

GRADUATE WOMEN INTERNATIONAL

STRATEGIC PLAN 2025-2028





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**Empowering women and girls through the safe access
to lifelong education and training up to the highest levels.**

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OUR VISION

*GWI will lead a bold intergenerational movement that elevates women's voices
and leadership through education to achieve an equitable and peaceful world.*

STRATEGIC DIRECTION

Inspire and engage a vibrant, diverse, intergenerational community of
members and leaders to strengthen GWI's global impact and secure a
sustainable future

WHO IS GWI

Graduate Women International (GWI), founded in 1919 as the International Federation of University Women (IFUW), is a worldwide, non-governmental organization (NGO) comprised of thousands of women graduates that maintains special consultative status with United Nations Economic and Social Council (UNECOSOC) since 1947, and who maintains special partnership status with UNESCO and the International Labor Organization (ILO).

GWI advocates for women's rights, equality, and empowerment through access to quality secondary and tertiary education and training up to the highest levels. Our vision is 100% of girls and women in the world achieving education beyond primary school. GWI supports gender equality.

Post-World War I, the goal of our GWI foremothers was for peace. Women's leadership was seen to be the key to achieving peace and justice in the world, understanding that education would be necessary for women to achieve leadership positions at the highest levels.

PURPOSE

GWI's purpose it is to:

- Promote lifelong education for women and girls;
- Promote international cooperation, friendship, peace and respect for human rights for all, irrespective of their age, race, nationality, religion, political opinion, gender and sexual orientation or other status;
- Advocate for the advancement of the status of women and girls; and
- Encourage and enable women and girls to apply their knowledge and skills in leadership and decision-making in all forms of public and private life.

STRATEGIC GOALS

GWI is committed to strengthening its global impact for women and girls by growing a connected international network, amplifying women's voices and leadership through education, and ensuring a strong, sustainable organisation for the future. Our work will focus on collaboration, credibility, and long-term resilience—working in partnership with our National Federations and Associations and members worldwide.

GWI is deliberately setting high goals for itself as an international organization committed to shaping the future for women and girls. Setting ambitious strategic objectives creates momentum, encourages innovation, strengthens international visibility and demonstrates GWI as a forward-looking organization prepared to engage with emerging global challenges. The important balance will be to ensure that implementation remains practical, adaptable and supported by realistic resources and indicators of progress over the Triennium.

Through 2025-2028 Graduate Women International (GWI) will:

STRATEGIC GOAL 1

ADVOCATE FOR QUALITY EDUCATION (SDG4), INCLUDING DIGITAL LEARNING, FOR WOMEN AND GIRLS AT ALL LEVELS AND ADVANCE LEADERSHIP SKILLS

Advance women's leadership, advocate for free, quality primary and secondary education for all children and graduate education for women, lifelong learning, equitable access to and participation in safe digital learning and technology, promote women's full participation in AI development and global AI ethics frameworks and support community-led initiatives that enhance teaching and learning.

1. Advocate for Access to and participation in Quality Education for All Women and Girls Objective: Promote equitable access to and participation of women and girls in primary, secondary, and graduate education.	2. Promote Research and Evidence-Informed Learning and Teaching Objective: Support evidence-informed approaches to education and learning strategies.	3. Advocate on Emerging Issues in Education, Technology, and Artificial Intelligence (AI) Objective: Ensure safe, ethical, and equitable use of and participation in technology in education and support women's participation in technology and AI development.
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STRATEGIC GOAL 2

GROW GWI'S PROFILE, CREDIBILITY AND INTERNATIONAL CAPACITY TO ACHIEVE GWI'S MISSION AND VISION

Strengthen GWI's global profile and impact for women's leadership and education by refining communications, aligning partnerships and campaigns with the 2025–2028 strategy, and evaluating advocacy effectiveness.

1. Strengthen GWI's International Advocacy and Partnerships Objective: Enhance GWI's global influence and alignment with UN Agencies, INGOs, and strategic coalitions.	2. Promote SDG4 (Quality Education) Among NFAs and the Board Objective: Raise awareness and engagement on education issues and diversity.	3. Demonstrate Policy Impact Through "Policy in Action" Report Objective: Show how GWI's policy resolutions contribute to real-world change and advocacy impact.
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STRATEGIC GOAL 3

STRENGTHEN MEMBER ENGAGEMENT AND DEEPEN NFA INVOLVEMENT AND CONNECTION

Strengthen member engagement by fostering a more connected and active GWI network, deepening NFA involvement, and strengthening alignment and collaboration between GWI, NFAs, and NFA-to-NFA partnerships.

1. Convene and Connect NFAs and Members Objective: Strengthen collaboration, communication, and understanding between NFAs to maximize GWI's collective impact.	2. Develop Easily Accessible Information and Resources for NFAs Objective: Provide NFAs with tools, stories, and resources to engage members and share best practices globally engaging with NFAs as advocacy leaders, collaborators, and co-creators.	3. Hold Regular Discussions Through the Discussion Network Objective: Foster engagement, knowledge sharing, and collaboration among members.	4. Launch Fundraising Initiatives Objective: Engage members in fundraising while fostering commitment, belonging, and impact.	5. Develop Membership Growth and Retention Tools for NFAs Objective: Strengthen NFA membership recruitment, retention, and leadership succession.	6. Create Advocacy Strategy Reflecting Diversity and Needs of NFAs Objective: Collaborate with NFAs as a coordinated global advocacy network.
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STRATEGIC GOAL 4

STRENGTHEN OUR IMPACT AND VALUE THROUGH COLLABORATION WITH NFAS IN OUR ADVOCACY AND EDUCATION ON WOMEN'S ISSUES

Strengthen GWI's impact and value by working collaboratively with NFAs to deliver coordinated advocacy and education initiatives that amplify women's voices and advance women's issues at national, regional, and global levels.

1. Develop an Inclusive Advocacy Strategy Objective: Reflect the diversity and needs of NFAs and address a broad range of women's issues.	2. Conduct Member Engagement Initiatives Related to 2025 Adopted Policy Resolutions Objective: Increase member awareness, participation, and expertise in GWI policy priorities.	3. Implement Intergenerational Advocacy Program Objective: Foster reciprocal mentorship between senior and emerging leaders and intergenerational learning to strengthen advocacy impact.	4. Expand Signature Programs and SDG Initiatives Objective: Scale GWI programs that improve education and opportunities for women and girls.	5. Integrate Impact Reporting into Fundraising Plans Objective: Demonstrate GWI/NFA program effectiveness to support future funding.	6. Strengthen Collective Efforts and Communication Among NFAs Objective: Foster collaboration, knowledge sharing, and unified action among NFAs.
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STRATEGIC GOAL 5

RETAIN GWI MEMBERSHIP AND INCREASE THE NUMBER OF NFAS AND INDEPENDENT MEMBERS AND ENHANCE ASSOCIATE MEMBER STRUCTURE

Retain and grow GWI's membership by strengthening engagement, attracting new NFAs and Independent Members, and supporting intergenerational continuity to ensure long-term organisational vitality.

1. Explore New NFA Opportunities and Increase Number of NFAs Objective: Expand GWI's network of NFAs and strengthen global representation.	2. Increase Independent Membership Objective: Grow and retain individual members to strengthen GWI's global impact.	3. Strengthen Member Recruitment at Educational Institutions Objective: Engage young members and students to grow membership pipeline.
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STRATEGIC GOAL 6

REALIZE SUSTAINABLE GWI FINANCES AND REGULATORY COMPLIANCE TO ACHIEVE ORGANIZATIONAL EXCELLENCE

Realize transparent, accountable and sustainable GWI finances through membership growth, implementing a coordinated fundraising approach and fostering a strong culture of philanthropy that encourages engagement, shared responsibility, and long-term financial resilience in support of GWI's mission.

Ensure GWI's regulatory compliance and organisational excellence by strengthening governance, financial management, and operational systems to build resilience, maintain balanced budgets, increase revenue, and effectively deliver GWI's Vision, Mission, and Goals.

1. Financial Management and Sustainability Objective: Pursue a GWI balanced budget annually, target to complete the Triennium with a surplus, and increase revenue.	2. Governance and Compliance Objective: Ensure strong governance, internal controls, and legal compliance across GWI operations.	3. Triennial General Assembly and Conference Planning Objective: Plan and execute a successful Triennial General Assembly and Conference.	4. Board Development and Evaluation Objective: Strengthen Board performance, orientation, and succession planning.
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KEY ACTIVITIES

This Strategic Plan outlines the GWI Board of Officer's strategic goals and objectives for the 2025–2028 Triennium. To support implementation, the Board also developed a comprehensive **Key Activities Framework** that identifies the key activities that will guide progress toward achieving these goals. Together, these documents provide a straightforward presentation the deliverables for this Triennium.

Click [HERE](#) to access the GWI Strategic Plan Key Activities Framework.