

2025-2028 STRATEGIC PLAN OVERVIEW

OUR GUIDE TO AMPLIFY IMPACT AND DRIVE LASTING SYSTEMIC CHANGE FOR GENDER EQUITY.

PROBLEM STATEMENT

WHY THIS WORK IS NEEDED.

Gender inequities are deeply rooted in longstanding systems of white supremacy and capitalism. These inequities are so central to wealth disparity that they are often invisible. So, efforts to improve the lives of women, girls, and gender-oppressed people only go so far if they are not informed by an understanding of the systemic ways gender intersects with economic exploitation.

VISION

THE WORLD WE WANT TO CREATE.

We are working toward a Philadelphia region and beyond, where caring and mutual support guide the decisions that affect people's lives, and where everyone –especially those historically impacted by gender inequities– has security, dignity, freedom, and joy.

MISSION

THE MAIN REASON WE EXIST.

We **achieve gender equity** by building collective power to disrupt oppressive systems and strengthen alternative models centered in love, dignity, and liberation.

VALUES

THE CORE BELIEFS AND PRINCIPLES THAT GUIDE HOW WE OPERATE AND INTERACT WITH OUR PARTNERS.

- Centering those most harmed by racialized patriarchy
- Deepening Relationships
- Building common cause with groups that center collective liberation
- Dismantling white supremacy
- Collective power-building
- Ongoing learning at the individual and organizational level

5 STRATEGIC PATHWAYS

HOW OUR WORK WILL BE GUIDED, ALLOWING FOR FLEXIBILITY AND CHANGE IN AN UNPREDICTABLE SOCIO-POLITICAL ENVIRONMENT.



Pathway 1: We center those most impacted by systems of oppression.



Pathway 2: We create tools and train people – funders, practitioners, advocates, policymakers, and grantees– to design and lead with equity.



Pathway 3: We invest in collective work aimed at root causes, including strategies that reduce wealth extraction and those that help build individual and community wealth.



Pathway 4: As part of a movement ecosystem, we convene communities of practice to explore models of equitable and inclusive economies, experiment with transforming sites of wealth extraction, and build power with gender and racially oppressed communities.



Pathway 5: We invest in the sustainability and growth of WOMEN'S WAY to build our strength as a convener, educator, and driver of transformational change.

LEADING TO A FUTURE WHERE

- **A different cultural narrative** grounded in the wisdom and lived experiences of marginalized genders takes hold in communities, organizations, and in the halls of power.
- Women and gender-oppressed people's **collective power is increased** to make systemic, transformative policy change.
- **Alternative community wealth-building models grow and proliferate**, providing new avenues for transforming economic conditions.



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