



# MY VOICE IN ZIMBABWE STRATEGIC PLAN

2023 TO 2025

## EXECUTIVE SUMMARY

### List of Acronym

CBOs	Community Based Organizations
CSOs	Civil Society Organizations
FBOs	Faith Based Organizations
Government	Government of Zimbabwe
M&E	Monitoring and Evaluation
My Voice	My Voice in Zimbabwe
WHO	World Health Organization
SDGs	Sustainable Development Goals
SRHR	Sexual Reproductive Health Rights

### List of annexes

Annexes I: My Voice in Zimbabwe Organization Structure

## **PART 1: INTRODUCTION AND BACKGROUND**

My Voice in Zimbabwe advocate for sexual reproductive health and rights of youth in Zimbabwe. We connect ourselves to both ends of the advocacy train that is youth sexual reproductive health and rights demands and the policy makers in order to drive and meet the world class health and human rights standards and in accordance to International, Regional and Local guidelines or and Human Rights.

### **Our Purpose**

Sexual reproductive health and rights advocacy for youth for Health,  
Empowerment and Resilient

### **Vision**

Our vision by 2025 is a healthy physically, mentally, emotionally and sexually youth in a healthy and safer environment.

### **Mission**

To create friendly space for youth's interactions, learning and free reliable Sexual Reproductive Health services.

### **Goals**

- **Health**  
To achieve a world class health system with competent health care providers of different levels, promoting sustainable youth friendly sexual reproductive health services.
- **Empowerment**  
That youths are capacitated with human rights, sexual and reproductive health education and advocacy and leadership skills so that they will be able to stand and advocate for their rights at community level. We develop health and human rights certificate courses to strengthen and empower Human Rights Activist and Youth-led organizations that are working toward human rights advocacy.
- **Rights**  
To led advocacy that promotes youth being granted and able to practice their sexual and reproductive rights without limitations. To achieve a nation as Zimbabwe that promotes and protects human rights, enjoyment of freedoms as well as lawful, prompt, efficient, reasonable, substantively and procedurally.

## **ORGANIZATION CORE VALUES**

### **Love and Care**

My Voice in Zimbabwe believe that by conducting its work based on love of change and fair human rights, we can achieve quality sexual reproductive health services and meet International Standards of Health;

### **Confidentiality**

By the guide of My Voice in Zimbabwe Oath of Confidentiality Policy, our team implements all of our programs practicing high-level confidentiality;

### **Holistic**

My Voice in Zimbabwe believes in whole youth focus himself from the early youthful age and advocate for the youth SRH demands and practicing his rights as a person;

### **Connected**

The organization connects itself to both ends of the advocacy train that is youth SRH demands and the policy makers in order to drive and meet the international standards on the global health and the WHO guidelines and targets;

### **Youth Guided**

My Voice in Zimbabwe programs is guided by youthful demands to improve their access of sexual reproductive health services and encourage them to practice their rights freely despite of different beliefs.

## **IMPLEMENTING VALUES**

Our vision by 2025 is a healthy physically, emotionally, mentally and sexually youth in a health and safer environment. Beyond the five strategic pillars to be discussed later, we are committed to ensuring that My Voice in Zimbabwe programs has the capacity to achieve this vision. We will ensure:

### **Leadership & Governance**

Attract and retain a world-class Board and Senior Management team with the expertise, dynamism and dedication to lead organization's growth and scale;

### **Structures & Systems**

Expand our skills and capacity to adopt and expand new ways of working, including digital innovations and technology;

### **Human Resources**

Attract, retain and inspire a world-class team of passionate leaders and innovators;

### **Finance and Grants Management**

Maintain absolute compliance to globally recognized financial systems and practice;

### **Partners**

Attract and connect with national and local partners with the expertise, resources and commitment to support My Voice in Zimbabwe to achieve its vision;

### **Program Management**

Ensure fidelity to the evidence at all times through an obsessive commitment to implementation of My Voice programs.

## **PART 2: MY VOICE STRATEGIC OUTCOMES AND OBJECTIVES**

### **STRATEGIC OBJECTIVES**

1. To engage with Government relevant agencies, line ministries and stakeholders and work to improve existing health care staff employment conditions to attract, motivate and retain skill;
2. To strengthen sexual reproductive health rights related research capabilities for the enhancement of evidence-based programming;
3. Upscaling the capacity building of traditional and religious leadership and youth communities to advance human health rights work;
4. Upscaling training, awareness, and advocacy on sexual reproductive health rights targeting public institutions, learning institutions and political formations and the youth to increase observance of human sexual and reproductive rights;
5. Strengthening existing and establishing new collaborative partnership with local, regional and international stakeholders in sexual reproductive health rights.

## **ORGANIZATION STRATEGIC OUTCOMES**

My Voice in Zimbabwe is a youth focused organization working to promote holistic development of youth's sexual and reproductive health for Health, Empowerment and Rights. The organization advocates for sexual reproductive health and rights of youth in Zimbabwe.

In pursuit of this mandate, My Voice in Zimbabwe has generated its strategic goals to achieve its vision throughout the next three years from 2023 to 2025.

1. A My Voice in Zimbabwe that has increased administrative and technical competencies to perform its roles and functions to the highest standard
2. An organization structures, policy frameworks, systems and procedures which provide for efficient delivery of strategy, goals and objectives
3. A My Voice in Zimbabwe that is sufficiently resourced to fund its programming requirements capacitating the community with sexual reproductive health and human rights
4. A My Voice in Zimbabwe that promotes and protects human reproductive and sexual rights across the nation
5. An organization that leverages local, regional and international strategic and collaborative networks for the promotion and protection of human rights in Zimbabwe

## **ORGANIZATION STRATEGIC PRIORITIES**

1. To engage with Government relevant agencies, line ministries and stakeholders and work to improve existing health care staff employment conditions to attract, motivate and retain skill;
2. To strengthen sexual reproductive health rights related research capabilities for the enhancement of evidence-based programming;
3. Upscaling the capacity building of traditional and religious leadership and youth communities to advance human health rights work;
4. Upscaling training, awareness, and advocacy on sexual reproductive health rights targeting public institutions, learning institutions and political formations and the youth to increase observance of human sexual and reproductive rights;
5. Strengthening existing and establishing new collaborative partnership with local, regional and international stakeholders in sexual reproductive health rights.



## **STRATEGIC PILLARS**

In order to deliver the above outcomes, My Voice in Zimbabwe identified the 5 strategic pillars provided below which will guide the Organization's three-year strategic plan.

1. Strengthened workforce
2. Sexual reproductive health related research
3. Community engagement and Capacity strengthening platform
4. Sexual Reproductive Health Issues Advocacy
5. Strengthened partnerships

## MY VOICE 2023-2025 STRATEGY

<b>Strategic Pillar</b>	<b>Strategic Objectives</b>	<b>Strategic Outcome</b>
Strengthened workforce	To engage with Government relevant agencies, line ministries and stakeholders and work to improve existing health care staff employment conditions to attract, motivate and retain skill;	A My Voice in Zimbabwe that has increased administrative and technical competencies to perform its roles and functions to the highest standard
Sexual reproductive health related research	To strengthen sexual reproductive health rights related research capabilities for the enhancement of evidence-based programming;	An organization structures, policy frameworks, systems and procedures which provide for efficient delivery of strategy, goals and objectives
Community engagement and Capacity strengthening platform	Upscaling the capacity building of traditional and religious leadership and youth communities to advance human health rights work;	A My Voice in Zimbabwe that is sufficiently resourced to fund its programming requirements capacitating the community with sexual reproductive health and human rights
Sexual Reproductive Health Issues Advocacy	Upscaling training, awareness, and advocacy on sexual reproductive health rights targeting public institutions, learning institutions and political formations and the youth to increase observance of human sexual and reproductive rights;	A My Voice in Zimbabwe that promotes and protects human reproductive and sexual rights across the nation
Strengthened partnerships	Strengthening existing and establishing new collaborative partnership with local, regional and international stakeholders in sexual reproductive health rights.	An organization that leverages local, regional and international strategic and collaborative networks for the promotion and protection of human rights in Zimbabwe

## STAKEHOLDER IMPLEMENTING STRATEGIES

Relationship	Stakeholder Group	Stakeholder Role
Partnership	CSOs/CBOs/FBOs/Universities	Offer potential partnerships and collaborations on sexual reproductive health work
	Primary, secondary & Tertiary learning institutions	Provide research capabilities and space for education and awareness on human rights; Collaborate in capacitating youth with sexual reproductive health rights
	Media	Provide space for human rights related reportage
	Local Traditional structures and Faith-based Leadership	They have influence over their communities which is key for the advancement of localized human rights work

## **IMPLEMENTING THE STRATEGIC PLAN**

To effectively implement this strategy, My Voice in Zimbabwe will:

1. Develop an annual operational plan for each year (2023, 2024 and 2025). Each plan will be more specific in detailing operational activities and months of the year/dates during which the activities will be implemented.
2. Have each department develop own annual plans drawing from the organizational annual plan/strategy.
3. Have each individual staff member develop own monthly targets to ensure functional staff roles contribute to delivery of strategy.
4. Hold weekly/monthly M&E meetings to share progress of activity implementation, make recommendations for improving identified challenges including measures to strengthen gains attained.
5. Hold quarterly and bi-annual strategy implementation reflection and review meetings to take note of any changing circumstances warranting review, modification or complete change of certain planned activities.

## ANNEX 1: THE ORGANIZATION STRUCTURE

### ORGANIZATION STRUCTURE OF MY VOICE IN ZIMBABWE



