

STRATEGIC FRAMEWORK



VISION

A JUST AND SUSTAINABLE WORLD

MISSION

WE FIGHT INEQUALITY AND PATRIARCHY TO END POVERTY AND INJUSTICE.

WHAT WE DO

HUMANITARIAN RESPONSE, LONG-TERM DEVELOPMENT, ADVOCACY AND CAMPAIGNING

OUR 5-YEAR IMPACT

WOMEN AND THEIR ORGANIZATIONS WILL HAVE MORE POWER TO CLAIM THEIR RIGHTS TO END POVERTY AND INJUSTICE.

OUR STRATEGIC PRIORITIES

PUT WOMEN AT THE CENTRE OF HUMANITARIAN ACTION

We will meet urgent needs to save lives and ensure women's perspectives inform humanitarian responses from the start.

SECURE SEXUAL AND REPRODUCTIVE HEALTH AND RIGHTS

We will support organizations in providing essential sexual and reproductive health services, and advocate for changes in policy and social norms that enable everyone to make decisions about their own bodies.

BUILD GENDER-JUST ECONOMIES

We will work with communities to create and champion more just economic models, where all forms of women's work are recognized, fairly paid and equally valued.

SUPPORT WOMEN'S FIGHT FOR CLIMATE JUSTICE

We will work with women's rights and youth-led organizations to help communities adapt to the impacts of climate change now, and build a just and inclusive transition to a carbon-free future.

END GENDER-BASED VIOLENCE

We will support organizations who are working to change the social norms and cultural practices that give men power over women, and empower women to prevent and overcome violence in their lives.

PROMOTE WOMEN'S TRANSFORMATIVE LEADERSHIP

We will work with organizations to challenge negative gender norms, build capacity for women's movements and support women to become leaders in their lives and communities.



OUR ORGANIZATIONAL SHIFTS

GROW AS A FEMINIST, ANTI-RACIST AND INCLUSIVE ORGANIZATION

We will keep our feminist principles central to our work, build a stronger anti-racist culture within our organization and take steps forward in reconciliation with Indigenous Peoples living in Canada.

DEEPEN TRUST AND TRANSPARENCY

We will nurture good governance, transparency and strengthen safeguarding practices.

STRENGTHEN SUPPORT FOR SOCIAL JUSTICE MOVEMENTS IN CANADA

We will support social justice work in Canada and use our global reach, resources and relationships to strengthen their causes.

INCREASE OUR RESILIENCE

We will strengthen our staff, our infrastructure and our financial model.

*Oxfam staff member Julia walks into a settlement with her team of 'activistas' in Beira, Mozambique. Photo: Peter Caton/Oxfam
Young mother Adia and her son photographed in her hometown of Mocuba, Mozambique. Photo: Caroline Leal/Oxfam
Garment worker Shima photographed on her home sewing machine in Dhaka. Photo: Fabeha Monir/Oxfam*

*Zarina, farmer and activist, in her vegetable fields in Nihal Charan village, Pakistan. Photo: Khaula Jamil/Oxfam
Creating Spaces partners in Bangladesh. Photo: Abir Abdullah/Oxfam
A group of women take part in the Power Up project in Indonesia. Photo: Shamminaz Polen/Oxfam*