

WOMEN'S EQUALITY & DEVELOPMENT PROGRAMME

NCCWN SUPPORT SCHEME TO ENHANCE THE INCLUSION OF WOMEN IN COMMUNITIES 2018

Actions undertaken by NCCWN Projects will support and help progress the following National Strategy for Women & Girls 2017-2020 high level objectives to:

- *Advance socio -economic equality for women and girls*
- *Advance the physical and mental health and well-being of women and girls*
- *Ensure the visibility in society of women and girls, and their equal and active citizenship*
- *Advance women in leadership at all levels*
- *Combat violence against women*
- *Embed gender equality in decision-making*

Strategic Priority 1: ENGAGEMENT

AIM: To engage with women experiencing disadvantage through outreach and predevelopment work in order to reduce isolation, increase confidence, build relationships and empower women.

OBJECTIVES	ACTIONS	Supporting NSWG 2017-2020 Outcomes
<p>To support women experiencing disadvantage to overcome the barriers that prevent them from reaching their full potential in society</p>	<ul style="list-style-type: none"> • Carry out needs assessments - then develop and effectively implement work plans to meet local needs and in line with national goals and objectives. • Provide services and supports where needed to overcome barriers to participation • Facilitate access to existing services and supports through referrals 	<p><i>Socially excluded women, particularly those living in poverty are supported to access education, training and employment opportunities</i></p> <p><i>Increased access to training opportunities for women</i></p>

<p>To engage, support and encourage women to participate in all aspects of community life</p>	<ul style="list-style-type: none"> • Retain and develop our presence in local communities, providing first point of contact for women • Organise events and information sessions/opportunities that provide hard to reach women, with information on specific issues that affect them and refer or signpost as appropriate 	<p><i>Improved physical health and wellbeing of women and girls</i></p> <p><i>Improved health and wellbeing of women over 65</i></p>
<p>To raise awareness of women's equality issues and promote women's equality</p>	<ul style="list-style-type: none"> • Use a collective approach to raising awareness by marking key dates and engaging women in a range of campaigns to mark key dates and events for women • Support the development of networking and support structures for women in local communities 	<p><i>Women and girls experience improved sexual health and wellbeing and reduced incidences of negative sexual outcomes</i></p>

Expected Outcomes

1. *Greater engagement and social interaction of women in their local communities, reducing isolation and increasing physical and mental wellbeing.*
2. *Women are better informed and have increased awareness of the options/choices available to them and their families and can be supported in identifying and establishing progression pathways to develop their potential.*
3. *Groups and structures in place with increased capacity and sustainability and the potential for further development.*

Strategic Priority 2: PARTICIPATION

AIM: To facilitate and support progression of women experiencing disadvantage from engagement to active participation

OBJECTIVES	ACTIONS	Supporting NSWG 2017-2020 Outcomes
To mobilise women, raising their consciousness of the issues affecting them	<ul style="list-style-type: none"> Promote and support the engagement of women experiencing disadvantage to participate in women centred capacity building programmes 	<p><i>Greater visibility and voices of socially excluded women represented in policy making fora</i></p>
To facilitate women's capacity building to represent the collective concerns of women especially those experiencing disadvantage	<ul style="list-style-type: none"> Design and carry out actions that support and provide opportunities that enable women to develop their potential and make informed choices about their future Support and organise the delivery of a range of accessible formal and informal community education and training programmes that are tailored to meet the needs of women in our communities. 	<p><i>Women's role in development, peace and security promoted</i></p> <p><i>Increased awareness of domestic and sexual violence</i></p>
To represent women, and support women's representation and participation in a range of relevant structures locally, regionally and nationally	<ul style="list-style-type: none"> Identify relevant local structures for women's participation including school committees, community groups, PPNs, local Development Companies, LCDCs and ETBs Support the participation of women/women's groups and build their capacity to participate on community 	<p><i>Civil society is enabled to advocate on behalf of women and ensure that women's interests are mainstreamed in the work of government</i></p>

	policy and decision making fora	
To challenge barriers to women's participation locally, regionally and nationally	<ul style="list-style-type: none"> Support women to name barriers to their participation and work with relevant organisations to identify women's needs and reduce their barriers to participation 	<i>Greater focus on women's participation and on gender issues at community level</i>

Expected Outcomes

- 1. Increased numbers of women engaged in community education and supported on progression pathways.*
- 2. Increased capacity, self-esteem and confidence in women empowering them to participate more fully in society.*
- 3. Women have greater access to relevant and quality training and education opportunities.*
- 4. Women have increased ability to broaden their skills and knowledge and participate in their local community.*

Strategic Priority 3: POLICY & EQUALITY

AIM: To develop strategies to provide women with the support, skills and confidence to articulate and voice the issues that matter to them and support their representation at local, regional and national level.

OBJECTIVES	ACTIONS	NSWG 2017-2020
<p>To promote the equality and inclusion of women experiencing disadvantage locally and nationally highlighting their needs and perspectives</p>	<ul style="list-style-type: none"> • Research, identify and articulate the needs of women experiencing disadvantage at decision making arenas locally, regionally and nationally, to influence the development of policies that affect their lives. • Develop relevant awareness raising events and campaigns • Engage with all Government Departments on issues in relation to women of women experiencing disadvantage 	<p><i>Gender equality is embedded within funding programmes and service provision</i></p> <p><i>Greater visibility and voices of socially excluded women represented in policy making fora</i></p> <p><i>Increased awareness of domestic and sexual violence</i></p> <p><i>Civil society is enabled to advocate on behalf of women and ensure that women's interests are mainstreamed in the work of government</i></p>
<p>To build the capacity of NCCWN projects to outreach, engage with, and support the participation of women experiencing disadvantage</p>	<ul style="list-style-type: none"> • Provide opportunities for training & development and sharing best practice between projects 	
<p>To collaborate and work in partnership on relevant representational structures in relation to women's equality issues</p>	<ul style="list-style-type: none"> • Strategically collaborate and work in partnership with local, regional and national organisations on relevant and agreed objectives to benefit women experiencing 	<p><i>The gender-sensitive implementation of the 2030 Sustainable Development Agenda is promoted in Ireland's international relations</i></p>

	<p>disadvantage</p> <ul style="list-style-type: none"> • Feed into policy development in relation to women experiencing disadvantage through representations, submissions and contributions to policy documents. 	
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Potential Outcomes

1. *Women are represented on key decision making committees locally and nationally, and have an influence on decisions affecting their lives.*
2. *Increased awareness of disadvantaged women's inequality and its impact, in key agencies and organisations.*
3. *Increased awareness of the issues affecting women experiencing disadvantage locally and nationally.*

Strategic Priority 4: ORGANISATIONAL DEVELOPMENT & SUSTAINABILITY

AIM: To develop the NCCWN to be able to fulfil its objectives and to ensure the sustainability of the organisation

OBJECTIVES	ACTIONS	
To build the capacity of the NCCWN management to support the NCCWN locally and nationally to develop and enhance operational capacity	<ul style="list-style-type: none"> • Strengthen the NCCWN Board by ongoing capacity building and upskilling • Ensure highest levels of governance and accountability • Ensure the NCCWN Board are complying with employment responsibilities and obligations 	
To build the capacity of NCCWN management and staff to inform and input to organisational and policy development.	<ul style="list-style-type: none"> • Establish and agree a format for projects to promote the mission and vision of NCCWN • Coordinate local actions and promote and brand these actions under the banner of the NCCWN 	
To ensure the sustainability of the NCCWN	<ul style="list-style-type: none"> • Provide staff development and training • Ensure feedback mechanisms are in place to support communications between local and national structures • Ensure Advisory Groups locally are supported to participate in governance structures at local and national level 	

	<ul style="list-style-type: none"> • Identify organisational needs and develop strategies to ensure adequate resources to support the sustainability of the organisation 	
To develop and consolidate the collective approach of the NCCWN	<ul style="list-style-type: none"> • Maintain organisational strategic plan ensuring that it is reflective of the organisation's vision and mission of changing structures • Continue to maintain and develop robust planning and reporting processes and procedures 	
To develop a national profile	<ul style="list-style-type: none"> • Raise the profile of NCCWN 	