

STRATEGIC PLAN

EXECUTIVE SUMMARY



FOREWORD

I am honoured to present the ICCASA 2025–2030 Strategic Plan—a roadmap that embodies our collective commitment to a more inclusive and resilient Africa. As I reflect on our journey, I am deeply grateful for the dedication, passion, and insight of our team and partners. This plan is a personal testament to our resolve to ensure that climate action reaches every community, acknowledging that climate change impacts us in profoundly different ways.

Our work at ICCASA is driven by the belief that effective climate solutions must recognize the full spectrum of human experience. Gender, in our view, goes beyond a binary lens—it embraces the intersections of identity and lived realities, including those of women, men, youth, indigenous peoples, and persons with disabilities. By grounding our strategy in this holistic understanding, we are uniquely positioned to shape climate policies and actions that address not just environmental challenges, but also the social and economic inequities they often exacerbate.

This Strategic Plan is our roadmap for the next five years. It charts a clear course toward strengthening local and regional resilience, fostering genuine community engagement, and advocating for policies that are both evidence-based and equitable. I am inspired by the vision contained in these pages—a vision where every voice matters, where every community is empowered, and where our collective efforts forge a path toward lasting, transformative change.

I would like to extend my deepest thanks to all our partners, stakeholders, and dedicated team members who have contributed their insights and passion to this plan. Your unwavering support fuels our mission to transform challenges into opportunities and create a future where every voice is heard, and every life is valued.

I also invite all our partners—governments, civil society, private sector actors, and development organizations—to join us in making this vision a reality. Climate justice and gender equity are not optional; they are the foundation of a resilient and sustainable Africa. Let us work together, act with urgency, and drive the change our communities need.

Chairperson, ICCASA Board

The Strategic Plan 2025-2030 outlines a comprehensive roadmap to advance ICCASA's vision and mission as a regional civil society organization committed to bridging gender gaps and fostering social inclusion in evidence-based climate change adaptation.

This plan emphasizes gender-transformative climate policies, capacity-building initiatives, and inclusive strategies and actions to build resilience. The plan aligns with global, regional, and national commitments on gender equality, social justice and climate change, integrating human rights principles to address the interconnected challenges of climate change in various economic sectors, thereby promoting sustainable and equitable economic development.

ICCASA envisions an inclusive and equitable society where diverse perspectives drive climate adaptation, resilience and sustainable development. Its mission is focused on empowering society through gender-transformative climate action by generating evidence to influence policy, co-creating solutions, and providing inclusive engagement platforms. The organization aims to build resilience and enhance the adaptive capacity of women, men, youth, people living with disabilities (PLWD), indigenous people and other vulnerable groups, strengthen institutional capacity for equitable and inclusive governance, expand economic opportunities in a changing climate, and enhance the environmental resilience of grassroots communities through capacity-building and gender-transformative adaptation strategies.

To achieve these objectives, ICCASA will implement strategies that strengthen local, national and regional resilience, foster inclusive community engagement, promote knowledge co-creation and sharing, advocate for policy changes, and enhance organizational capacity for sustainability. These efforts aim to improve the resilience of institutions engaged in climate

action, ensure the inclusion of the priorities of vulnerable groups in climate policies and strategies, and enhance networking and partnerships in alignment with Sustainable Development Goal (SDGs). Over five years, ICCASA will operate across African countries. The focus areas will include gender and climate change research, disability rights, education, climate justice, gender-based violence, indigenous peoples' rights, advocacy, and human rights. Guided by core values of Equality, Professionalism, Innovation, Integrity, Inclusivity, and Cooperation (EPIIIC), ICCASA's interventions aim to be impactful and transformative.

The strategic plan, valued at United State Dollars 2,773,166 is grounded in the organization's Theory of Change. This theory posits that strengthening institutional capacity for equitable governance of climate action, expanding economic opportunities for marginalized and vulnerable groups, promoting gender mainstreaming in climate actions and policies and legal frameworks will reduce gender inequalities and disrupt entrenched stereotypes. These actions will empower and include vulnerable groups to adapt to climate impacts, leading to an equitable, inclusive, resilient, and sustainable Africa. ICCASA's strategic objectives are designed to enhance its role in promoting sustainable development through gender-transformative and community-driven climate actions. As an organisation, ICCASA prioritizes integrating scientific and indigenous knowledge and data to inform climate action and equitable policies. ICCASA implements programs to strengthen adaptive capacities and builds institutional and organizational capacity for operational excellence. By strategically planning for long-term sustainability and fostering inclusive participation, ICCASA aims to effectively fulfil its mandate and contribute to global climate resilience by 2030.

Currently, ICCASA operates through project-based funding from various donors, with each

project supported by different funding partners. The 2025-2030 Strategic Plan encompasses a robust resource mobilization strategy to secure funding from both local and external sources.

To ensure effective implementation, ICCSA's gender transformative and inclusive monitoring, evaluation, and reporting framework will follow a systematic process. This includes baseline assessment and contextual analysis, sex-

disaggregated data collection, capacity building for monitoring, gender-based data analysis and interpretation, stakeholder feedback, periodic reporting, mid-term evaluation in Year 3, and end-term evaluation in Year 5. This framework will ensure projects remain on track, necessary adjustments are made, and initiatives contribute effectively to gender-transformative and inclusive climate action and sustainable development.



INTRODUCTION

The Centre for Inclusive Climate Change Adaptation for a Sustainable Africa (ICCASA) is a registered non-governmental organization (NGO) based in Kenya, established in 2017, with active programming and partnerships across Eastern, Central, and Southern Africa. ICCASA exists to bridge the gap in gender equality and social inclusion in climate action by conducting gender-focused and intersectional research, generating inclusive data, and informing strategies that strengthen adaptive capacity and resilience for communities across the continent. Its work is rooted in gender-transformative approaches that challenge systemic inequalities and amplify the leadership of women, men, Indigenous Peoples, persons with disabilities, and other marginalized groups.

ICCASA was founded to address the critical need for gender mainstreaming in climate policies and practices, ensuring that both women and men can actively reduce their vulnerabilities and contribute to climate solutions. It was established in response to the significant lack of gender- and sex-disaggregated data, particularly regarding the impacts of climate change on women, Indigenous Peoples, and persons with disabilities across Africa. As an independent organization, ICCASA is committed to advancing inclusive, data-driven climate adaptation, focusing on gender and climate research, inclusive governance, disability rights, Indigenous knowledge systems, and sustainable livelihoods. Through its work, ICCASA continues to shape Africa's climate adaptation agenda.

The strategic plan development process

The development of ICCASA's Strategic Plan was an inclusive and consultative process, ensuring alignment with the perspectives of staff, the

board, climate change, and gender stakeholders, as well as the current operating context. The process began with an inception meeting with the Management Team to establish expectations and clarify objectives for the strategic planning assignment.

The first phase involved a comprehensive evaluation of ICCASA's strategic management, operations, and programs over recent years. This included a review of key documents and consultations with a diverse range of internal and external stakeholders, such as collaborating partners, staff, board members, funders, beneficiaries, and other organizations in the gender and climate change sectors. The insights gained were analyzed and compiled into a report that provided the foundation for discussions during a Strategic Planning Workshop held on 14th and 15th August 2024.

During the workshop, the findings were shared, key issues were highlighted, and discussions were facilitated on the design of the Strategic Plan. Participants agreed on the vision, mission, core values, performance management framework, and institutional arrangements for the 2025–2030 Strategic Plan.

The finalized Strategic Plan, incorporating feedback from management and key stakeholders, was approved by the Board for implementation.

This strategic planning process helps ICCASA assess its current state, define a unified vision for the future, and ensure alignment with organizational priorities and key partners. It enhances capacity to address emerging challenges, fosters informed decision-making, and drives accountability. Ultimately, the process enables ICCASA to strengthen leadership, build synergies, manage risks, and unify stakeholders in advancing gender-responsive and climate-resilient action.

ICCASA's Commitment to Action: Championing Inclusive and Gender-Transformative Climate Action

Our Mandate: Championing Climate Justice, Gender Equity, and Resilience

ICCASA is committed to fostering a climate-resilient Africa by championing gender-transformative and inclusive approaches to climate adaptation. Operating across Eastern, Central, and Southern Africa, ICCASA ensures that climate actions are equitable, community-driven, and responsive to the diverse needs of African populations, particularly vulnerable and marginalized groups.

ICCASA's mandate spans gender and climate research; climate justice and governance (including climate finance, loss and damage, and security); community resilience and capacity building; Indigenous knowledge and Indigenous Peoples' rights; disability rights and gender advocacy (including gender-based violence and

women's rights); food systems and biodiversity; environmental health; policy advocacy; sustainable livelihoods and economic empowerment; education and awareness; and technology and innovation for climate action.

Through research, multi-stakeholder engagement, capacity building, policy advocacy, and continuous monitoring and evaluation, ICCASA works to ensure that climate policies and interventions are inclusive, data-driven, and effectively implemented. By integrating Indigenous knowledge systems, gender equity, and innovative solutions, ICCASA contributes to a sustainable, just, and resilient Africa where all communities can adapt to climate challenges and thrive.



Our Vision Statement

A just, inclusive, and climate-resilient Africa where all people actively shape and benefit from climate action, sustainability, and equitable development.



ICCASA Principles and Core Values for Inclusive Climate Action

ICCASA is guided by a strong commitment to **human rights, dignity, and inclusivity**, ensuring that all its programs and actions uphold **equity and justice**. The organization prioritizes **impact-driven initiatives** that safeguard the interests of **vulnerable, minority, and marginalized groups**, fostering a climate-resilient future where no one is left behind. By promoting an **inclusive environment**, ICCASA enables diverse communities to actively participate in and benefit from climate action. These principles serve as the foundation for ICCASA's vision and mission, guiding its members, board, and staff in advancing equitable and sustainable solutions across Africa.

The above principles are encapsulated in the values of Equality, Professionalism, Innovation, Integrity, Inclusivity and Cooperation (EPIIIC) as described below.

E – Equity: Fairness and justice for all.

P – Professionalism: Exhibiting diligence, excellence and expertise.

I – Innovation: Showcase creativity and adaptability.

I – Integrity: Ethical conduct guided by transparency and accountability.

I – Inclusivity: All-encompassing and tolerant to diverse perspectives.

C – Collaborative: Committed to engaging diverse networks and stakeholders.



ICCASA Guiding Aspirations

ICCASA Strategic Goals: Advancing Equity, Resilience, and Sustainability

ICCASA's goals are rooted in the belief that climate resilience and sustainability can only be achieved through equity, inclusion, and community-driven solutions. Climate change disproportionately affects marginalized populations, making it essential to integrate gender equality, Indigenous knowledge, and social justice into adaptation strategies. By bridging research with action, strengthening governance, and promoting economic resilience, ICCASA ensures that climate policies and programs are responsive to diverse community needs. Our goals emphasize collaboration, advocacy, and innovation, ensuring that all people—regardless of gender, ability, or background—have the tools and opportunities to shape a sustainable and climate-resilient future.

Goal	Description
Strengthen Resilience through Inclusive and Gender-Responsive Climate Action	ICCASA enhances adaptive capacity by equipping marginalized and vulnerable groups—including women, youth, persons with disabilities, and Indigenous communities—with resources, training, and support to respond to and recover from climate impacts.
Foster Inclusive and Intersectional Community Engagement	ICCASA ensures climate adaptation and resilience-building efforts are gender-transformative and socially inclusive, addressing the needs of diverse groups through capacity building, participatory approaches, and local knowledge integration.
Promote inclusive Knowledge Co-Creation, Research, and Data-Driven Solutions	ICCASA collaborates with research partners, policymakers, and learning institutions to generate gender-disaggregated data, facilitate knowledge exchange, and ensure evidence-based decision-making for inclusive climate action and governance.
Advocate for Inclusive and Participatory Policy Change	ICCASA strengthens advocacy efforts to ensure that marginalized voices are represented at sub-national, national, and global levels, while promoting inclusive governance, climate justice, and equitable climate finance mechanisms.
Advance economic resilience through climate-smart livelihoods practices and institutional capacity	ICCASA strengthens governance, financial management, and partnerships while promoting climate-smart economic opportunities that empower marginalized communities and enhance resilience through sustainable livelihoods.

ICCASA Thematic Areas for Strategic Plan 2025-2030

In response to the climate challenges faced by communities across Africa, ICCASA's thematic focus areas for 2025-2030 will be guided by our commitment to gender equity, inclusive climate action, and the advancement of climate resilience. These areas are designed to address the most pressing needs of marginalized and vulnerable groups, ensuring that no one is left behind in the fight for a climate-resilient future. By focusing on these interconnected themes, ICCASA will champion solutions that integrate both community-driven approaches and scientific innovation, making sure that gender, intersectionality, and mental health are embedded in all aspects of our work.



Agriculture and Food Systems

Agriculture is central to Africa's economies, but it faces significant challenges, including the impacts of climate change, environmental degradation, food insecurity, gender inequality and social exclusion. ICCASA will work to strengthen the resilience of smallholder farmers—especially women, youth, persons with disabilities, and Indigenous communities—through climate-smart agricultural practices. We will focus on improving access to gender-responsive agricultural training, tools, and technologies that enhance food security and nutrition. By advocating for sustainable, climate-resilient food systems, ICCASA will help communities adapt and thrive, fostering economic empowerment and reducing food-related vulnerabilities.



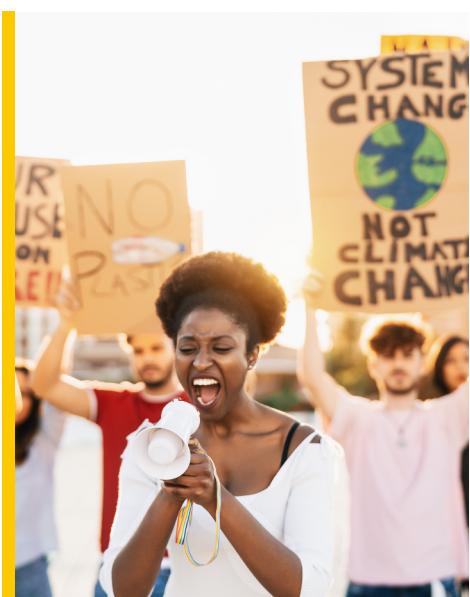
Environment and Biodiversity

The preservation of Africa's rich biodiversity and ecosystems is crucial for both climate adaptation and the livelihoods of local communities. ICCASA's work in environmental protection will prioritize inclusivity, ensuring that marginalized populations, including women, Indigenous Peoples, and people with disabilities, actively participate in environmental conservation efforts. We will focus on integrating local and indigenous knowledge, advocating for equitable natural resource management, and promoting the sustainable use of ecosystems, ensuring that biodiversity conservation and environmental protection are both effective and beneficial to those most impacted by climate change.



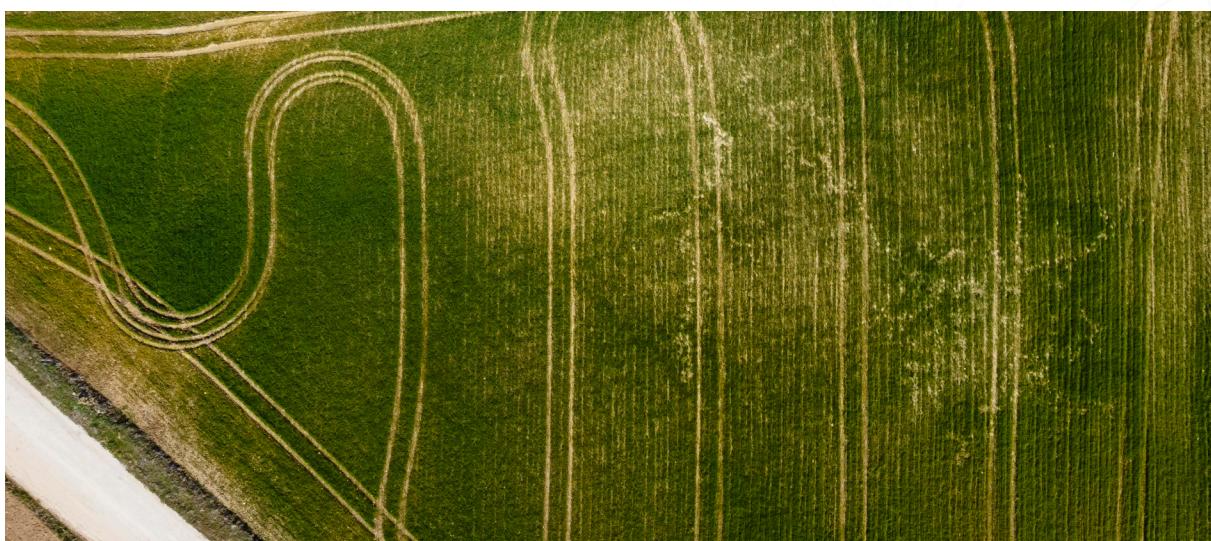
Health and Nutrition

Climate change has profound impacts on health, including mental health, particularly for vulnerable groups. ICCASA recognizes the importance of addressing the physical and mental well-being of communities as part of climate resilience. We will integrate gender-sensitive health policies that tackle both climate-induced health risks and mental health challenges, ensuring access to health services, psychosocial support, and nutrition for all, especially for marginalized populations. ICCASA will work to build community resilience by promoting mental health awareness and mental well-being programs that are culturally sensitive and inclusive, focusing on the unique needs of women, youth, persons with disabilities, and Indigenous communities.



Climate Security

The climate crisis is driving insecurity through resource scarcity, conflict, and displacement, exacerbating vulnerabilities among marginalized groups. ICCASA will advocate for inclusive climate security policies that ensure equitable access to climate adaptation, conflict resolution, and peacebuilding initiatives. Our approach will prioritize the integration of gender and social justice considerations into climate security discussions, promoting policies that address the disproportionate impacts of climate change on women, youth, persons with disabilities, and Indigenous Peoples. By ensuring that climate security is approached in an inclusive and gender-responsive manner, ICCASA will contribute to building peaceful, resilient communities that can withstand the climate crisis.





Target Beneficiaries

ICCASA believes that marginalized and vulnerable communities, including women, youth, persons with disabilities, Indigenous peoples, and rural agrarian-based populations, are key actors in driving the transformation needed for a climate-resilient and equitable Africa. We therefore aim to become trusted

partners, providing comprehensive support to these communities and key stakeholders—such as local governments, policy makers, civil society organizations, the private sector, and research institutions—empowering them with the resources, knowledge, and capacity to address the continent's most pressing climate challenges through inclusive, gender-responsive, and sustainable climate action.

ICCASA Core Business

ICCASA's core business revolves around delivering impactful and inclusive climate action programs that empower marginalized communities, especially women, youth, persons with disabilities, and Indigenous groups. We leverage our expertise, strategic partnerships, and focus on gender-responsive approaches to create and implement programs that build resilience, promote social inclusion, and advance economic prosperity through climate-smart solutions. Our core business is structured around three key areas: Programme Design, Programme Funding, and Programme Oversight.

Key Areas for Design, Funding, and Oversight of Programmes

Programme Design



ICCSA's approach to program design is rooted in the principles of inclusivity, gender-responsiveness, and sustainability. We prioritize the needs of marginalized groups in every phase of program design to ensure that our interventions are transformative and address the root causes of vulnerability. We focus on developing programs that integrate local knowledge, evidence-based research, and climate resilience strategies, while ensuring that they are adaptable to the dynamic needs of the communities we serve.

Key elements include:

Participatory Design Process: Engaging local communities, stakeholders, and beneficiaries in the design phase to ensure

that their voices and needs are integral to the program.

Gender and Social Inclusion: Integrating gender-transformative actions and addressing intersectional vulnerabilities, ensuring equitable outcomes for all.

Innovative Sustainable Solutions:

Designing climate adaptation and mitigation solutions that are economically viable, environmentally sustainable, and socially beneficial in the long term.

Collaboration with Experts:

Collaborating with academic institutions, research bodies, and local organizations to inform program design with cutting-edge research, data, and innovation.

Programme Funding



Effective program funding is critical to ensuring the successful implementation of ICCSA's initiatives. We adopt a multi-faceted approach to fundraising, securing both short-term and long-term resources to support our climate action programs. Our funding strategy focuses on diverse donor landscapes, including governmental and non-governmental organizations, multilateral institutions, and the private sector.

Key elements include:

Diversified Funding Sources: Engaging with a wide range of funding partners, including international development

agencies, climate funds, philanthropic organizations, and private sector investors.

Resource Mobilization: Strategic fundraising campaigns aimed at securing financial resources to scale up existing programs and launch new initiatives.

Leveraging Partnerships: Building collaborative funding partnerships with stakeholders who share our mission and vision, ensuring that funding is aligned with our gender-responsive climate goals.

Financial Sustainability: Exploring innovative financing mechanisms, including climate finance, social impact investing, and climate insurance, to ensure that programs are financially sustainable over time.



Programme Oversight

Programme oversight is essential to ensuring that ICCSA's interventions are effective, efficient, and impactful. We implement rigorous monitoring, evaluation, and learning (MEL) frameworks to track program outcomes, assess performance, and ensure accountability to donors, beneficiaries, and other stakeholders. Our approach to oversight emphasizes continuous improvement, ensuring that we adapt and refine our strategies based on evidence and feedback.

Key elements include:

Monitoring, Evaluation, Reporting and Learning (MERL): Ongoing tracking of program activities, outputs, and outcomes ensures that interventions aimed at achieving climate resilience and gender equality are effectively assessed, analyzed, and improved, while also guiding

adaptive management and ensuring accountability to stakeholders.

Impact Assessment: Measuring the social, economic, and environmental impacts (through a gender and inclusivity lens) of programs to determine their long-term benefits for vulnerable communities.

Accountability and Transparency: Regular reporting to stakeholders, donors, and partners, ensuring transparency in the use of funds and the achievement of program objectives.

Learning and Adaptation: Collecting data, feedback, and lessons learned to continuously adapt our programs, ensuring that they remain responsive to the evolving needs of the communities we serve.

- Convening Partnership and networks
- Measuring the strategic output
- Impact area – measurement aspect based on our goals



ICCASA Governance

ICCASA's governance framework is designed to ensure that the organization operates with the highest standards of transparency, accountability, and impact. We leverage a strong leadership structure, robust systems, and strategic influence to guide our work, ensure financial sustainability, and manage programs effectively across our regions of operation.

High-Performance Team



ICCASA is committed to building and maintaining a high-performance team that drives gender-transformative climate action. Our team is composed of dedicated professionals with expertise in climate resilience, gender equality, sustainable development, research, and advocacy. We prioritize continuous professional development, capacity building, and cross-functional collaboration to ensure that our staff and stakeholders are equipped to meet the ever-evolving challenges of climate change.

Key components include:

Strategic Leadership: Expert leadership and oversight to ensure alignment with our vision, mission, and strategic objectives.

Team Development: Ongoing training and capacity-building initiatives to enhance the skills and competencies of staff and partners.

Diversity and Inclusion: Commitment to creating a diverse and inclusive work environment that values and respects all members, recognizing the intersectionality of gender, ability, and other marginalized groups.

Fund Management



ICCASA employs robust financial management practices to ensure that resources are allocated effectively and transparently. We prioritize strategic fundraising to support our programs and ensure sustainability, while maintaining accountability to our donors, beneficiaries, and stakeholders.

Key components include:

Transparency and Accountability: Clear financial reporting and auditing processes to guarantee proper use of funds and align with donor expectations.

Resource Mobilization: Active engagement with key partners, including development agencies, private sector actors, and philanthropic organizations, to secure funding for our programs.

Sustainable Financial Strategy: A comprehensive strategy for financial sustainability, including diverse revenue streams and effective management of financial resources.



Communication and Knowledge Management

ICCASA excels in knowledge management and strategic communication to promote inclusive, gender-responsive climate action across our regions. We leverage research, data, and communication platforms to advocate for policy changes and empower stakeholders with the information and tools they need to take meaningful action.

Key components include:

Data-Driven Advocacy: Use of gender-disaggregated data, research findings, and case studies to influence climate policies and advocate for marginalized voices.

Effective Stakeholder Engagement: Building and maintaining strong relationships with governments, civil society, research institutions, and the private sector through communication campaigns, training programs, and knowledge-sharing initiatives.

Information Dissemination: Timely delivery of information to communities and stakeholders, ensuring that climate change strategies are relevant, accessible, and actionable.

Knowledge Co-Creation: Facilitating collaboration between research organizations, local communities, and other partners to co-create solutions for climate resilience.



ICT Infrastructure

ICCASA invests in cutting-edge ICT infrastructure to support our operations, improve communication, and enhance data management and analysis. Our ICT systems enable efficient monitoring and evaluation of climate programs, ensure real-time communication across regions, and provide a platform for innovation and scaling up climate action.

Key components include:

- **Innovative Technologies:** Implementation of technologies that support climate resilience, such as remote sensing tools, data analytics platforms, and climate information services.

- **Digital Solutions for Capacity Building:** Development of e-learning platforms and digital tools to enhance knowledge transfer, particularly for marginalized communities.

- **Integrated Data Systems:** A centralized database for tracking program outcomes, monitoring climate impacts, and facilitating data sharing between partners and stakeholders.

- **Cybersecurity and Data Protection:** Strong data security protocols to protect sensitive information and ensure compliance with privacy regulations across the regions we operate in.

ICCASA Strategic Objectives and Key Results Areas

ICCASA's strategic focus aims to amplify gender-responsive climate actions that prioritize vulnerable communities, ensuring sustainability through locally led solutions. By integrating scientific and indigenous knowledge, the initiative aims to empower communities, enhance resilience, and build organizational capacity for long-term climate action. These strategic objectives are crafted to position ICCASA as a key player in achieving global climate resilience by 2030.

Strategic Objectives:

Provide Expert Evidence on Gender and Climate Actions:



Conduct research that uses scientific and indigenous knowledge to support gender-transformative and inclusive climate actions. This includes understanding the gendered impacts of climate change, exploring the role of women and girls, people with disabilities in climate solutions, and addressing the intersectionality of climate vulnerabilities. It also involves advancing gender-responsive knowledge management to share crucial climate action insights.

Enhance Adaptive Capacities for Vulnerable Communities:



Develop and implement community-based adaptation programs that equip vulnerable communities with the tools and knowledge needed to build resilience to climate change. This approach focuses on co-creating solutions, providing climate-resilient technologies, and ensuring inclusive participation from women, indigenous peoples, and marginalized groups in every step of the adaptation process.

Strengthen ICCASA's Institutional Capacity:



Improve ICCASA's governance, financial management, and partnerships while investing in staff development to ensure operational excellence. This objective aims to enhance ICCASA's ability to effectively deliver on its mission and create lasting impact in climate action and sustainable development.

Build Organizational Capacity for Effective Implementation



Develop a clear, long-term strategic plan that aligns ICCASA's operations with the broader goals of sustainable development. Strengthen resource mobilization efforts and foster continuous organizational learning to ensure that ICCASA can efficiently execute its programs and adapt to evolving climate challenges.

Influence Policies to Reduce Gender Vulnerabilities:



Work with strategic partners to influence global, continental, and national policies that address gender vulnerabilities in climate actions. Key actions include generating gender-disaggregated data to inform policy decisions and developing an advocacy plan to champion gender-responsive climate policies.

Strategic Issues:



Evidence-Based Advocacy and Policy Influence:

Use scientific research and indigenous knowledge to advocate for climate policies that integrate gender-sensitive approaches. Engage in policy dialogues and contribute to global platforms for climate action to influence decision-making.



Gender Mainstreaming in Climate Action:

Ensure that all ICCASA programs are gender-responsive, empowering women and marginalized communities to actively participate in climate resilience and adaptation. Focus on equal access to resources, leadership roles, and decision-making processes within climate actions.



Institutional Strengthening and Capacity Building:

Strengthen ICCASA's capacity through organizational development, staff training, and improved governance and financial management systems. This will ensure that ICCASA can effectively contribute to sustainable development goals, particularly in gender-responsive climate actions.



Community-Based Climate Adaptation Programs:

Implement climate-smart solutions that cater to the unique needs of vulnerable communities, particularly women and indigenous populations. Engage local communities in designing and executing adaptation strategies, ensuring their active participation and ownership of climate actions.



Partnerships and Collaboration:

Forge strong partnerships with governments, NGOs, the private sector, and research institutions to share resources, amplify advocacy, and drive sustainable investments in climate solutions that integrate gender equality.



Monitoring, Learning, and Adaptation:

Establish a robust Monitoring, Evaluation, Accountability, and Learning (MEAL) framework to track the effectiveness of gender-responsive climate actions. Use continuous feedback to adapt programs and ensure that ICCASA's initiatives align with sustainable development goals, especially gender equality and climate resilience.

ICCASA's Theory of Change

ICCASA's Theory of Change (ToC) is built on the principle that climate resilience cannot be achieved without addressing systemic barriers to participation, resource access, and decision-making.

Through data-driven advocacy, co-created solutions, and multi-sectoral partnerships, ICCASA aims to transform climate governance from bottom-up, technical approaches to inclusive, community-led action that empowers women, youth, persons with disabilities, and Indigenous Peoples.

IF ICCASA mainstreams gender, social inclusivity, and diversity by generating gender-disaggregated climate data, strengthening local adaptation, fostering inclusive governance, expanding climate finance for marginalized groups, and leveraging technology for equitable adaptation, and IF all state and non-state actors adopt this intersectional approach, THEN climate actions, policies, leadership, and finance become more inclusive and effective, and ULTIMATELY leading to a systemic shift where climate action is driven by and benefits all people, creating a just, climate-resilient Africa.

Funding the Strategy

Over the next five years, ICCASA aims to raise at least USD 5 million in funding to drive our core business and secure the long-term sustainability of ICCASA. This funding will support our people, systems, and programmes. To achieve this, ICCASA has developed a resource mobilization strategy that outlines the priority financing pathways. The budget is structured with 30% allocated for operations and 70% dedicated to programmes.

We will ensure the organization remains sustainable by pursuing equitable strategic partnerships in the funding landscape, exploring innovative financing models, implementing cost recovery principles, and building a sustainable core funding base. Through these efforts, ICCASA will strengthen its capacity to deliver on its mission while ensuring long-term sustainability and impact.



Building Climate Resilience in Africa through Gender-Transformative and Inclusive Action and Policy.

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