



Dignity and Wellbeing of Women Living with HIV in Tanzania (DWWT)

Strategic Plan

2025 - 2029

Dignity and Wellbeing of Women Living with HIV in Tanzania (DWWT) | Mbezi Beach Area | Mwai

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Foreword

Dear Colleagues, Partners, and Stakeholders,

It is with great pride and enthusiasm that I present the **DWWT Strategic Plan for 2025-2029**. As Board Chairperson, I am honored to share this comprehensive roadmap, which reflects our unwavering commitment to improving the lives of women and girls living with HIV in Tanzania.

Over the past five years, DWWT has achieved significant milestones in promoting participation, advocacy, and empowerment for women affected by HIV/AIDS. We have strengthened our community programs and influenced key policy changes. However, we recognize that our journey is far from over. This new strategic plan reaffirms our mission and sets bold goals for the next phase of our work.

Centered on three core pillars—**Sexual and Reproductive Health and Rights, Access to Prevention, Care, and Treatment**, and the **Meaningful Involvement of Women Living with HIV**—this plan aims to address critical needs and create sustainable change. We have outlined ambitious targets and actionable strategies, focusing on enhancing our organizational capacity, fostering strong partnerships, and implementing robust monitoring and evaluation mechanisms.

We envision a future where every woman living with HIV can lead a dignified, empowered life. This plan is not just a blueprint but a call to action. It will guide our collective efforts to break down barriers, reduce stigma, and ensure equitable access to healthcare and social services.

I extend my heartfelt gratitude to all our partners, stakeholders, and dedicated team members who contributed to this plan. Together, we will transform our vision into reality and create a brighter, more inclusive future for the women we serve.

Thank you for your continued support and commitment.

Sincerely,

Flora Mkiwa

Board Chairperson, DWWT

Acknowledgements

The development of the **DWWT 2025-2029 Strategic Plan** has been a collaborative effort made possible through the invaluable contributions of dedicated individuals, institutions, and partner organizations. We extend our heartfelt gratitude to all who played a role in shaping this roadmap for our future.

We would like to acknowledge the pivotal role of **PMP Training and Consultancy Firm** for their technical expertise and unwavering support throughout this process. Special recognition goes to the PMP team members—**Paul Mpazi, Glory Richard, and Anthony Magembe**—whose dedication and insights were instrumental in crafting this comprehensive strategic plan.

We also express our sincere appreciation to the **DWWT Board Members**, whose strategic guidance and leadership have been crucial in aligning our vision and mission. We honor their commitment to advancing the rights and dignity of women living with HIV. Additionally, we recognize the exceptional efforts of our dedicated **DWWT staff**, including (Bahati, Thomasa Haule, Gladnes Masafiri, Miriam Khaba and Elihuruma Laizer), for their technical contributions and relentless dedication to our cause.

Our profound gratitude goes to all stakeholders—community members, government institutions, and partner organizations—who generously shared their time, insights, and feedback, enriching the development of this strategic document.

We are confident that this plan will solidify **DWWT's role** as a beacon of advocacy for women's human rights in Tanzania. We invite all supporters and partners to join us in executing this ambitious five-year journey toward transformative impact.

Sincerely,

Veronica Joseph Nanka

Executive Director, DWWT

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Executive Summary

1 Introduction

1.1 Organizational Background

Founded in 2018, **Dignity and Wellbeing for Women Living with HIV in Tanzania (DWWT)** is a majority women-led, not-for-profit organization committed to advocating for the rights and well-being of women and girls living with HIV. Registered under Tanzania's NGOs Act No. 24 of 2002 (Reg. No. ooNGO/00010023), DWWT operates nationwide, leveraging evidence-based approaches to address the diverse needs and challenges faced by its members.

As the Tanzanian chapter of the **International Community of Women Living with HIV Eastern Africa (ICWEA)**, DWWT represents and amplifies regional priorities at a national level. The organization collaborates with influential networks such as the **National Council of People Living with HIV and AIDS (NACOPHA)**, **Non-State Actors (NSA)**, and **United for Prevention-Tanzania**. These partnerships enable DWWT to drive systemic social and political changes while fostering community development and active citizenship.

Through a participatory approach, DWWT harnesses the lived experiences of its members to shape its advocacy agenda. By aligning with government institutions and NGOs, it aims to promote dignity, health access, economic empowerment, and social equity for women living with HIV. This **Strategic Plan** provides a five-year roadmap, evaluating both challenges and opportunities ahead. It underscores the organization's commitment to ongoing assessment, ensuring continuous progress, relevance, and impact in transforming lives across Tanzania.

1.2 Mission, Vision, and Core Principles

Mission

To encourage full participation and affairs of Women who are living with HIV and AIDS in all plan and implementation HIV and AIDS programme and decision making.

Vision

To have a society that respects involvement of women living with HIV and AIDS at all levels, ensuring their full access to health care and treatment, legal, economic and culture rights.

Core Principles

- i. To be a Tanzanian initiative and therefore must draw its strengths and credibility from being Tanzanian led and inspired.
- ii. To seek to be inclusive and diverse in its membership.
- iii. To ensure effective representation
- iv. To be open in sharing and learning from experience
- v. To be accountable and encouraging others to be accountable as well
- vi. To be transparent and optimal in-service delivery

1.3 Strategic Objectives – (2025-2029)

- i. **SO1:** Promote health systems that are accountable and responsive to the needs and priorities of women and girls.
- ii. **SO2:** Seek to eliminate legal, structural, and socio-cultural bottlenecks that hinder women and girls living with HIV in their diversity from enjoying their full rights.
- iii. **SO3:** Build strong and resilient community structures for women and girls living with HIV.
- iv. **SO4:** Generate, share, and use evidence that enhances the HIV response and other unpredicted pandemics in Tanzania.
- v. **SO5:** Seek to provide opportunities for women and girls living with HIV in their diversity to engage in economic activities.

2 Situation Analysis

2.1 Current Status and Achievements

Dignity and Wellbeing for Women Living with HIV in Tanzania (DWWT) has established itself as a pivotal force in advocating for the rights and dignity of women and girls living with HIV in Tanzania. Since its inception in 2018, DWWT has significantly expanded its reach and impact through strategic programs and partnerships.

i. Empowerment and Capacity Building

DWWT's core focus lies in empowering women and girls affected by HIV to articulate their rights and influence policy. They have conducted various capacity-building workshops, leadership training, and mentorship programs aimed at fostering self-reliance and advocacy skills. These initiatives ensure that women living with HIV are not merely beneficiaries but active participants in shaping policies and programs that affect their lives. By promoting economic empowerment projects, DWWT supports income-generating activities, fostering financial independence among its members.

ii. Advocacy and Policy Influence

As a recognized national chapter of the International Community of Women Living with HIV Eastern Africa (ICWEA), DWWT plays a critical role in policy dialogue. Their advocacy efforts are grounded in evidence from real-life experiences of women and girls living with HIV, focusing on sexual and reproductive health rights (SRHR) and access to healthcare. DWWT actively participates in national forums such as the National Council of People Living with HIV and AIDS (NACOPHA) and coalitions like Non-State Actors (NSA), amplifying the voices of marginalized women at both local and national levels. Their campaigns have contributed to shaping policies that promote gender equity and health access.

iii. Health and Legal Support Services

DWWT offers comprehensive support services that address the multifaceted challenges faced by women living with HIV. Programs like the *Empower Justice Project* provide legal aid to survivors of gender-based violence, ensuring they receive justice and support. Additionally, their health initiatives emphasize the importance of equitable access to HIV treatment and prevention services, tackling challenges such as medication stockouts and social stigma.

iv. Community Engagement and Collaboration

Recognizing that lasting change requires collective action, DWWT collaborates with governmental and non-governmental organizations, fostering a network of support for women living with HIV. They partner with key stakeholders, including local health authorities and international organizations, to deliver community-driven solutions. By engaging community leaders and facilitating dialogues, DWWT promotes social cohesion and challenges harmful cultural norms.

2.1.1 Thematic Focus Areas

DWWT's strategic initiatives revolve around three critical pillars:

- i. **Sexual and Reproductive Health and Rights (SRHR):** Advocating for policies that protect the sexual health of women living with HIV, ensuring they have access to appropriate services and legal protections.
- ii. **Access to Prevention, Care, and Treatment:** Promoting comprehensive healthcare services and addressing systemic barriers that hinder access to HIV care.
- iii. **Meaningful Involvement of Women Living with HIV:** Encouraging the active participation of women in decision-making processes at all levels, ensuring that their voices shape policies and programs.

2.1.2 Achievements and Impact

DWWT's achievements include successful advocacy campaigns that have influenced policy changes and improved healthcare delivery for women living with HIV. Their training programs have empowered numerous women to take on leadership roles within their communities, driving social and economic progress. By documenting and addressing violations of SRHR, DWWT has brought attention to critical issues, fostering a more inclusive and supportive environment for women living with HIV.

Through its strategic efforts, DWWT continues to champion the rights and well-being of women and girls in Tanzania, setting a strong foundation for future growth and impact. Their work exemplifies the power of community-driven advocacy in transforming lives and promoting social justice.

2.2 Needs Assessment (Internal and External)

2.2.1 Internal Needs Assessment

A thorough internal review highlights several key areas requiring enhancement to strengthen DWWT's operational efficiency and impact:

i. Organizational Capacity

a. Human Resource Development

There is a need for continuous capacity building and professional development for staff and volunteers, ensuring they remain equipped with updated skills in advocacy, legal support, and healthcare delivery.

b. Leadership and Governance

Strengthening governance structures and expanding the Board's capacity to guide strategic decisions and ensure accountability.

c. Financial Sustainability

Diversifying funding sources to reduce dependence on donor funding. This includes developing income-generating projects and enhancing fundraising efforts.

ii. Programmatic Strength

a. Enhanced Service Delivery

Expanding the scope and reach of services, especially in remote and underserved regions, to address the varying needs of women living with HIV.

b. Monitoring and Evaluation (M&E)

Improving data collection tools and processes to effectively measure the impact of programs, ensuring evidence-based decision-making.

c. Internal Communication

Establishing stronger internal communication systems to streamline operations across different projects and locations.

iii. **Technological Integration**

a. Digital Infrastructure

Investing in modern digital tools to improve data management, communication, and remote service delivery.

b. Training and IT Support

Providing ongoing IT training to staff and volunteers, ensuring they can utilize digital tools effectively.

2.2.2 External Needs Assessment

Understanding the external environment is crucial for DWWT to align its strategies with the needs of the community and stakeholders.

i. **Community Needs**

Access to Healthcare Services

Despite progress, many women and girls living with HIV still face challenges accessing comprehensive healthcare services due to stigma, discrimination, and logistical barriers.

Economic Empowerment

There is a pressing need for more economic empowerment programs to reduce poverty among women living with HIV, enabling them to achieve financial independence and improved livelihoods.

Legal and Social Support

Addressing gender-based violence and discrimination remains critical. Expanding legal aid services and advocacy efforts can help mitigate these challenges.

ii. **Policy and Regulatory Environment**

Advocacy for Policy Change

Continued engagement with policymakers is necessary to influence laws and policies that protect the rights of women living with HIV. Advocacy efforts should focus on addressing gaps in SRHR policies and ensuring equitable access to healthcare services.

Compliance and Reporting

Staying updated on regulatory requirements and reporting standards is essential for maintaining credibility and compliance with national and international frameworks.

iii. Partnerships and Collaborations

Strengthening Networks

Enhancing collaboration with government bodies, NGOs, and international organizations can leverage resources and expertise. Building strong alliances with health authorities and community leaders will foster holistic support.

Public Awareness and Outreach

Increasing public awareness campaigns to combat stigma and promote the rights of women living with HIV is vital. Collaborating with media and influencers can amplify these messages.

iv. Socio-Economic Factors

Economic Challenges

Many women living with HIV face socio-economic hardships that affect their health outcomes. Addressing these through integrated programs that offer vocational training and financial literacy can create a sustainable impact.

Cultural Barriers

Overcoming cultural stigmas and myths surrounding HIV requires culturally sensitive education and community engagement programs.

2.2.3 Strategic Implications

This needs assessment highlights the importance of a multi-faceted approach focusing on internal capacity building and external advocacy. By addressing these areas, DWWT can enhance its operational efficiency and expand its impact, ensuring that women and girls living with HIV in Tanzania receive comprehensive support and opportunities for empowerment.

2.3 SWOT Analysis

STRENGTHS	WEAKNESSES
<p>Strong Advocacy Network</p> <p>DWWT has a well-established reputation for advocating for women and girls living with HIV in Tanzania. The organization is a member of influential national and regional coalitions such as NACOPHA and ICWEA, which enhances its credibility and advocacy capacity.</p>	<p>Limited Financial Sustainability</p> <p>While DWWT relies on donor funding, there is a growing need to diversify its revenue streams to ensure long-term financial sustainability. Its current model is heavily dependent on external financial support, which makes it vulnerable to donor fluctuations.</p>
<p>Experienced Leadership and Staff</p> <p>DWWT benefits from a dedicated Board and skilled management team, supported by a committed staff. This team is well-versed in addressing the needs of women living with HIV.</p>	<p>Human Resource Constraints</p> <p>While DWWT has a capable team, there is a need for ongoing professional development and capacity building to address the increasing complexity of advocacy and service delivery needs. Training in areas such as project management, M&E, and digital tools will improve operational effectiveness.</p>
<p>Strategic Partnerships</p> <p>DWWT collaborates with a wide array of stakeholders, including government institutions, NGOs, and community leaders, which strengthens its program delivery and advocacy efforts.</p>	<p>Limited Geographic Reach</p> <p>Despite significant progress in some areas, DWWT's reach is still limited in rural and remote regions of Tanzania, where HIV and gender-based challenges are particularly severe. Expanding the geographic scope of its programs is critical to ensuring wider access to services and advocacy.</p>
<p>Evidence-Based Advocacy</p>	<p>Communication Challenges</p>

DWWT's advocacy is grounded in real-life experiences of women living with HIV, ensuring that its programs address the most pressing needs of the community.	There is a need to enhance internal communication to ensure all teams are aligned with the strategic objectives, and to strengthen external communications to improve public engagement and raise awareness.
<p style="text-align: center;">Reputation for Impact</p> <p>The organization has achieved notable success in advocating for women's sexual and reproductive health rights and the meaningful involvement of women living with HIV in decision-making processes.</p>	<p style="text-align: center;">Technological Limitations</p> <p>The organization faces challenges in adopting modern technology, both in terms of digital tools for program delivery and internal administrative functions. Upgrading digital infrastructure is crucial for enhancing efficiency and improving data management.</p>
OPPORTUNITIES	THREATS
<p style="text-align: center;">Policy Advocacy and Legal Reform</p> <p>The ongoing reforms in Tanzania's healthcare system provide an opportunity to influence HIV and gender policies. DWWT can increase its advocacy efforts to ensure the inclusion of women living with HIV in health policy decisions.</p>	<p style="text-align: center;">Stigma and Discrimination</p> <p>Despite growing awareness, stigma against women living with HIV remains a significant barrier to accessing healthcare, education, and economic opportunities. This societal challenge could impede the effectiveness of DWWT's programs if not addressed comprehensively.</p>
<p style="text-align: center;">Technological Advancements</p> <p>The use of technology, including digital health platforms and mobile apps, offers an opportunity to expand access to information and services, especially in rural areas where face-to-face consultations are limited.</p>	<p style="text-align: center;">Economic Instability</p> <p>Tanzania's fluctuating economic conditions could affect donor funding, potentially undermining DWWT's program sustainability. The economic environment</p>

	may also impact the availability of resources for HIV-related services.
<p>Collaboration with International Partners</p> <p>Expanding partnerships with global organizations and foundations dedicated to HIV, gender equality, and women's rights can provide DWWT with additional resources, expertise, and visibility.</p>	<p>Cultural and Socioeconomic Barriers</p> <p>The entrenched cultural norms and socioeconomic disparities in Tanzania present challenges in promoting gender equality and combating HIV stigma. These barriers need to be addressed through targeted educational and advocacy campaigns.</p>
<p>Growing Public Awareness of HIV Issues</p> <p>Increasing awareness of HIV-related issues and women's rights in Tanzania provides an opportunity to broaden public support for DWWT's work and raise funds for its activities.</p>	<p>Competition for Donor Funding</p> <p>With many organizations working in similar sectors, DWWT faces stiff competition for limited donor funds. The organization must strengthen its value proposition to remain a top priority for funding agencies.</p>
<p>Government Engagement</p> <p>The Tanzanian government's increasing focus on gender equality and HIV response presents opportunities for DWWT to collaborate on national HIV and health policy initiatives.</p>	<p>Health Crisis (e.g., pandemics)</p> <p>Global health crises such as the COVID-19 pandemic can disrupt DWWT's program delivery, especially in terms of in-person services and events. Health emergencies could divert resources away from ongoing HIV-related initiatives.</p>

2.3.1 Strategic Implications

Strengthen Internal Capacities

DWWT should focus on building its internal resources, including staff training and development, to overcome limitations in technology and human resources.

Expand Geographic and Programmatic Reach

With a strong foundation in advocacy, DWWT can leverage partnerships to expand its reach to underserved areas and address community-based needs effectively.

Diversify Funding Sources

To enhance long-term financial sustainability, DWWT should explore additional funding avenues, such as social enterprises or partnerships with the private sector.

Address Cultural and Societal Barriers

Targeted advocacy and awareness campaigns that tackle stigma and societal norms will be crucial in creating a more enabling environment for women living with HIV.

Advocate for Policy and Legal Change

DWWT should continue pushing for more inclusive and supportive policies and laws for women living with HIV, particularly around sexual and reproductive health rights and access to services.

3 Strategic Objectives and Initiatives

The 2025-2030 Strategic Plan of DWWT focuses on addressing the pressing needs of women and girls living with HIV in Tanzania. By creating a more responsive health system, eliminating legal and societal barriers, building resilient community structures, generating evidence for better HIV responses, and enabling economic opportunities, DWWT aims to empower women and girls living with HIV to thrive in an inclusive and supportive environment.

SO1: Promote health systems that are accountable and responsive to the needs and priorities of women and girls

To ensure that women and girls living with HIV have equitable access to comprehensive health services, DWWT will engage with healthcare providers and institutions. This will ensure the health system better caters to their specific needs and circumstances.

- **Initiative 1.1: Partner with health facilities to improve access to HIV treatment and care for women and girls**

DWWT will foster collaborations with both public and private health facilities to improve the accessibility and quality of HIV treatment for women and girls. This will include establishing dedicated services that prioritize their unique health needs, ensuring that they are treated with dignity and respect at every stage of care.

- **Initiative 1.2: Train healthcare providers on gender-sensitive approaches and the specific needs of women and girls living with HIV**

DWWT will implement specialized training for healthcare workers, enabling them to provide care that is not only clinical but also empathetic, respectful, and sensitive to the gender-specific concerns of women and girls. This initiative will also focus on understanding the impact of HIV on reproductive health, family planning, and mental well-being.

- **Initiative 1.3: Establish feedback mechanisms to ensure women's voices are heard in health policy and service delivery**

A critical part of this initiative is setting up systems where women and girls can share their experiences and feedback on the health services they receive. This will guide continuous improvements and ensure that service providers are held accountable to their needs and preferences.

SO2: Seek to eliminate legal, structural, and socio-cultural bottlenecks that hinder women and girls living with HIV in their diversity from enjoying their full rights

DWWT aims to challenge and transform the socio-cultural and legal barriers that limit the rights and freedoms of women and girls living with HIV in Tanzania. Through advocacy, education, and legal support, the organization will work to ensure these women are able to live freely, with dignity, and equal rights.

- **Initiative 2.1: Advocate for the repeal or amendment of discriminatory laws and policies**

DWWT will work with national and local governments to advocate for the repeal of laws that discriminate against women living with HIV, as well as the introduction of policies that explicitly safeguard their rights. This initiative will include lobbying for reforms that ensure better protection for women against violence, discrimination, and marginalization.

- **Initiative 2.2: Conduct community awareness campaigns to reduce stigma and discrimination against women and girls living with HIV**

Through awareness campaigns, DWWT will educate the general public about the rights and humanity of women living with HIV. These campaigns will highlight the harmful effects of stigma and discrimination and encourage empathy and inclusion.

- **Initiative 2.3: Provide legal support and advocacy for women and girls facing rights violations**

DWWT will offer legal assistance and advocacy services to women and girls who experience rights violations, particularly in relation to their health, safety, and access to justice. This initiative will ensure that women have access to the legal tools they need to defend their rights.

SO3: Build strong and resilient community structures for women and girls living with HIV

Empowering communities to provide mutual support for women living with HIV is essential for long-term success. DWWT will work to strengthen community structures that offer emotional, social, and practical support, thereby helping women and girls thrive in their daily lives.

- **Initiative 3.1: Establish and support peer support groups and networks**

Peer support groups will be formed at the grassroots level to foster mutual aid and emotional support among women and girls living with HIV. These groups will serve as safe spaces for sharing experiences, learning from one another, and receiving psychological support.

- **Initiative 3.2: Develop leadership training programs for women and girls living with HIV**

This initiative will empower women and girls by equipping them with leadership skills and training that can help them become advocates for their own health and rights, as well as community leaders who contribute to broader societal change.

- **Initiative 3.3: Strengthen partnerships with local organizations and communities to provide comprehensive support**

DWWT will expand partnerships with local NGOs, community-based organizations, and grassroots groups to ensure that women and girls have access to the resources, support, and services they need to live healthy, empowered lives.

SO4: Generate, share, and use evidence that enhances the HIV response and other unpredicted pandemics in Tanzania

Data is crucial in improving HIV interventions and preparing for future health crises. By generating and sharing evidence, DWWT will enable informed decision-making to better address the needs of women and girls living with HIV.

- **Initiative 4.1: Conduct research on the impact of HIV and other pandemics on women and girls**

DWWT will lead and participate in studies that focus on understanding the intersectionality of HIV with other health crises, especially the compounded effects of pandemics such as COVID-19 on women and girls. This research will provide valuable data for shaping more effective policies and interventions.

- **Initiative 4.2: Create platforms for sharing research findings with stakeholders, including policymakers, healthcare providers, and community leaders**

- Research findings will be disseminated through workshops, reports, and media to engage stakeholders. This initiative will ensure that evidence-based recommendations are shared with the people and institutions that can make meaningful change.
- **Initiative 4.3: Utilize data to advocate for policy changes and improved practices in HIV response**
- Data will be used as a tool for advocacy, pushing for policy adjustments and improvements in HIV service delivery. DWWT will ensure that research and evidence are presented in a compelling way to influence decision-makers at local, regional, and national levels.

SO5: Seek to provide opportunities for women and girls living with HIV in their diversity to engage in economic activities

Empowering women and girls economically is key to ensuring they can live self-sufficient and independent lives. DWWT will focus on creating opportunities that enable them to thrive financially, thereby fostering their autonomy.

- **Initiative 5.1: Develop vocational training and entrepreneurship programs tailored to the needs of women and girls living with HIV**

DWWT will establish programs that provide women and girls living with HIV with the skills they need to succeed in various vocations and businesses. These programs will be designed to be accessible and accommodating to their unique circumstances.

- **Initiative 5.2: Facilitate access to microfinance and other financial services for women entrepreneurs**

This initiative will facilitate partnerships with financial institutions to ensure that women and girls living with HIV have access to the financial resources they need to start and grow their businesses. Access to loans, grants, and savings schemes will be key to this effort.

- **Initiative 5.3: Partner with businesses and organizations to create job opportunities and support inclusive hiring practices**

DWWT will collaborate with businesses to create employment opportunities that are inclusive of women living with HIV, promoting fair hiring practices and ensuring that women are not discriminated against based on their HIV status.

4 Implementation Framework

4.1 Key Programs and Interventions

The **Implementation Framework** for the DWWT 2025-2029 Strategic Plan will focus on key programs and interventions aimed at empowering and supporting women and girls living with HIV. These programs will be designed to address the multifaceted needs of this population, tackling health access, socio-cultural barriers, legal challenges, economic empowerment, and community resilience. Below are some key programs and interventions that will be implemented:

4.1.1 Health Access and Service Delivery Program

This program will focus on improving access to HIV treatment and care for women and girls, ensuring that the health system is responsive and accountable to their needs.

Key Interventions

- i. Strengthening partnerships with health facilities to enhance the availability of gender-sensitive HIV care.
- ii. Training healthcare providers on the specific needs of women and girls living with HIV.
- iii. Establishing community health outreach programs to increase awareness and access to HIV testing, treatment, and care.

4.1.2 Legal and Rights Advocacy Program

DWWT will advocate for the rights of women and girls living with HIV, addressing discriminatory laws, stigma, and structural barriers that limit their access to healthcare, education, and economic opportunities.

Key Interventions

- i. Legal advocacy to amend or repeal laws that discriminate against women and girls with HIV.
- ii. Community-based education campaigns to reduce stigma and discrimination.
- iii. Providing legal support and representation for women and girls who face violations of their rights, particularly in relation to healthcare and domestic violence.

4.1.3 Socio-Cultural Empowerment and Awareness Program

The program aims to reduce social stigma and increase public understanding of HIV, as well as promote gender equality.

Key Interventions

- i. Awareness-raising campaigns targeting communities to foster inclusion and eliminate harmful cultural practices that perpetuate the marginalization of women and girls living with HIV.
- ii. Peer support networks and group counseling sessions to enhance social cohesion and reduce isolation.
- iii. Leadership training for women and girls to help them become advocates within their communities.

4.1.4 Economic Empowerment Program

This program focuses on providing opportunities for women and girls living with HIV to engage in economic activities, helping them become self-reliant and financially independent.

Key Interventions

- i. Vocational training programs that teach skills such as tailoring, farming, and entrepreneurship.
- ii. Microfinance initiatives to provide women with access to financial resources to start or expand their businesses.
- iii. Partnership with local businesses to create employment opportunities for women and girls living with HIV, promoting inclusive hiring practices.

4.1.5 Research, Data Collection, and Advocacy Program

DWWT will generate and use evidence to inform decision-making, advocate for policy changes, and improve the HIV response for women and girls in Tanzania.

Key Interventions

- i. Conducting research to understand the specific impact of HIV and other pandemics on women and girls.

- ii. Establishing platforms to share research findings with policymakers, healthcare providers, and community stakeholders.
- iii. Utilizing data to advocate for policy changes that enhance the HIV response and improve health outcomes for women and girls.

4.1.6 Monitoring and Evaluation (M&E) Program

To ensure that the strategic objectives are being met and the programs are effective, DWWT will establish a robust M&E system.

Key Interventions

- i. Developing and implementing a comprehensive M&E framework that tracks progress, measures outcomes, and adjusts strategies where necessary.
- ii. Conducting regular assessments and evaluations with the participation of women and girls living with HIV to ensure that their voices and experiences are incorporated into program improvements.
- iii. Engaging external evaluators to assess the effectiveness and impact of DWWT's initiatives.

4.2 Partnership and Stakeholder Engagement

Effective **Partnership and Stakeholder Engagement** is crucial for the success of DWWT's strategic initiatives. Building strong partnerships with both local and international stakeholders will allow DWWT to enhance its advocacy efforts, mobilize resources, and provide comprehensive services to women and girls living with HIV. The following key strategies and actions will be implemented to foster productive partnerships and stakeholder engagement.

4.2.1 Government and Health Sector Partnerships

DWWT will strengthen relationships with government institutions such as the Ministry of Health, the Tanzania Commission for AIDS (TACAIDS), and the National Council for People Living with HIV/AIDS (NACOPHA). These collaborations will ensure that the organization's programs are aligned with national HIV/AIDS strategies and policies. Additionally, partnerships with local health facilities and healthcare providers will improve access to HIV treatment and care, particularly for marginalized women and girls.

Actions

- i. Advocate for better healthcare policies and services through coordinated efforts with governmental agencies.
- ii. Strengthen referral systems between DWWT and government health facilities to ensure seamless service delivery.
- iii. Participate in national dialogues and forums on HIV policy development.

4.2.2 Civil Society and Community-Based Organizations (CBOs)

Working with other local and international NGOs, CBOs, and coalitions is vital for creating a unified voice advocating for the rights of women and girls living with HIV. These partnerships will expand DWWT's reach and amplify its impact in local communities, facilitating better access to services, resources, and advocacy.

Actions

- i. Form alliances with other women's rights organizations, HIV-focused groups, and grassroots networks to address issues like stigma, discrimination, and gender inequality.
- ii. Develop joint campaigns and initiatives to educate communities about the rights and needs of women and girls living with HIV.
- iii. Engage in shared resource mobilization to support the implementation of large-scale initiatives.

4.2.3 Private Sector Engagement

Partnerships with the private sector, including businesses and financial institutions, will create economic opportunities for women and girls living with HIV. This could include initiatives like providing microfinance, vocational training programs, and employment opportunities in inclusive and non-discriminatory workplaces.

Actions

- i. Engage private companies to advocate for inclusive hiring practices and entrepreneurship opportunities for women and girls living with HIV.
- ii. Facilitate partnerships with financial institutions to improve women's access to financial services, such as microloans and business development support.

- iii. Collaborate with the corporate sector to fund HIV-related programs, advocacy campaigns, and community-based initiatives.

4.2.4 International Partners and Donors

International partners, including donor agencies, multilateral organizations, and foundations, play a key role in providing financial and technical support for DWWT’s strategic objectives. These partnerships enable DWWT to scale its impact, access expertise, and share best practices.

Actions

- i. Develop funding partnerships with international donors to support programmatic goals in health, education, and economic empowerment.
- ii. Participate in international networks and coalitions to advocate for the rights of women and girls living with HIV at a global level.
- iii. Collaborate with international research institutions to generate data that informs policy and practice in HIV response.

4.2.5 Academic Institutions and Research Partners

Collaboration with academic institutions and research organizations will help generate evidence-based insights into the challenges faced by women and girls living with HIV. This evidence will be used to shape advocacy strategies, inform program development, and influence national and global policies.

Actions

- i. Establish partnerships with universities and research centers to conduct studies on the social, legal, and health issues affecting women and girls living with HIV.
- ii. Use research findings to advocate for policy changes at the national level.
- iii. Share research results through platforms that engage policymakers, healthcare providers, and the public to improve the HIV response.

4.2.6 Community Engagement and Empowerment

Community engagement is central to DWWT’s work, ensuring that the voices of women and girls living with HIV are heard and that they are involved in decision-making processes.

Engaging communities not only increases the relevance and effectiveness of programs but also helps build a sense of ownership and sustainability.

Actions

- i. Involve community leaders, traditional authorities, and local stakeholders in program implementation and decision-making.
- ii. Strengthen community-based structures like peer support groups, where women and girls can share experiences and support one another.
- iii. Foster participatory mechanisms where women and girls living with HIV actively contribute to the design and evaluation of programs.

4.3 Resource Mobilization and Fundraising Strategies

Effective **Resource Mobilization and Fundraising** are critical to the sustainability and success of DWWT's strategic plan. To support the implementation of its objectives, DWWT must diversify its funding sources, increase donor engagement, and ensure efficient management of resources. The following strategies will guide DWWT in securing the necessary financial and material support

4.3.1 Diversifying Funding Sources

DWWT will adopt a multi-faceted approach to resource mobilization, aiming to reduce dependency on a single source of funding. By diversifying its revenue streams, DWWT can ensure a steady flow of resources to implement its programs, respond to emergencies, and maintain long-term operational stability.

i. Individual Donations and Crowdfunding

Engage with individual supporters who are passionate about DWWT's mission. Crowdfunding platforms can be utilized for specific programs, such as health education campaigns or support for women and girls living with HIV. By building a strong community of donors, DWWT can attract contributions from a wide range of individuals who share its vision.

ii. Corporate Sponsorships and Partnerships

Establish relationships with businesses that are committed to corporate social responsibility (CSR) and inclusion. Private sector partnerships can be instrumental in providing both financial

support and in-kind donations, such as goods, services, or expertise. Companies in sectors like healthcare, finance, and education may be particularly aligned with DWWT's goals.

iii. Grants and Foundations

DWWT will continue to seek funding from both local and international donors, including governments, multilateral organizations, and private foundations. To increase access to grants, DWWT will build relationships with organizations such as the Global Fund, PEPFAR, and UNAIDS, and tailor its proposals to align with the funding priorities of these entities.

4.3.2 Strengthening Relationships with Existing Donors

Building and maintaining strong relationships with current donors is key to sustaining long-term funding. DWWT will ensure that donors feel valued and informed about the impact of their contributions. Transparent communication, regular updates on program outcomes, and financial accountability will foster trust and encourage ongoing support.

Actions

- i. Provide regular donor reports, including detailed financial updates and program results, to maintain donor engagement.
- ii. Invite donors to participate in key events, program evaluations, and field visits to showcase the impact of their support.
- iii. Develop donor stewardship programs that recognize and celebrate long-term partnerships through events, recognition in publications, and other forms of acknowledgment.

4.3.3 Advocacy and Policy Engagement

Engaging in advocacy at the national and international levels can unlock new funding opportunities. By influencing policy and demonstrating the critical need for continued support for women and girls living with HIV, DWWT can secure government funding, philanthropic contributions, and private sector investments.

Actions

- i. Mobilize support from policymakers to increase budget allocations for HIV programs, particularly those focused on women and girls.

- ii. Use research findings, data, and success stories to advocate for more inclusive and equitable HIV response policies that prioritize marginalized groups.
- iii. Engage in advocacy campaigns that raise awareness about the intersectionality of HIV and gender, emphasizing the need for more targeted funding for women and girls.

4.3.4 Innovative Fundraising Methods

In addition to traditional fundraising techniques, DWWT will explore innovative methods of resource mobilization that leverage technology, creativity, and community involvement.

i. Social Media and Digital Campaigns

Launch online fundraising campaigns through social media platforms such as Facebook, Instagram, and Twitter. Using storytelling and multimedia content, DWWT can engage a broader audience and raise funds for specific projects. Collaborations with influencers or social media personalities who align with DWWT's mission can amplify the reach and visibility of these campaigns.

ii. Events and Galas

Host fundraising events such as charity galas, community walks, or auctions. These events can raise awareness of DWWT's mission while generating significant funds through ticket sales, donations, and corporate sponsorships. Events also provide opportunities to engage with a broad spectrum of stakeholders, including potential donors, partners, and community members.

4.3.5 Enhancing Resource Management and Transparency

Effective management of the resources received is critical to ensuring that funds are used efficiently and ethically. DWWT will implement robust financial management systems to track and report on the allocation of resources. Transparent financial practices will enhance accountability and demonstrate to donors that their contributions are being utilized effectively.

Actions

- i. Develop detailed financial reports that are publicly accessible, including annual reports and budgets, to promote transparency.
- ii. Strengthen internal systems for budgeting, monitoring, and evaluating financial performance to ensure that funds are used effectively.

- iii. Implement auditing processes to verify the proper use of funds and build credibility with donors.

4.3.6 Collaborations with International Donors and Agencies

Securing large-scale funding requires engaging with international funding bodies, such as the United Nations, the World Bank, or the European Union. DWWT will prioritize building relationships with international organizations that focus on HIV/AIDS, gender equality, and human rights. Through these partnerships, DWWT can access substantial resources and increase the visibility of its programs.

Actions

- i. Establish relationships with international aid agencies to access large-scale grants and funding.
- ii. Participate in international forums, conferences, and networks to advocate for DWWT's work and gain exposure to potential funders.
- iii. Work with international development organizations to align DWWT's strategic objectives with global health initiatives and funding priorities.