**Graduate Women Zambia (GWZ)**  
*Education for Progress*

**Who We Are**

Founded in **1985** as the **Zambia Association of University Women (ZAUW)**, Graduate Women Zambia (GWZ) has evolved over decades into a leading hub of university women and advocate for women’s education in Zambia. Rebranded in **2017** to reflect its expanded focus on grassroots advocacy and inclusivity, GWZ unites professionals, academics and change-makers to dismantle barriers and create opportunities for women and girls nationwide.

**Leadership Structure**

GWZ operates under a robust governance framework led by a **Board of Officers** and guided by a **Board of Trustees**, ensuring transparency, accountability and strategic direction.

1. **Board of Officers**:
   1. **President***:* Strategic leadership, primary contact in all external communications, advocacy and official representation.
   2. **Vice President**: Oversees logistics and performance of standing committees
   3. **Board Secretary**: Documentation, compliance and registrations, IT coordination and member engagement).
   4. **Treasurer**: Financial oversight and fundraising
   5. **Coordinator of International Relations**:  International networking, partnerships and grants acquisition.
   6. **Publicity Secretary**: Manages media relations and social media strategy.
   7. **Internal Auditor:**
   8. **Left Board Committee Member:**
   9. **Left Board Committee Member:**
   10. **Ex-Officio Member**: Immediate Past President (Advisory role for continuity).
2. **Board of Trustees**:
   1. Provides strategic oversight and long-term guidance.
   2. Members include *Mrs. Patricia Mtonga Mkumbutu*, *Dr. Ntombi Mudenda*, and *Mrs. Victoria*.
3. **General Assembly**:
   1. Composed of all GWZ members.
   2. Meets annually to review progress, set agendas, and elect leaders.
4. **Committees**:
   1. **Standing Committees**: Media & Marketing, Projects & Outreach, Finance & Resource Mobilization.
   2. **Special Committees**: 2025 GWI Local Arrangements Committee (LAC), Governance & Legal Affairs.

**Our Mission**

To advance women’s education, leadership, and equity through *scholarships*, *mentorship*, and *community-driven initiatives*, fostering a Zambia where every woman can thrive.

**Motto**: *"Education for Progress"*  
**Vision**: *"Transforming Ourselves for Greater Reach and Impact"*  
**Slogan**: *"Together, We Rise"*

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**What We Do**

**1. Scholarships & Education**

**2. Mentorship & Skills Development**

* **School Programs**: Career talks and mental health workshops in 20+ secondary schools.
* **Digital Literacy**: Partner with tech giants to train women in coding, AI, and e-commerce.

**3. Community Empowerment**

* **WASH in Schools**: Provide hygiene kits and sanitation facilities to 10 rural districts by 2026.
* **Women in Agriculture**: Train 1,000+ women in sustainable farming with ZaWARD by 2027.
* **Empower leaders** in at least 10 women organizations with professional training on leadership skills by the end of 2026.

**4. Advocacy & Research**

* **GWZ Multidisciplinary Journal**: Publishing of peer-reviewed research on cross-cutting issues, gender equity and education.
* **Policy Influence**: Partner with government ministries to shape national gender policies.

**5. Flagship Events**

* **GWI Triennium Conference (2025)**: Host global leaders at Lusaka’s Mulungushi Centre to advance women’s rights.
* **Annual Excellence Awards**: Honor leaders in education, innovation, and advocacy.

**Strategic Vision (2025–2027)**

1. **Grassroots Expansion**: Establish **2 district branches** (Chongwe and Kabwe) to decentralise impact.
2. **Tech-Driven Solutions**: Launch a **digital member portal** for scholarships, events and real-time engagement.
3. **Sustainable Funding**: Secure partnerships with corporates (e.g., ZANACO) and global bodies (e.g., UNICEF).
4. **Policy Leadership**: Strengthen advocacy through alliances with SADC and the Division of Gender.
5. **Youth Empowerment**: Create STEM clubs and mentorship programs for secondary schoolgirls.
6. **Alumni Network**: Build a GWZ Alumni Association to drive lifelong collaboration and fundraising.
7. **Beyond 2027**: Expand to 10 district branches by 2030.

**Strategic Pillars**

1. **Organizational Transformation**
   * Strengthen governance, leadership, and operational efficiency.
2. **Expanded Reach**
   * Broaden membership, partnerships, and geographic presence.
3. **Enhanced Impact**
   * Elevate program quality, advocacy, and community engagement.
4. **Sustainability**
   * Secure financial resilience and resource mobilization.

**Strategic Goals, Objectives, and Actions**

**1. Organizational Transformation**

* **Goal**: Build a robust, agile, and inclusive organizational structure.
  + **Objectives**:
    - **1.1** Strengthen leadership and governance through training and policy reforms.
      * *Actions*:
        + Launch annual leadership retreats for Board members (Q1 2025).
        + Update GWZ constitution to reflect inclusivity and modern governance practices (Q2 2025).
    - **1.2** Enhance internal communication and member engagement.
      * *Actions*:
        + Develop a member portal for real-time updates and feedback (Q3 2025).
        + Conduct bi-annual town hall meetings with members.

**2. Expanded Reach**

* **Goal**: Increase GWZ’s visibility and membership base.
  + **Objectives**:
    - **2.1** Grow membership by 40% by 2027.
      * *Actions*:
        + Launch a "Bring a Sister" recruitment campaign (Q1 2025).
        + Partner with universities to target student members.
    - **2.2** Strengthen global and local partnerships.
      * *Actions*:
        + Formalize MOUs with 5 new partners (e.g., UNICEF, African Women Leaders Network) by 2026.
        + Reactivate alumni networks for mentorship and fundraising.

**3. Enhanced Impact**

* **Goal**: Deliver high-impact programs that drive systemic change.
  + **Objectives**:
    - **3.1** Scale mentorship and scholarship programs.
      * *Actions*:
        + Double scholarship funding to ZMW 100,000 annually by 2026.
        + Expand school mentorship programs to 10 rural districts (2025–2027).
    - **3.2** Amplify advocacy for gender equity.
      * *Actions*:
        + Publish annual policy briefs on girls’ education and women’s rights (starting Q4 2025).
        + Host a national summit on gender-based violence (2026).

**4. Sustainability**

* **Goal**: Ensure long-term financial and operational resilience.
  + **Objectives**:
    - **4.1** Diversify funding sources.
      * *Actions*:
        + Secure 3 major corporate sponsorships by 2026.
        + Launch a crowdfunding platform for GWZ projects (Q2 2025).
    - **4.2** Optimize resource management.
      * *Actions*:
        + Implement a digital financial management system (Q1 2025).
        + Train staff in grant writing and donor reporting.

**Implementation Framework**

* **Timeline**: Phased rollout with quarterly milestones (see Appendix A).
* **Responsibility Matrix**:
  + **Board of Officers**: Oversee strategic alignment.
  + **Standing Committees**: Execute program-specific actions (e.g., Media & Marketing Committee leads recruitment campaigns).
  + **Local Chapters**: Drive grassroots implementation.
* **Budget**: Allocate ZMW 2.5 million over three years, prioritized for scholarships, tech upgrades, and advocacy.

**Monitoring, Evaluation, and Learning (MEL)**

* **Key Performance Indicators (KPIs)**:
  + Membership growth rate, scholarship beneficiaries, policy changes influenced.
* **Reporting**:
  + Quarterly progress reports to the Board.
  + Annual impact assessment shared publicly.
* **Adaptive Management**:
  + Biannual strategy reviews to address challenges and opportunities.

**Risk Management**

* **Potential Risks**: Funding gaps, low member participation, political instability.
* **Mitigation Strategies**:
  + Reserve fund for critical projects.
  + Member incentives (e.g., leadership roles, recognition awards).
  + Advocacy alliances to safeguard GWZ’s operations.

**Why Partner with GWZ?**

* **Proven Legacy**: 38+ years of impact—scholarships awarded and many women mentored.
* **Visibility**: Align with SDGs 4 (Education) and 5 (Gender Equality) through tailored sponsorships.
* **Credibility**: 15+ years of grassroots impact endorsed by UNZA, NGOCC, and GWI.
* **Visibility**: Reach 50,000+ Zambians through GWZ’s events, media, and branches.
* **Alignment**: Directly advance SDGs 4 (Education), 5 (Gender Equality), and 13 (Climate Action).
* **Custom Opportunities**:
  + **Universities**: Co-brand scholarships or research grants.
  + **Climate Orgs**: Fund eco-projects like solar-powered schools.
  + **Tech Firms**: Sponsor coding bootcamps or digital hubs.

**Long-Term Strategic Partnerships**

**Benefits for Multi-Year Commitments**:

* **Exclusive Access**: Early invitations to GWZ events and pilot projects.
* **Custom Impact Dashboards**: Real-time tracking of funded initiatives.
* **Advisory Board Seat**: Influence GWZ’s strategic direction.
* **Media Spotlight**: Featured in GWZ’s annual documentary and press releases.

**How to Engage**

1. **Choose Your Industry Focus**.
2. **Select a Tier or Customize a Package**.
3. **Contact GWZ**:
   * 📧 **Email**: [partnerships@gwz.org.zm](https://mailto:partnerships@gwz.org.zm/)
   * 📞 **Phone**: +260 977 599 578
4. **Payment**:
   * **Bank**: Zanaco | **Account**: 0485846400172 | **Branch**: Premium House

**Testimonials**

**Contact Us**

📍 **Physical Address**:  
*Room 204, School of Education Building, University of Zambia (UNZA) Main Campus, Great East Road, Lusaka.*

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📞 **Phone**: +260 977 599 578  
🌐 **Website**: [www.gwz.org.zm](https://gwz-uat.ictaz.org.zm:8444/)  
📊 **Transparency**: Access annual reports and financial statements here.

**Together, We Rise.**  
*Graduate Women Zambia: Igniting progress through education, leadership, and unity.* 🌟

**Brand Colors**: Purple (wisdom), White (peace), Black (strength), Grey (inclusivity).  
**Hashtags**: #GWZEmpowers #EducationForProgress #TogetherWeRise

*GWZ: Where every woman’s potential becomes progress.* 🚀