



WGH | WOMEN IN
GLOBAL HEALTH

WGH CHAPTER MANIFESTO

2021

INTRODUCTION TO THE WGH MANIFESTO

Core values and actions for individual members and chapters

This manifesto was written by incorporating the themes of 'Doing things Differently' into the headlines for Gender Transformative Leadership and contains core values and actions that each individual and chapter pledges to adopt. These active statements can be translated into network members' daily lives and routine practices, and embody the spirit, goal and mission of Women in Global Health.

We recognize that there are other marginalized groups who have similar struggles in achieving equality within the global health sphere, and we stand in solidarity with them and strive towards challenging the status quo and breaking down these barriers for everyone.

UMBRELLA COMMITMENT

As a member of a WGH chapter, I commit to the principles of Gender Transformative Leadership, to Doing things Differently and to challenging power and privilege for gender equity in health.

THE MANIFESTO

Core values

- To know and let know that gender equality in global health is everyone's business
- To **not compromise on gender equity** and consistently and constantly challenge all gender gaps, whether data, leadership, pay or inclusion.
- To understand that **leadership takes many forms** and advocate for an **intersectional leadership** model that recognizes the ways in which axes of identity are tied to power and encompasses all genders, sexualities, ages, ethnicities, abilities, colors, geographies, religions, income and all marginalized groups and identities.
- To engage with leaders at each level and from all regions.
- To challenge the narrative and position **women in global health as change agents and drivers** of health and not just victims or consumers.
- To be brave and bold, and initiate and engage in courageous conversations around gendered power dynamics we see today.
- To apply local and indigenous solutions to advance the progress towards gender equality.
- To take everyone along, and set wheels in motion for **collective action and accelerated partnerships** for gender equality in global health.
- To stand in global solidarity with all women and **prioritize making space** for the least represented among us to be heard.
- Together, to support each other across all boundaries and **be a force** for positive and lasting change.

Actions



I will use my leadership position to advance the GTL agenda.



I will practice GTL by collaborating with my WGH community, amplifying the voices of my fellow members and promoting women's leadership in all its forms.



I will act transparently by sharing decision making within my chapter and cultivating a flat structure in which all voices are heard equally.



I will apply a power and privilege lens to our work and practice allyship in all my roles. I will sponsor other women to opportunities..



I will remember that our differences and similarities collectively make us stronger and engage with those with different viewpoints in an arena of fairness and respect.

Operationalizing the Manifesto

Endorsing the Principles of the Manifesto

WGH is a members-driven advocacy organization. As a member of a WGH chapter, you may identify with and relate to one, some or all of the manifesto statements.

Supporters and allies of WGH may choose to advocate for the principles of WGH without becoming official members of a country chapter. A supporter or ally might choose to commit to the umbrella commitment instead of the full manifesto.

Becoming Value Champions

We suggest that individual chapters can nominate themselves to act as Value Champions to lead value networks in a crisscross model, i.e. country chapters and the value networks. This makes the manifesto concept more participative and action-driven and commit-able for individual members as well as country chapters.



Adopting and implementing the manifesto:

- 1** Launch during Town Hall meeting
- 2** Circulate to chapters for adoption by chapters and individual committee members
- 3** Add manifesto to WGH global website
- 4** For chapters that have already launched/are active:
 - Circulate to non-committee members for member commitments
 - Add manifesto and/or umbrella statement to chapter website or member
- 5** For chapters in the registration and incubation phases:
 - Add manifesto and/or umbrella statement to chapter website or member registration form to capture commitments from new members
- 6** To initiate Value Champions: have an open call during a Town Hall meeting for chapters that are interested in adopting a value as 'theirs'. For example, the UK chapter has a diversity and inclusion co-ordinator who drafted a document on intersectionality and ways in which our chapter can ensure our work is intersectional. Value champion chapters could produce a similar document for a value and collate examples of good practices. The idea is not to create unnecessary administrative burdens on individual chapters but to create a series of 'hubs' that can facilitate conversation between chapters and engagement with the manifesto.

WGH CHAPTERS

