

WOMEN FUND TANZANIA TRUST
Empowering Local Women Heroes

STRATEGIC PLAN 2026 2030

Deepening the Transformative Feminist Movement through Feminist Funding



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Foreword

We are Tanzania's first and only national feminist fund, established not simply to fill a financing gap, but to challenge the very architecture of who is considered fundable and whose vision of change is considered worth investing in. Over more than fifteen years, we have worked to dismantle these gatekeeping logics - redistributing resources flexibly, relationally, and on terms defined by the women and movements closest to the struggles they are fighting. That work continues. But as we enter this new strategic period, we do so with sharpened clarity about what the moment demands.

We recognise that there is a particular kind of power that is born when women, girls, and those at the receiving end of intersecting marginalization refuse to stand alone - when they reach for one another, build collective voice, and choose solidarity over silence.

Women Fund Tanzania Trust has witnessed this power in every corner of our country: in coastal communities reclaiming their place in the blue economy, in young women naming sextortion for what it is and demanding accountability, in grassroots activists holding the line on sexual and reproductive health and rights, in girls who refuse to be married off or shut out of the decisions that shape their lives. This Strategic Plan - our fifth, spanning 2026 to 2030 - is our response to that power, and our renewed commitment to resourcing and sustaining it.

The world we are navigating is more complex than ever. Climate change is hitting women and girls in coastal and rural Tanzania hardest, compounding existing inequalities while opening new possibilities for feminist climate justice leadership. Digital spaces - full of both promise and peril - are becoming sites of organizing, harassment, and power. Women's rights to bodily autonomy, to political participation, to safety and dignity, are being contested in new ways even as feminist movements grow bolder in their responses.

And the architecture of international funding itself is shifting, making it more urgent than ever that Tanzania has a strong, rooted, feminist resourcing institution that does not disappear when external winds change. This Strategic Plan is our answer to that urgency.

Over the next five years, WFT-T will deepen its grant-making to women's rights organizations, movements and platforms across the country - reaching further into underserved communities and resource-constrained movements, and maintaining our commitment to feminist principles of trust, flexibility, and shared power.

We seek to strengthen the existing national coalitions we convene - on Anti-Sextortion, Sexual and Reproductive Health and Rights, Climate Justice, Feminist HerStory, and Women, Constitution, Elections and Leadership - as platforms for collective advocacy, policy influence, and movement solidarity.

To them, and to all who have stood with us - as funders, partners, sisters, and friends - we offer this Strategic Plan not as a blueprint handed down, but as a shared horizon we are walking toward together. The journey is long. The stakes are high. And we are more determined than ever to reach our destination.

Our HerStory: Walking the Feminist Path Together

Women Fund Tanzania Trust was initiated in 2007 by two visionary women who recognized the barriers women's rights organizations faced in accessing funding to make their work visible, amplify their voices, and transform their communities.

From its inception, WFT-T has been a feminist resourcing mechanism deeply anchored in the women's movement - driven by a collective need to dismantle structural inequalities and shift power in a transformative way. Our early years (2011–2015) focused on building a functional grant-making and learning model.

The 2016–2020 Strategic Plan institutionalized four foundational pillars - grant-making and capacity strengthening, strategic alliance building, resource mobilization, and institutional strengthening - expanding WFT-T's reach to 21 regions and launching three landmark coalitions: the Women, Constitution, Elections and Leadership Coalition, the Anti-Sextortion Coalition, and the HerStory Coalition.

The 2021–2025 Strategic Plan, under the theme Shifting Power Collectively, deepened WFT-T's feminist identity, resourced over 550 women's rights organizations, coalitions and partnerships, launched the Sexual Reproductive Health and Rights and Environmental Justice Coalitions, and created feminist reserves and endowment funds to ensure organizational long-term sustainability.

Over these cycles, we have learnt that community and grassroots women, girls, and children are powerful agents of transformation. Movements grow stronger when they centre intersectionality, intergenerational leadership, and inclusive organizing.

We are not trying to 'boil the ocean,' but to identify 'wellsprings' of co-creation - moments and spaces that make strategic sense and enable collective evolution toward a stronger feminist movement ecosystem.

Navigating Context: Challenges and Possibilities

We write this plan knowing the ground beneath us is shifting, within a dynamic context of both challenge and opportunity. Tanzania's political context - under its first woman president - signalled a renewed opening for advancing feminist agendas. Yet the challenges remain profound: shrinking civic space, rising conservatism, and persistent violence against women and children.

One in three girls is married before the age of 18; incidents of violence against children increased by 49% between 2016 and 2019; and sextortion continues to pervade public institutions. Economic inequalities are stark and deeply gendered - women make up nearly 70% of the agricultural labour force but hold minimal access to land, credit, and formal employment.

Climate change multiplies these vulnerabilities - eroding livelihoods, intensifying food insecurity, and disproportionately affecting women and girls who remain excluded from environmental governance and climate financing. The current wave of youth-led protests across the continent and globally provide both opportunity and a challenge to feminist organizing and standpoints.

Africa is the world's youngest continent with a median age of just 18, while the average age of its male-dominated leadership is 63 - a generational gap that is a source of frustration among young people who feel marginalized, excluded, and unheard.

Globally, the feminist funding ecosystem is under acute pressure. Traditional donors - including the Netherlands, Sweden, and the United States - have made significant cuts to gender equality and development budgets, directly affecting the organizations WFT-T partners with and resources. In this increasingly arid landscape, the work of a national feminist fund is not peripheral - it is essential.

Amid these challenges, the spark of justice has intensified. The feminist movement in Tanzania is vibrant, energetic, and ideologically clear on the feminist agenda. New coalitions are forming, diverse actors are building solidarity, and feminist narratives are reshaping public discourses. WFT-T sees at this moment the possibility of transformation - to deepen resilience, amplify voice, and catalyse structural change.

In Solidarity,

Prof. Penina Mlama
Chairperson
The Board of Trustees.

Rose Marandu
Executive Director
WFT-T Secretariat

Dar es Salaam, Tanzania.
March, 2026

Executive summary

Deepening what works

The 2026-30 strategic plan encapsulates the vision and mission of a maturing feminist women's fund, conscious of its meagre beginnings but extremely proud of its growth, role and mandate. Seamlessly connecting to the fabric of the 2021–2025 Strategic Plan, Shifting Power Collectively, which was a plan about building.

Over that period, WFT-T disbursed over TZS 6 billion in grants to more than 550 women's rights organizations across 25 regions, drove landmark policy wins through five national feminist coalitions, and established the financial and governance infrastructure for long-term institutional sustainability.

The Sexual Reproduction and Health Rights coalition secured extended maternity leave for mothers of premature babies.

The Anti-Sextortion Coalition achieved a historic reversal of an amendment of the PCCB Act to protect victims from double victimization. The Women, Constitution, Elections, Leadership Coalition succeeded in embedding gender-based violence as a recognized electoral offense in the Presidential, Parliamentary and Councillors' Elections Act 2024.

The HerStory Coalition established Tanzania's first Digital Information Centre for women's herstory in partnership with the National Museum and profiled women leaders such as Paramount Chief Mwami Ntare and Chief Mkomanile of Songea. At community level, six Maasai women were inaugurated into customary leadership - a historic breakthrough in one of Tanzania's most deeply patriarchal societies.

These are not culminating moments. They are evidence of a movement reaching its next phase of maturity. This Strategic Plan is about deepening.

Strategic direction

Guided by the theme Deepening the Transformative Feminist Movement through Feminist Funding, this fifth Strategic Plan builds on Shifting Power Collectively and moves toward embedding transformation as both an outcome and a process - going deeper with what works, not starting over. We understand transformation as having two interdependent dimensions.

Internal transformation means strengthening feminist consciousness and ideological clarity, nurturing care and wellbeing within the movement, and building the organizational resilience needed to sustain long-term feminist action.

External transformation means shifting power in institutions, influencing policy and legal frameworks, transforming social norms, and advancing feminist political and economic justice. Neither is achievable without the other - and this Plan holds both with equal intentionality.

Our Theory of Change

WFT-T envisions itself as a tree - the only feminist fund standing resilient in Tanzania's increasingly arid funding landscape. In 2026–2030, we are deepening our roots and expanding our reach. The causal pathways of change follow the following logic:

IF WFT-T maintains a strong, wellness-centered institutional base; AND provides flexible, trust-based grants to women's rights organizations, grassroots organizations, and movements; AND enhances their feminist consciousness and institutional capabilities; AND facilitates feminist organizing through strategic alliances, intergenerational learning, and thought leadership;

THEN we will contribute toward increased agency, voice, and visibility of women, girls, and children; shifts in legal frameworks, policies, norms, and practices; and the sustained dismantling of oppressive patriarchal structures.

This is **BECAUSE** individual impact multiplies feminist movement strength; resourced and capable organizations sustain transformative change; collective action shifts power dynamics; and strategies operating simultaneously at grassroots and national level are what systemic change requires.

Strategic priority areas

- Feminist Grant-Making - Scaling up inclusive, long-term, trust-based funding to resource at least 400 feminist and women's rights organizations across all 31 regions of Tanzania, with grassroots and previously unreached groups at the centre of resource flows.

- Transformative Feminist Leadership and Learning - Building ideological clarity and feminist consciousness through a new Feminist Leadership Academy, mentorship programs, peer learning platforms, and feminist knowledge production.

- Transformative Feminist Movements - Deepening our national coalitions - SRHR, Anti-Sextortion, Women in Constitution/Elections/Leadership, and HerStory - while building zonal grassroots clusters, nurturing intergenerational exchanges, and advancing emerging platforms on climate justice, digital rights, and healing justice.

- Resource Mobilization and Financial Sustainability - Mobilizing over USD 20 million over five years; growing the Endowment and Reserve Funds; cultivating local philanthropy including a Local Giving Circle; and championing decolonized, trust-based funding practices across the broader philanthropic ecosystem.

- Institutional Resilience and Wellbeing - Embedding feminist care and wellbeing as core organizational practice, strengthening governance and financial systems, investing in staff and board development, and ensuring WFT-T is as healthy and resilient as the movements it serves.

The change we seek by 2030

In the medium term, we envision at least 400 women's rights and allied organizations resourced and operating with deepened feminist consciousness; national coalitions driving policy reform at scale; young feminists identified, nurtured, and stepping into leadership; and zonal grassroots networks connecting feminist organizing from community to national level.

WFT-T will be financially robust through a diversified resource base, recognized nationally, regionally, and globally as a thought leader in feminist resourcing, and modelling feminist organizational culture from the inside out.

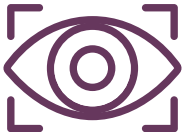
At the longest horizon, we seek nothing less than dismantled patriarchal structures - power systems, norms, and beliefs shifted in favour of women, girls, and children; communities where women exercise genuine control over resources, institutions, and narrative; and local and national structures that embed gender-responsive policies and budgets as a matter of course.

This Strategic Plan is both a roadmap and a call to partnership. We invite movement actors, grassroots organizers, funders, allies, and governments to walk with us - whether through co-investment in the Endowment Fund, solidarity advocacy for decolonized philanthropy, capacity partnerships, or simply amplifying the voices and stories of the women, girls, and children whose lives are being transformed.
Seventeen years of feminist movement-building in Tanzania have taught us this: when women organize collectively, and when they are resourced with trust, flexibility, and genuine solidarity - societies transform.

In Solidarity.



Our identities



VISION

A Tanzanian society where women, girls, and children realize their full potential and engage fully in transforming their communities to achieve social justice, gender equality and empowerment.



MISSION

To build a strong feminist movement in Tanzania through feminist resourcing, transformative grant-making, capacity strengthening, and strategic alliance building that is intersectional, intergenerational, and inclusive.



OUR VALUES

Our values sustain who we are:

- The strong belief that women's rights and the feminist agenda will not be achieved without dismantling unjust and patriarchal systems of power, which continue to oppress and exclude our stakeholders.
- The unconditional recognition of human rights for women, girls, and children regardless of class, ethnicity, race, sexual orientation, disability and age.
- A universal culture of acknowledgement, respect and encouragement.
- Leadership based on feminist values and principles.
- Transparency, accountability and integrity.
- Professional excellence.


KONGAMANO LA KITAIFA LA MTANDAO WA

Our Feminist Principles and Approaches

How We Define Feminism

As articulated in the Charter of Feminist Principles for African Feminists, feminism is the struggle against patriarchal power. Our ideological task is to understand patriarchy as a system of male authority which legitimizes the oppression of women through political, social, cultural, and religious institutions. Our political task is to end it by challenging other systems and structures of oppression and exploitation, which frequently mutually support each other.

We are part of a global feminist movement against patriarchal oppression in all its manifestations. Our focus is fighting against patriarchy as a system rather than fighting individual men or women. We therefore define our work as investing individual, collective, and institutional energies in the struggle against all forms of patriarchal oppression and exploitation.

Our Guiding Feminist Principles

Women Fund Tanzania Trust takes pride in being the first feminist funder for a majority of our grantee partners - providing empowering grants that unlock their potential, strengthen their role as emerging partners, and open possibilities within the feminist movement ecosystem and beyond.

It is not unusual for WFT-T to fund women who are typically marginalized by traditional funders - including grassroots groups that are not formally registered, lack formal organizational structures, and those that operate through informal community networks. WFT-T recognizes that transformative change often begins with simple but innovative ideas and intentionally nurtures these initiatives to grow into impactful feminist actions and movements.

As a consciously Feminist Fund, our mandate is guided by principles that have always shaped - and will continue to shape - our ways of working:

- Applying feminist principles based on trust, accountability and mutual respect to all our relationships and areas of work.

- Nurturing and providing support to women, particularly at the local level, to increase their voice, visibility, and impact.

- Modelling inclusion and a rights-based approach in ensuring women and groups from the margins of the movement are central to all areas of our work, with an intersectional, intergenerational, and inclusive frame.

- Prioritizing funding, capacity strengthening and mentoring processes for underserved, marginalized, rural and remote women's groups and organizations.

- Playing a pivotal role in ensuring that feminist and women's rights issues are well articulated and advocated in Tanzanian development structures and processes.




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Our Theory Of Change

The WFT-T Tree:
Deepening our roots, expanding our reach.

As WFT-T seeks to sustain its mission and vision, we envision transformation in two dimensions: depth and breadth. To illustrate this vision, we imagine WFT-T as a lone tree standing resilient in arid land - the only feminist fund in Tanzania's challenging funding landscape.

Arid landscapes are defined by scarcity: minimal rainfall, rapid evaporation, and depleted water sources that stunt the growth of surrounding vegetation. This mirrors the current state of feminist resourcing. Traditional donors have significantly reduced their funding-the rainfall has diminished. Meanwhile, the needs of Women's Rights Organizations (WROs) and feminist movements continue to multiply, creating intense demand for the limited resources available.

Like water evaporating under harsh sun, funding is consumed almost as quickly as it arrives, never quite sufficient to meet the vast needs of movements challenging entrenched systems of patriarchy.

Yet even a single tree in arid land serves a vital purpose: its roots reach deep to find hidden water sources, its canopy provides shelter, and its presence creates microclimates where other life can begin to flourish. This is WFT-T's calling-to deepen our roots in sustainable, community-grounded resourcing while extending our branches wide enough to nurture an ecosystem of feminist transformation across Tanzania.

Despite these arid conditions, WFT-T continues to provide shade and sustenance to WROs, feminist movements, and grassroots organizations across Tanzania.

Over the years, our resourcing has nourished more than 550 grantees, and our support has borne fruit in the form of several national thematic coalitions that have influenced policy reforms, shifted harmful cultural norms, and catalysed the personal transformation of countless women and their families.

The Roots:
Institutional resilience and wellbeing

Institutional resilience and wellbeing serve as the roots of the tree, anchoring WFT-T to the ground and providing the stability from which everything else grows. A Fund with robust systems, collective resilience, and staff who are not only competent but also well cared for creates the base for effective execution of its mission.

Ensuring feminist ideology is clearly understood - both internally by WFT-T staff and board members, and externally by movement actors- is the foundation from which all WFT-T actions and decisions stem.

The Trunk: Resource Mobilization and Financial Sustainability

The trunk connects the roots with the branches and leaves, channelling energy throughout the whole tree. Resource Mobilization and Financial Sustainability play this role - harnessing values-aligned resources to fund feminist agendas, alleviating dependency on traditional donors, and anchoring the feminist movement in financial and political autonomy. Resource Mobilization entails strategic fundraising and investment, facilitating movement-aligned partnerships, and working to reshape and decolonize funding models and narratives.

The Branches -Programme Delivery

The three main branches - Feminist Grant-Making, Transformative Feminist Leadership and Learning, and Transformative Feminist Movements- distribute resources and energy outward to those who need them most. In Feminist Grant-Making, funds are channelled to grassroots communities, feminist actors, and

women's rights organizations using trust-based, feminist approaches that invest in ideas that disrupt patriarchal narratives and systems.

In Transformative Feminist Leadership and Learning, we equip feminists and WROs with the tools, knowledge, and infrastructure to thrive - including conceptual clarity, institutional capacity, and movement-strengthening tools. In Transformative Feminist Movements, we deepen feminist ideological support, forge strategic linkages, facilitate intersectional organizing, and nurture intergenerational exchanges between feminists and other social justice actors.

The Leaves, Flowers, and Fruits- Visible Results and Outcomes

The leaves, flowers, and fruits are the visible results of WFT-T's work. Leaves represent immediate outcomes; flowers and fruits represent medium and long-term outcomes - the changes that arise from dismantling systems of patriarchy. These include gender-responsive laws, shifts in power systems, transformed cultural norms and practices, inclusive narratives, and empowered women, girls, children, and communities.

The energy flowing across the tree from root to trunk to branches and back is the silent force that strengthens and sustains the transformative feminist agenda. Ultimately, seeds from the fruits will contribute to planting other trees, rooted in the same ideology that has been advanced through WFT-T.



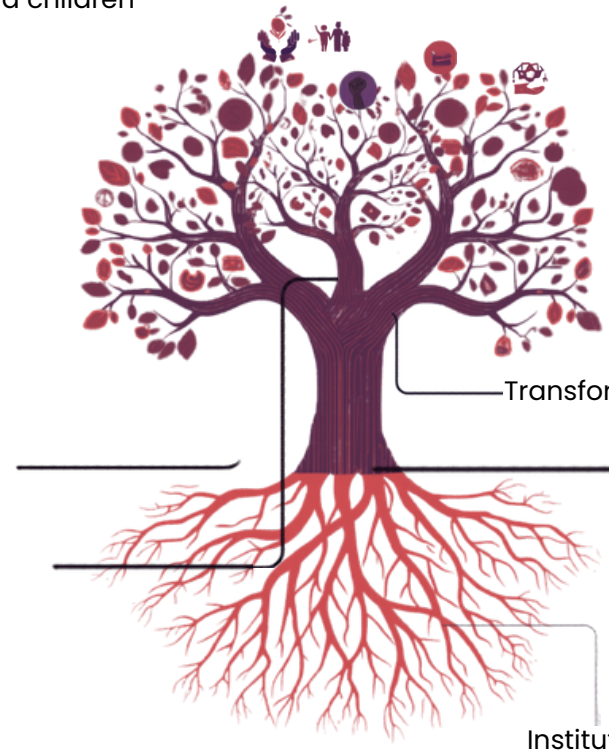
Patriarchy dismantled,
Gender responsive legal frameworks
Shifted cultural norms and practices
Empowered women, girls and children

WROs have strong,
resilient instutional bases

Feminist, grassroots, and
WROs resource

Strong feminist movement,
Solidarity building
Intersectional organizing,
Intergenerational learning

Shifts in funding modalities
from tansational to
transformative



Transformative Feminist Movements

Feminist Grant-Making

Resource Mobilization
& Financial Sustainability

Transformative Feminist
Leadership & Learning

Institutional Resilience & Wellbeing

Theory of Change Statement

if

We maintain a strong, well-resourced, wellness-centered institutional base, AND we provide flexible, trust-based grants to women's rights organizations, grassroots organizations and movements, AND we enhance their feminist consciousness and institutional capabilities, AND we facilitate feminist organizing through strategic alliances, intergenerational learning, and thought leadership.

Then

We will contribute towards increased agency, voice, and visibility of women, girls and children; shifts in legal frameworks and policies, norms, and practices; and the dismantling of oppressive patriarchal structures.

Because..

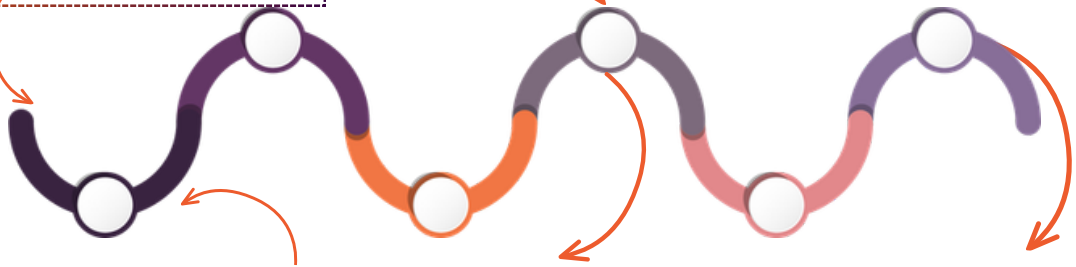
Individual impact multiplies feminist movement strength; resourced capable organizations sustain transformative change; collective action shifts power dynamics; and multiple strategies at grassroots and national level are needed for systemic change.

KEY ASSUMPTIONS

Our Theory of Change rests on the following assumptions, which we commit to regularly revisiting and testing as contexts evolve:

Collective action through movements is more powerful than individual organizational efforts.

Long-term, **flexible funding** enables innovation, risk-taking, and deepened movement alignment.



Grassroots organizations, when adequately resourced and supported, are most effective at driving sustainable change.

Feminist consciousness and ideological clarity strengthen advocacy effectiveness.

Policy change requires both grassroots mobilization and national-level advocacy.

Programme Outcomes

By 2030, WFT-T envisions a stronger, more vibrant, and ideologically grounded feminist movement ecosystem across Tanzania. The following outcomes reflect the change we collectively seek to bring about through our five interconnected strategic priority areas. Overall Goal Our overall goal for this Strategic Plan (2026–2030) is to contribute towards deepening the transformative feminist movement in Tanzania - resourcing the work and agency of women, girls, and children in their diversity - through feminist funding, transformative leadership and learning, and movement building, sustained by diversified resource mobilization and a resilient, wellness-centred institution. This overall goal advances our vision and mission, guided by our values, and unfolds across five interconnected outcome areas - the leaves, flowers, and fruits of the WFT-T tree - pursued through our five strategic priority areas:



Feminist movements are sustained through equitable, flexible, and decolonised feminist resourcing ecosystem.

At least 400 women's rights and allied organizations across all 31 regions are resourced through flexible, multi-year, trust-based feminist grants, with grassroots and previously unreached groups - including those not formally registered - at the centre of resource flows. WFT-T's diversified resource base, growing Endowment and Reserve Funds, and expanding local philanthropy sustain the movement through shifting external funding winds, while the broader funding architecture increasingly adopts trust-based, decolonized philanthropic practices.



Feminist movements and women's rights organizations are strong, resilient, collaborative and ideologically grounded.

Feminist and women's rights organizations, coalitions, and platforms across Tanzania are resilient, well-resourced, and ideologically clear - organizing intersectionally and intergenerationally, sustaining collective action from community to national level, and practising care and wellbeing as core movement infrastructure. WFT-T models this strength from within, as a wellness-centered feminist organization whose systems, governance, and culture mirror the transformation it resources.



Women, girls, and children in their diversity exercise greater agency, voice, visibility, leadership, and collective power.

Women, girls, and children exercise increased agency, voice, and visibility in their homes, communities, and public life. Grassroots women - including rural women, young women, women with disabilities, and women in informal economies - lead solutions, claim decision-making spaces, and shape the narratives that define their lives, with feminist herstories and narratives gaining greater visibility in public discourse.

Gender-responsive systems, policies, and social norms increasingly advance feminist justice and equality and patriarchal power structures are dismantled.

Legal frameworks, public policies, institutional practices, and social norms increasingly reflect feminist values of equality, care, and justice. Gender-responsive policies and budgets are embedded in local and national structures as a matter of course, while harmful practices - including sextortion, child marriage, and violence against women and children - are confronted and progressively dismantled. This is the ultimate change we seek to catalyse.





Our Thematic Areas

Over the 2026–2030 strategic period, WFT-T will provide support across five broad thematic areas, co-created with movement actors and refined through regular scoping studies at the outset of each grant cycle:



01 **Bodily Integrity, Safety and Sexual Rights**
Centering women's bodily autonomy, physical safety, and health rights.

02 **Political Justice and Girls' Rights**
Addressing exclusion from civic and legal systems across a continuum from girlhood to adulthood, from electoral laws and democratic representation to child marriage, the Law of Marriage Act 1971, and education dropout.

03 **Feminist Economic Justice and Digital Inclusion**
Addressing digital exclusion that directly deepens economic exclusion, linked to structural inequalities in land, credit, and labour market access.

04 **Climate and environmental justice** - An intersectional focus on women's exclusion from climate governance, food security, and nature-based livelihoods.

05 **Movement Building, Wellbeing and Feminist Knowledge**
The connective tissue of the feminist movement: how it sustains itself, renews across generations, and tells its own story.



Our Operational Philosophy

Across all thematic areas, WFT-T's will be guided by:

INTERSECTIONALITY

WFT-T will apply an intersectional lens at both the agenda and approach level, recognizing the compounding effects of gender, class, disability, age, and patriarchal legacies on women's and girl's lived experiences.

INTERGENERATIONAL APPROACH

We will explicitly seek to bridge the intergenerational gap and support the participation and leadership of young feminists alongside established movement actors.



CO-CREATION OF PRIORITIES

Thematic funding priorities will be continuously refined through regular scoping studies and direct engagement with movement actors- ensuring the Fund remains responsive to emerging needs and political contexts.

GRASSROOTS-FIRST FOCUS

WFT-T will continue to allocate 60% of its grants to grassroots and previously unreached organizations across our country wide constituencies, including the most marginalized communities.

TRUST-BASED, FLEXIBLE FUNDING

WFT-T will continue to prioritize multi-year, flexible grants over short-term project-based funding - enabling grantees to respond to feminist realities rather than donor compliance requirements.


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Key Program Strategies And Interventions

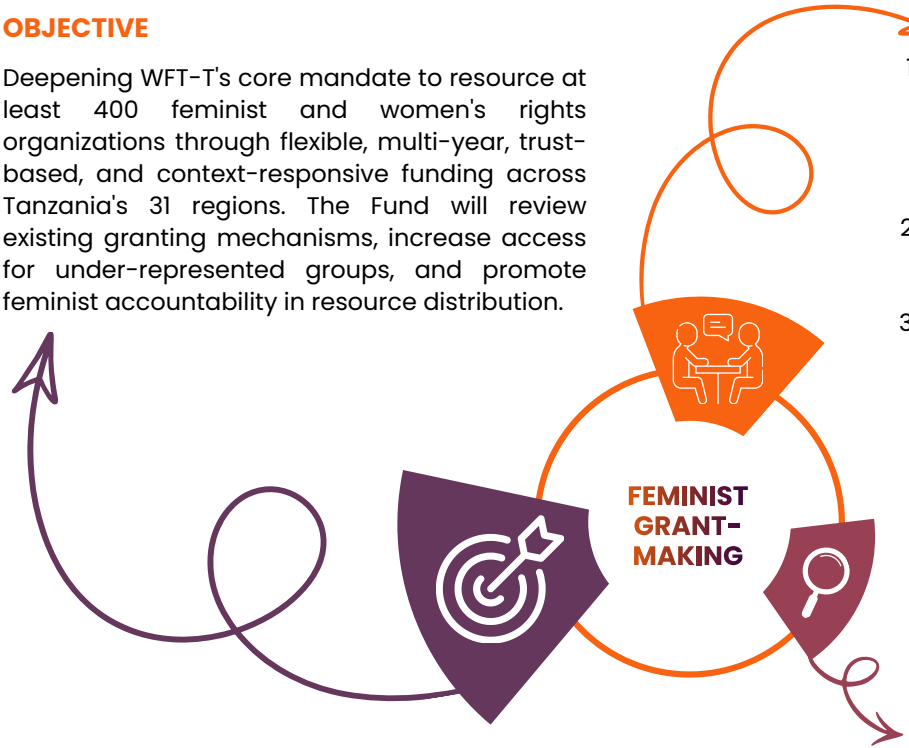
Over the next five years, WFT-T will pursue five interconnected Strategic Priority Areas designed to deepen transformation across both the Fund and the feminist ecosystem it serves. Each priority area is anchored by a clear objective, targeted interventions, and a commitment to feminist thought leadership.





OBJECTIVE

Deepening WFT-T's core mandate to resource at least 400 feminist and women's rights organizations through flexible, multi-year, trust-based, and context-responsive funding across Tanzania's 31 regions. The Fund will review existing granting mechanisms, increase access for under-represented groups, and promote feminist accountability in resource distribution.



INTERVENTIONS

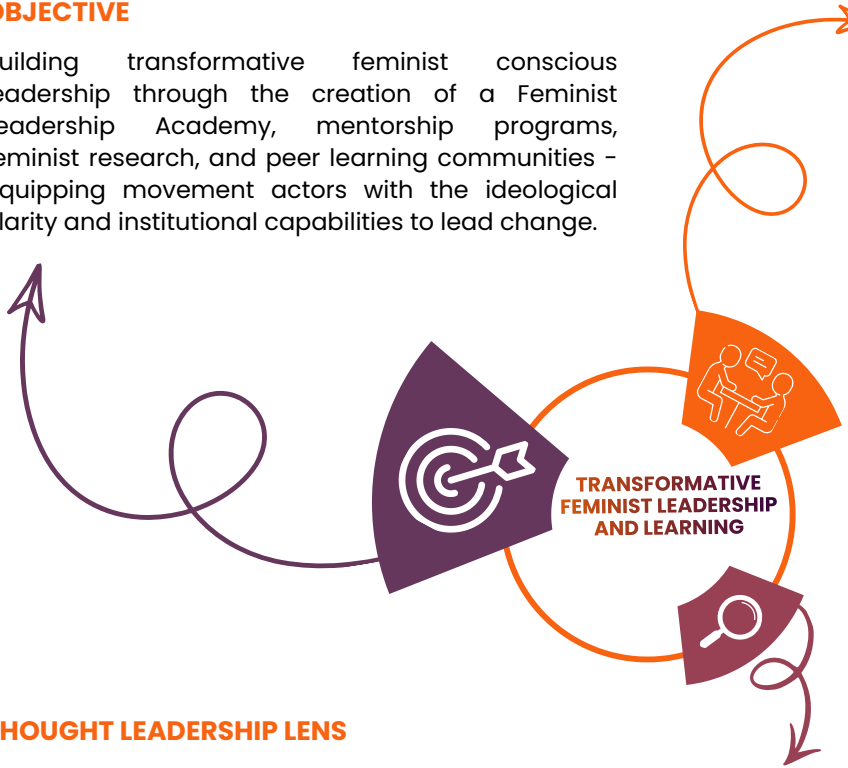
1. Co-create funding priorities with movement actors - conducting regular scoping studies and analyses to identify emerging themes and needs.
2. Provide grants to movement actors based on grant types, feminist principles, and thematic priorities.
3. Review and refine grant application and management processes, integrating technology to make them more accessible, participatory, and grantee-centred.

THOUGHT LEADERSHIP LENS

Document and share learnings from capacity enhancement initiatives through toolkits, case studies, and reflective pieces produced by individuals, grassroots organizations, and coalitions -elevating movement-led approaches to feminist knowledge.

OBJECTIVE

Building transformative feminist conscious leadership through the creation of a Feminist Leadership Academy, mentorship programs, feminist research, and peer learning communities - equipping movement actors with the ideological clarity and institutional capabilities to lead change.



INTERVENTIONS

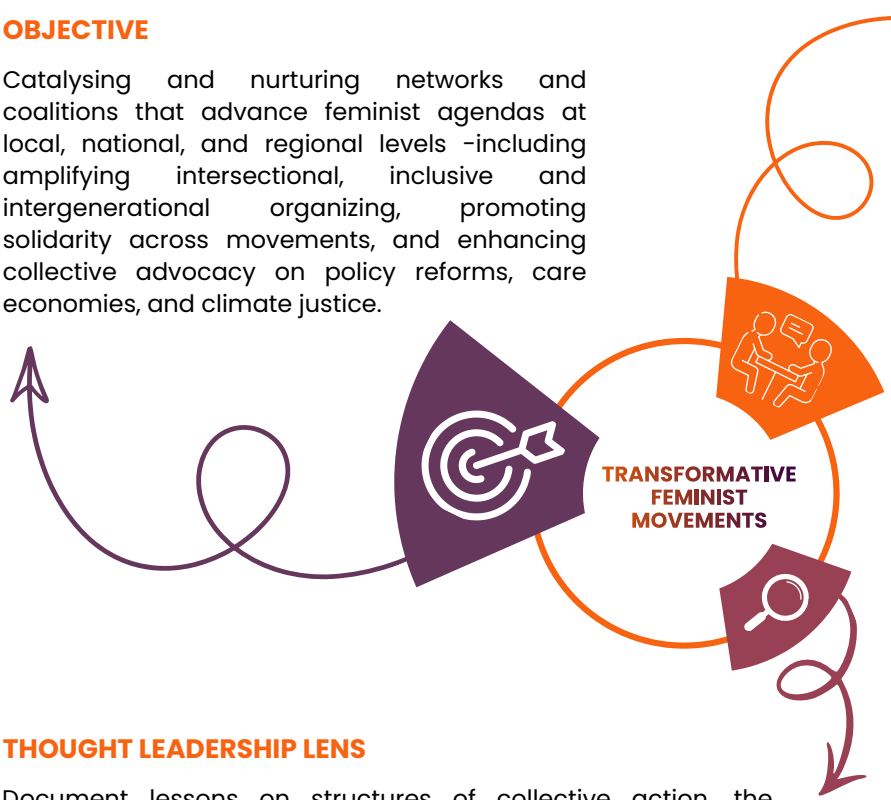
1. Provide tailored capacity enhancement support in areas such as feminist leadership, governance, financial management, institutional systems, strategic communications and wellness.
2. Invest in mentorship, capacity development and leadership development with a focus on feminist values and intersectional analysis across geographies, movements, and generations.
3. Establish a feminist capacity enhancement enterprise (Feminist Leadership Academy).
4. Produce, curate and amplify feminist knowledge on digital technology, fundraising, proposal writing and documentation for sustainably growing organizations.

THOUGHT LEADERSHIP LENS

Document and share learnings from capacity enhancement initiatives through toolkits, case studies, and reflective pieces produced by individuals, grassroots organizations, and coalitions -elevating movement-led approaches to feminist knowledge.

OBJECTIVE

Catalysing and nurturing networks and coalitions that advance feminist agendas at local, national, and regional levels -including amplifying intersectional, inclusive and intergenerational organizing, promoting solidarity across movements, and enhancing collective advocacy on policy reforms, care economies, and climate justice.



INTERVENTIONS

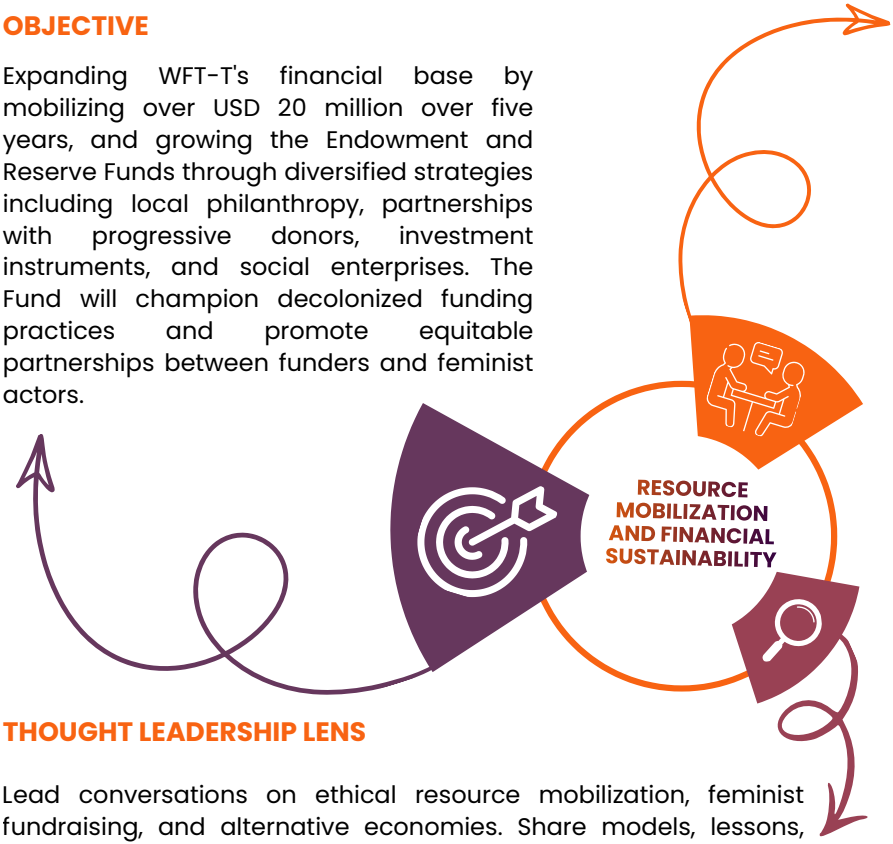
1. Strengthen alliances and community groups based on common themes and the intersectionality of the feminist agenda.
2. Create zonal clusters and platforms at the grassroots level for enhanced engagement by movement actors across geographies.
3. Create spaces for deepening intergenerational learning and mentoring.
4. Forge partnerships and connect with sister funds, organizations, and other social justice actors at regional and global level.
5. Amplify and profile feminist narratives (herstories) through strategic archiving at local, national, and global levels.

THOUGHT LEADERSHIP LENS

Document lessons on structures of collective action, the contribution of intergenerational leadership in movements, how coalitions sustain member ownership, and the (re)evolution of feminist movements.

OBJECTIVE

Expanding WFT-T's financial base by mobilizing over USD 20 million over five years, and growing the Endowment and Reserve Funds through diversified strategies including local philanthropy, partnerships with progressive donors, investment instruments, and social enterprises. The Fund will champion decolonized funding practices and promote equitable partnerships between funders and feminist actors.



INTERVENTIONS

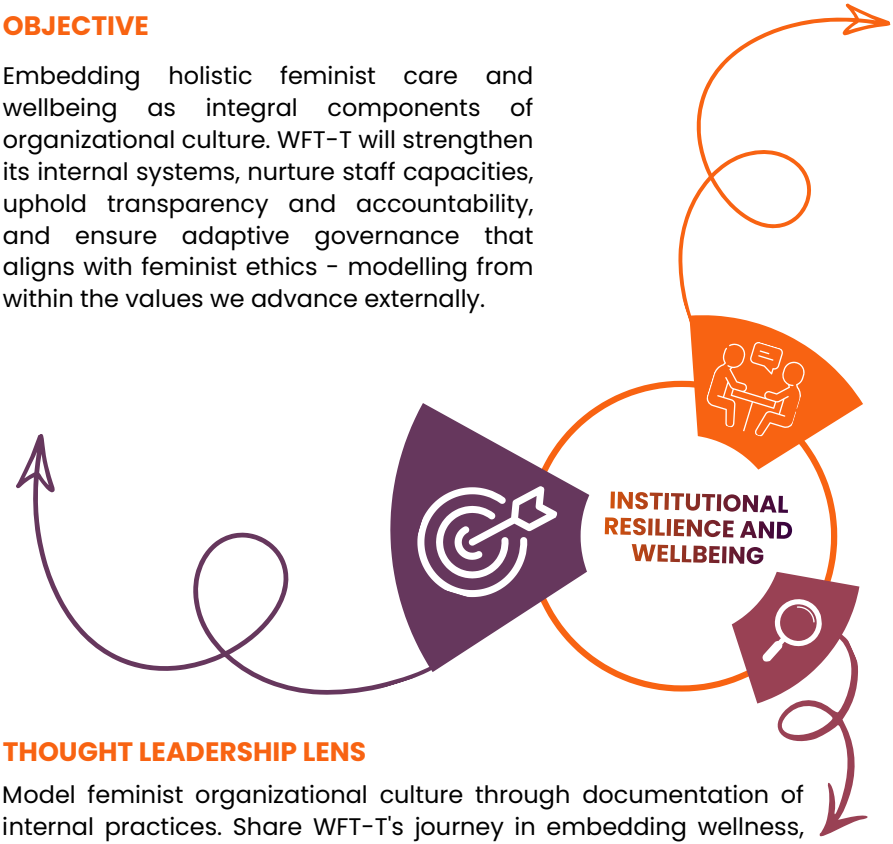
1. Strengthen a resource diversification strategy that includes feminist philanthropic partnerships, local philanthropy cultivation, innovative financing models, strategic consortium funding, and gender-lens investments.
2. Engage in fundraising activities including long-term donor relations, fundraising campaigns, and feminist funding campaigns.
3. Embed resource mobilization knowledge within movement culture -training movement actors on fundraising, donor engagement, and financial management.
4. Deepen and facilitate connections between grantee partners and potential funding opportunities.
5. Create spaces for dialogue on resource mobilization and power.
6. Amplify WFT-T's visibility through strategic communication and feminist storytelling.

THOUGHT LEADERSHIP LENS

Lead conversations on ethical resource mobilization, feminist fundraising, and alternative economies. Share models, lessons, and provocations that challenge extractive and transactional practices and promote values-aligned giving.

OBJECTIVE

Embedding holistic feminist care and wellbeing as integral components of organizational culture. WFT-T will strengthen its internal systems, nurture staff capacities, uphold transparency and accountability, and ensure adaptive governance that aligns with feminist ethics - modelling from within the values we advance externally.



INTERVENTIONS

1. Develop a desired state of Feminist Fund wellness - reviewing policies to integrate wellbeing into governance and organizational culture.
2. Create collective care structures, feminist care budgeting, leadership transition frameworks, and internal governance improvements.
3. Recruit and retain highly skilled staff in line with WFT-T's organizational structure.
4. Recruit and rotate Board Committee members to ensure diverse, accountable governance.
5. Provide continued professional development opportunities for staff and board members.
6. Strengthen systems, structures and technology across grant-making, finance, and HR.
7. Develop and regularly review financial and risk mitigation strategies.

THOUGHT LEADERSHIP LENS

Model feminist organizational culture through documentation of internal practices. Share WFT-T's journey in embedding wellness, care, and participatory governance to inspire sector-wide shifts toward feminist institutional practice.



Conclusion

Over the next five years, Women Fund Tanzania Trust commits to deepening the transformative feminist movement - not as a solitary actor, but as a catalyst within a vibrant ecosystem of change-makers. We understand that dismantling patriarchal systems, shifting deeply entrenched norms, and advancing gender justice requires collective effort, sustained commitment, and firm grounding in ideological and agenda clarity.

Building on seventeen years of movement strengthening and resourcing the work and agency of women, girls, children, and other marginalized groups, we honour the achievements of the past while turning our gaze toward the bold, transformative future we must create together- a future where women, girls, and children not only survive but thrive with dignity, agency, and power.

The work ahead is urgent. The vision is ambitious. But the power of collective feminist action is unstoppable. Walk with us - one bold step, one empowering partnership, one collective voice and action at a time!

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Women Fund Tanzania Trust is a registered Trust and the first women's rights fund in the country both as a movement builder, and as an activist and feminist organization.

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