

GWI – Organizational Development (OD) Process

Phase II: Organizational Readiness Assessment

Meeting of Group 5: Wednesday, March 2, 2022

Discussion Notes

Organizational Readiness Prerequisites 5 and 8 were discussed:

Prerequisite 8 was discussed at this time because information generated through this meeting's discussion potentially stands to help the GWI Board in its current preparation for the 2022 AGM to be held in November.

Prerequisite 5:

In anticipation of building UN alliances and funding partnerships, GWI Headquarters and its NFAs can begin now to create an organizational resume/profile that reflects their collective competencies and the ability to mobilize these.

Organizational profiles have multiple uses. In GWI's case, we would like our external stakeholders including funders to know that we have the experience and skills to build capacity into ongoing implementation of SDG 4 in our NFA countries.

Discussion of Elements of Profile

- An Organizational Profile is a resume of sorts – we are applying for a job working with UN agencies and for funding for doing this job.
- GWI used to have an Orientation PowerPoint for prospective members – may be value to reviewing and updating PPT.
- Detail relevant organizational performance
- Describe our biggest asset – graduate women

- Promote our NFAs – organizational profile should serve the dual purpose of introducing GWI to its prospective external stakeholders and of promoting our NFAs so that they can recruit new members.
- Hopefully this will also encourage our NFAs to create their respective profiles for their websites based on the GWI profile template.
- Include Bina Roy projects
- A GWI organizational profile, in addition to explaining the organization to third parties – external stakeholders, can serve as a source of inspiration to the NFAs and members by helping them to understand that their work is part of a much bigger picture. Also serving to help them understand their value within the GWI system and the socio-economic space within which GWI operates.
- While GWI headquarters has a great deal of information on NFA activities, we should ask each NFA to complete the form on the GWI website by a certain date so that GWI headquarters can promote the NFAs in the most knowledgeable manner.

Request: Please go to GWI website, complete form explaining /listing NFA activities and send to geetadesai@optonline.net

- All NFAs should have an online presence so that prospective members and funders can find them.
- Many of the NFAs do not have websites – many of these have a Facebook page.
- Many NFAs rely on the GWI website to promote their organizations and their work
- One NFA represented at this meeting has a number of members who are faculty at the University and their activities, projects and reports are posted

on the University website – this is pretty wonderful and could be developed further to recruit additional members from the University as they already have visibility at the University.

- On the subject of past performance and experience – rather than Geeta going through all the NFA projects to extract relevant experience and skills demonstrated by NFA members, the NFAs could be asked to complete a questionnaire
- GWI has been creating a baseline of collaboration with other women’s organizations – collaboration being an important part of any NGO looking for funding from external stakeholders.

For instance, GWI’s CSW Statement was co-signed by 14 other organizations – more signatories than most other NGO statements.

Another example: GWI commemorates all the “UN International Days” that call attention to human rights issues. GWI has taken the initiative to build relationships around these issues including but not limited to World Water Day, STEM, Menstrual Hygiene and Child Marriages. One of the organizations that it has forged strong relationships with is Girls not Brides.

- The organizational profile should be posted on the GWI website in an impactful way. The website should create a narrative that brings to life GWI’s strategic framework – why we are doing the things that we do.
- The question of posting photographs of beneficiaries of our programs on the GWI website came up. We need permission all around for that. So, this may or may not be possible. But it is possible to create a composite description of beneficiaries
- Just as in the case of applying for a job, we think about the best way to present our resume – what to highlight– we need to think in these terms with the organizational profile.

- GWI does not currently have links to its NFA websites. Having links is tricky because sometimes NFAs do not update their websites and obsolete website content can discourage prospective, members, partners and finders.
- GWI has the contact information for each NFA on its website – perhaps we can expand to include some basic information that does not change to these NFA pages?
- All NFAs should post the GWI “proud member” logo in all communications.

Discussion on strengthening NFAs

What can GWI do within the next five months to strengthen its NFAs?

- Create more awareness of its presence for NFA members
- Create more awareness of the importance of the NFA to human rights
- Help recruit members
- Engage more with members
- Leadership training would be helpful.
- Help recruit members from Universities rather than trying to recruit one member at a time.
- The profile is going to be very important
- The OD process and goals – collaboration with other agencies - all important to strengthening NFAs. There is already a good amount of interest in the process itself and its goals.
- Universities that are reviewing gender issues in changing times, we should try to link with them
- Our members do currently have contacts within several Universities and Colleges.
- Colleges and universities are trying to help their students recover from the mental health issues created during the pandemic – is there a way that NFAs can help?
- We need to have more zoom discussions – these would be useful for FUWA NFAs. Other organizations are doing these.

- We should start training NFAs in the six areas identified by our research in Phase I as a ramp up to partnering with UN agencies and to generating interest and engagement.
- We can help our NFAs seek out engagement in these six areas within their communities

Prerequisite 8:

GWJ Board can create an enabling structural framework that allows GWJ to optimize this opportunity.

GWJ's structural framework is comprised of:

- ✓ Constitution,
- ✓ General Assembly,
- ✓ Rules and Regulations that apply to Swiss NGOs,
- ✓ Internal formal rules and policies that govern its work
- ✓ Decision-making apparatus
- ✓ Board and Committees – organizational hierarchy
- ✓ NFA membership and formal relationships with its member NFAs,
- ✓ Other processes and procedures, communications, etc.

Nature of Structures:

- Ideally support an organization in reaching its goals.
- In some instances, unfortunately structures can become obstacles to progress.
- Practices, especially historic beliefs and practices can sometimes be mistaken for iron – clad structures and they are not.
- Organizational structures must be reviewed from time to time – particularly when an old organization like GWJ is about to begin a new stage in its life – to ensure to the extent possible that structures are enabling the accomplishment of goals.

Discussion of an enabling structure for GWJ

- Through these Phase II discussions we have learnt a great many things about the relationship between GWJ headquarters and its NFAs
- We have a better understanding of the stress points in this relationship

- There may be structural solutions for these stress points – for instance, there needs to be stronger 2-way communications between Headquarters and NFAs and this could be developed by creating additional structure like a Group for CIRs that the GWI Board meets with on a regular basis.
- GWI – driven activities and projects at the NFAs can also be a structural platform for strengthening the GWI- NFA relationship. GWI - funded activities provide a platform for membership recruitment and retention and meaningful discussion and action.
- Experience has shown us that once members become engaged in GWI-driven activities, they start to feel like they belong and understand the connections between the local and the international – they are excited.
- Now with the ability to attend meetings from remote locations, GWI should revive the old tradition of having Committees (Education, Membership, etc.) attend board meetings to provide progress reports.
- GWI Board should proactively seek/create opportunities to interact with the members – creating structural supports for communication, discussion and action.
- Webinars should connect on member issues within the context of sustainable development and the global economy,