RFHDs and furthering RFHA's broader mission of advancing gender equality.



#### Objective 4: Utilize Gender-Disaggregated Data for Advocacy

RFHA's commitment to gender equality is reinforced by its focus on leveraging data to drive internal improvements and external advocacy. This objective centers on employing the MEL framework to assess the effectiveness of gender integration initiatives and inform adjustments in the implementation of RFHDs. The MEL framework will be essential for evaluating the impact of gender considerations in RFHDs.

Key components include:

- **Assessing Gender Integration Efforts:** RFHA will monitor the implementation of gender-sensitive interventions during RFHDs, identifying both successes and areas for improvement.

- **Using Gender Indicators:** Specific gender-sensitive indicators will be developed and integrated into the MEL framework. These indicators will assess outcomes such as healthcare access, participation rates, and satisfaction levels across genders.
- **Revising Implementation Strategies:** Insights generated from the MEL framework, for example, qualitative data, will guide ongoing refinements to RFHDs, ensuring they are responsive to diverse community needs and aligned with RFHA's gender equality objectives.

This iterative approach ensures that gender integration is dynamic, evolving with data-driven insights to enhance effective and inclusive health service delivery.

Building on its MEL capabilities, RFHA will generate and leverage gender-disaggregated data to strengthen advocacy efforts at both national and regional levels. This data will:

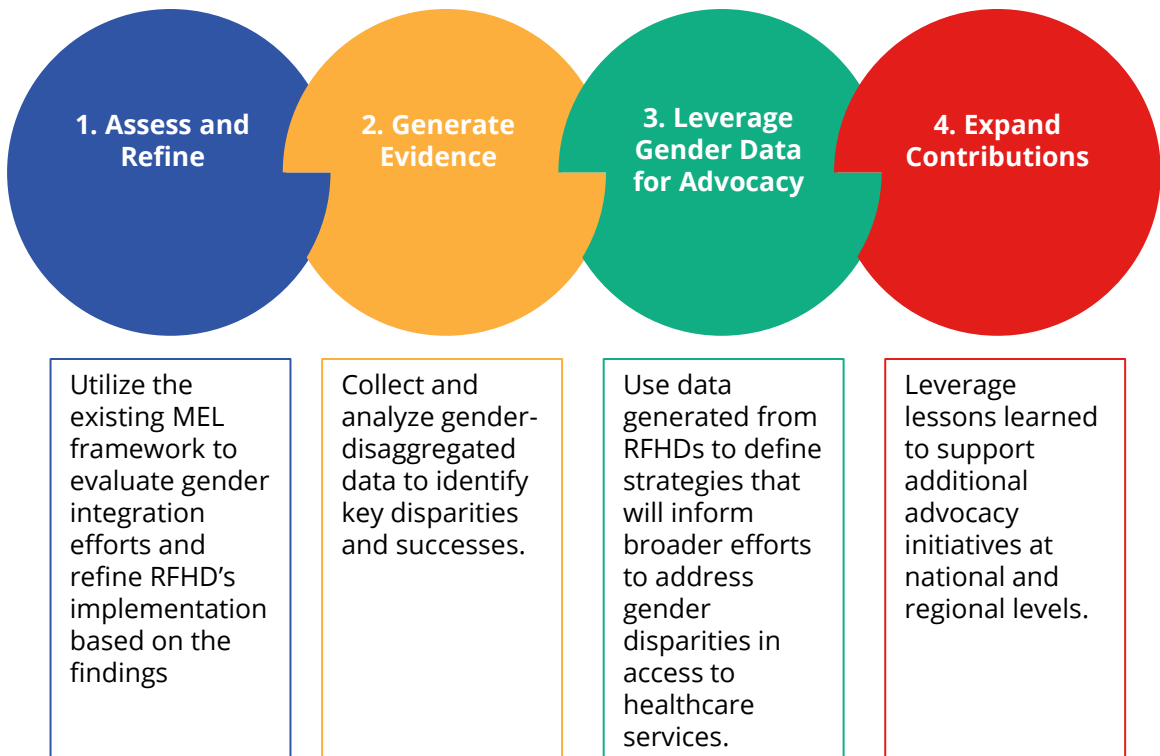
- **Highlight Systemic Barriers:** By capturing disparities in healthcare access and outcomes, qualitative and quantitative data will bring to light the challenges faced by different gender groups, including stigma, cultural norms, and economic barriers.
- **Shape Targeted Advocacy Messages:** Data-driven insights will provide a foundation for evidence-based messaging that resonates with policymakers, donors, and community leaders.
- **Amplify Community Voices:** Qualitative narratives gathered through gender-specific reporting will complement quantitative data, ensuring that the lived experiences of underserved communities are central to advocacy campaigns.



The **Advocacy and Awareness** pillar provides a framework for using this data to drive systemic change. RFHA's advocacy efforts will focus on:

- **Collaborative Campaigns:** Partnering with established advocacy organizations to integrate RFHA's evidence into broader campaigns, thereby enhancing its reach and impact.
- **Stakeholder Engagement:** Collaborating closely with governments, civil society organizations, and private sector partners to influence policies and societal attitudes.
- **Capacity Building:** Training RFHA staff and volunteers to effectively convey advocacy messages, ensuring alignment with global gender equality standards.

To achieve this objective, RFHA will adopt a structured approach:



By integrating MEL and advocacy initiatives, RFHA will create a dynamic framework that enhances the inclusivity and effectiveness of RFHDs. The evidence generated will serve as a powerful tool to inform policy reforms and strengthen advocacy campaigns. Additionally, by strengthening strategic collaborations with stakeholders committed to gender equality, RFHA will amplify its impact, leveraging collective expertise and resources to drive meaningful progress. This integrated approach will solidify RFHA's position as a leader in both healthcare delivery and gender equity advocacy.



### **Objective 5: Strengthen Partnerships and Collaborations to Address Gender Issues and Enhance RFHA's Impact**

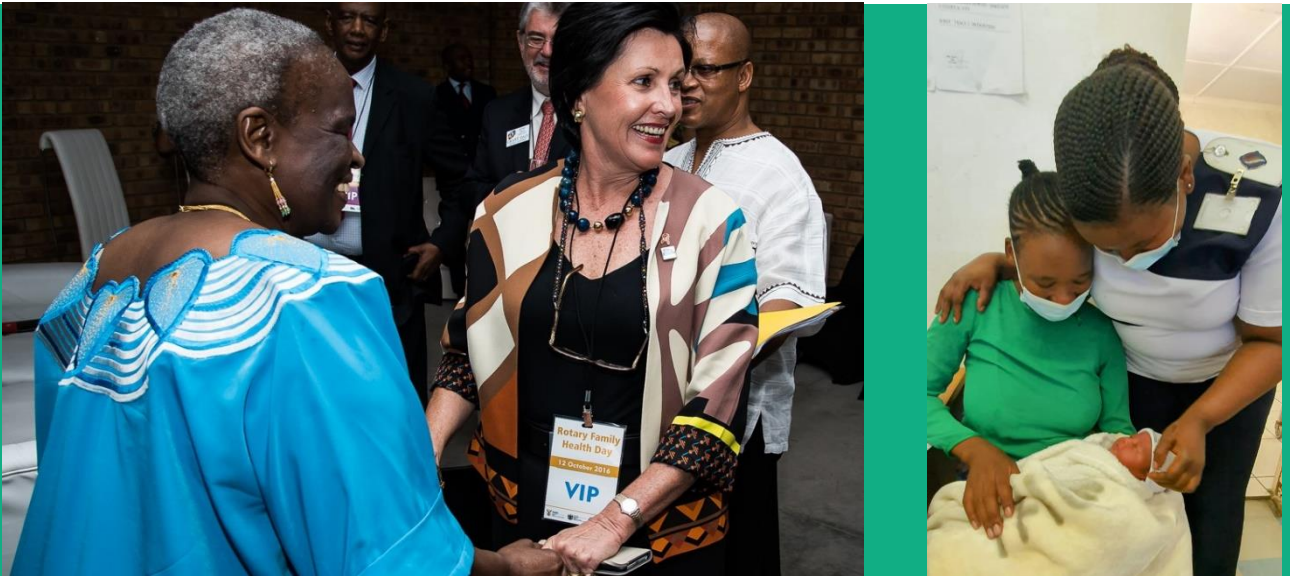
RFHA's capacity to address gender disparities in healthcare and promote gender equality relies significantly on establishing meaningful partnerships and collaborations. By aligning its efforts with strategic communication approaches, RFHA positions itself to forge sustainable, impactful alliances with a range of stakeholders, including governments, community-based organizations, civil society organizations, and private sector partners.

RFHA's communication strategies will prioritize inclusive, impactful messaging that underscores its commitment to gender equality. By employing gender-sensitive language, culturally tailored outreach, and visually engaging advocacy materials, RFHA aims to resonate with stakeholders and inspire collective action.

Key actions under communication strategies entail:

- **Developing Gender-Sensitive Messaging:** RFHA will produce blogs, case studies, and multimedia content to showcase its gender equality initiatives and successes. These materials will help foster trust and establish RFHA's credibility with potential partners.
- **Engaging Stakeholders in Co-Creation:** RFHA will actively involve stakeholders in the design and evaluation of gender-sensitive programs, ensuring their insights inform impactful initiatives.
- **Training in Inclusive Communication:** Staff and volunteers will receive capacity-building training to enhance their communication skills, ensuring that messages align with RFHA's gender equality objectives.

Through this objective, RFHA seeks to strengthen its credibility and foster trust among key stakeholders by demonstrating expertise and a steadfast commitment to gender equality. By mobilizing a diverse network of partners, RFHA aims to collectively address systemic barriers to equitable healthcare access. Establishing joint funding mechanisms and shared accountability structures will ensure the long-term sustainability of gender-sensitive initiatives. Additionally, by leveraging collective voices in advocacy efforts, RFHA will influence national and regional policies, driving meaningful progress in gender equity within healthcare systems.



### Objective 6: Cross-Cutting Theme: Financial and Resource Mobilization

Financial and resource mobilization is the cornerstone of RFHA's strategy, enabling the seamless integration of gender-responsive approaches across all strategic objectives and pillars. By ensuring sustained funding, RFHA supports the revision of governance structures, the establishment of oversight mechanisms, and the delivery of comprehensive training programs. Financial resources also drive the design and scaling of gender-sensitive interventions, enhance monitoring and evaluation systems for evidence-based advocacy, and amplify RFHA's impact through effective communication strategies.

This cross-cutting commitment ensures that RFHA's efforts are actionable, scalable, and sustainable, reinforcing its mission to achieve gender equality and equitable healthcare access. RFHA aims to:

- **Introduce gender markers in the budgeting process** to facilitate systematic tracking of financial contributions toward gender equality goals.
- **Increase resources from international, regional, and national public-private sources.** RFHA will strengthen relationships with major donors by demonstrating measurable progress towards its strategic goals. Enhanced collaboration with country teams and innovative advocacy approaches will be employed to align with donor priorities. RFHA will actively promote gender equality as a central theme through tailored, evidence-based arguments and effective communication strategies, building strong partnerships to secure continued financial support.
- **Engage and retain donors through partnerships.** The RFHA Board will leverage its experience and success in implementing gender equality programs to establish relationships with new donor agencies. By exploring public-private partnerships, engaging with influencers in gender equality, and aligning with country-specific needs, RFHA will diversify its donor base and attract new funding streams.
- **Attract the private sector for resource mobilization.** RFHA aims to position gender equality as a critical issue for businesses, fostering partnerships in targeted countries with private foundations, philanthropists, high-net-worth individuals, and public-private partnerships. By capitalizing on its successful partnership models, RFHA will diversify its financial base and explore innovative fundraising platforms to secure sustainable program resources.

As RFHA begins to implement its Gender Equality Strategy, it is essential to outline the steps required to sustain and enhance gender integration efforts, ensure both immediate and long-term success, and establish mechanisms for sustainability.

## 7 NEXT STEPS

To successfully implement the Gender Equality Strategy, RFHA will prioritize the following key actions:

1	<b>Finalize the Gender Narrative Framework</b> to systematically capture and utilize both qualitative and quantitative gender-specific data from monitoring and evaluation tools.
2	<b>Roll out structured training programs</b> for gender focal points to ensure readiness and consistency in gender-sensitive practices across RFHA events.
3	<b>Pilot gender-sensitive tools</b> in additional countries to refine and enhance program effectiveness.
4	<b>Strengthen engagement with stakeholders</b> , including country coordinators and local leaders, to align priorities and address contextual challenges

5	<b>Launch gender-sensitive communication strategies</b> that effectively share advocacy messages and highlight RFHA's progress in promoting gender equality.
6	<b>Conduct a comprehensive review of governance documents and policies</b> to ensure the integration of gender equality principles across RFHA's operational framework. This includes updating the RFHA Constitution, bylaws, and key operational policies to align with the Gender Equality Strategy, embedding inclusivity and equity in all organizational practices.
7	<b>Develop and implement a gender-responsive budgeting framework</b> to prioritize financial investment in gender-specific initiatives, thus enhancing fair distribution of resources.
8	<b>Enhance monitoring and evaluation tools</b> by incorporating additional gender-sensitive indicators to track progress and inform continuous improvement.
9	<b>Establish formal feedback mechanisms</b> to capture insights from stakeholders and adapt the strategy to evolving needs.
10	<b>Publish annual gender integration reports</b> to maintain transparency and strengthen accountability in RFHA's gender-focused efforts.



## 8 CONCLUSION

The RFHA Gender Equality Strategy represents a pivotal milestone in integrating gender equality into the core of RFHA's mission and operations. This comprehensive strategy provides a clear roadmap for transformative change, addressing systemic gender disparities and ensuring equitable access to healthcare services for all communities served by RFHA.

By aligning governance and policies, enhancing leadership and oversight, securing sustainable financial investment, building capacity among staff and volunteers, integrating gender into program design, and improving monitoring and evaluation mechanisms, RFHA is establishing a solid foundation for gender-responsive healthcare delivery. These strategic pillars and their corresponding objectives underscore RFHA's commitment to advancing gender equity and inclusion in all areas of its work.

This strategy also aligns RFHA's efforts with international, regional, and national gender equality frameworks, including SDG 5: Achieve Gender Equality and Empower all Women and Girls, the African Union Agenda 2063, and various national gender and health policies. By contributing to the global agenda for gender equality in healthcare, RFHA reinforces its role as a key partner in promoting universal health coverage and addressing gender-based health disparities.

RFHA's commitment to gender equality is steadfast. By embedding gender-sensitive practices across its flagship RFHDs and operational frameworks, RFHA is well-positioned to drive lasting change. This strategy is more than just an action plan – it is a declaration of RFHA's belief that inclusive, equitable healthcare is essential for the well-being of all individuals, regardless of gender.

As RFHA embarks on this transformative journey, it calls on all stakeholders – including volunteers, community leaders, partners, and beneficiaries – to collaborate in advancing this shared vision. Together, we can build healthier, more equitable communities, contribute to global and regional gender equality objectives, and create a lasting legacy of inclusive healthcare that will inspire and impact future generations.



## 9 ANNEXES

The following key documents will form part of this strategy:

- **RFHA Gender Assessment (developed):** Identifies critical opportunities to integrate gender across RFHA's programs, policies, and operations.
- **Results Framework (currently being developed):** Defines a clear pathway from strategic actions to achieving inclusive, equitable, and sustainable health outcomes. It focuses on addressing gender disparities in access to healthcare services, strengthening health systems, and empowering women, girls, and marginalized populations to claim their right to health.
- **Risks and Mitigation Plan (developed):** Identifies potential risks, outlines mitigation strategies, and establishes processes for ongoing risk monitoring and management.
- **Action Plan and Timelines (currently being developed):** A detailed plan with specific activities, timelines, and responsible parties.
- **Resource Allocation (currently being developed):** Outlines the resources required for each activity, including financial, human, and material resources.
- **Capacity Building Framework/Training Manual (currently being developed):** Equips stakeholders with practical tools to design, implement, and monitor gender-responsive interventions, ensuring equitable access to healthcare for all.
- **Stakeholder Engagement Plan (currently being developed):** Explains the process for engaging stakeholders in the implementation of the Gender Equality Strategy.
- **Advocacy Framework (to be developed):** Engages partners and enhances advocacy initiatives.

## SUE PAGET (CEO)

 [spaget@rfha.org](mailto:spaget@rfha.org)

 [www.rfha.org](http://www.rfha.org)

 +27 (0)83 456 3923

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