



## WAGGGS Global Strategy Version 1 – Consultation Summary

The first draft of the WAGGGS 2024-2029 Global Strategy was shared with the Movement on January 19<sup>th</sup> 2023.

Following extensive consultation, Version two, shared alongside this document, has been developed with support and strategic input from the World Board and WAGGGS Senior Management Team.

This document outlines the consultations that took place, and how the feedback received has been incorporated into Version two.

### Contents

Consultation summary

Overall feedback

How the consultation feedback has been used

### Consultation summary

#### Member Organisation

- Consultations took place in all four WAGGGS official languages:
  - Workshop 1 English: 64
  - Workshop 2 Arabic 36
  - Workshop 3 Spanish: 23
  - Workshop 4 French: 41
  - Workshop 5 English: 91
- In total there were 255 participants from 81 Member Organisations in attendance. This represents 53% of Member Organisations.
- Approx 42% of participants were under 30.
- Participants were asked their overall impression of the strategy and took part in breakout discussions exploring the various parts of the document: Challenges and Commitments; Goal; Outcomes.
- In addition, they were asked to reflect on WAGGGS offer, in preparation for the survey that was circulated to Member Organisations on 1<sup>st</sup> March 2023.

In addition to the MO consultations, we gathered feedback from stakeholders as follows:

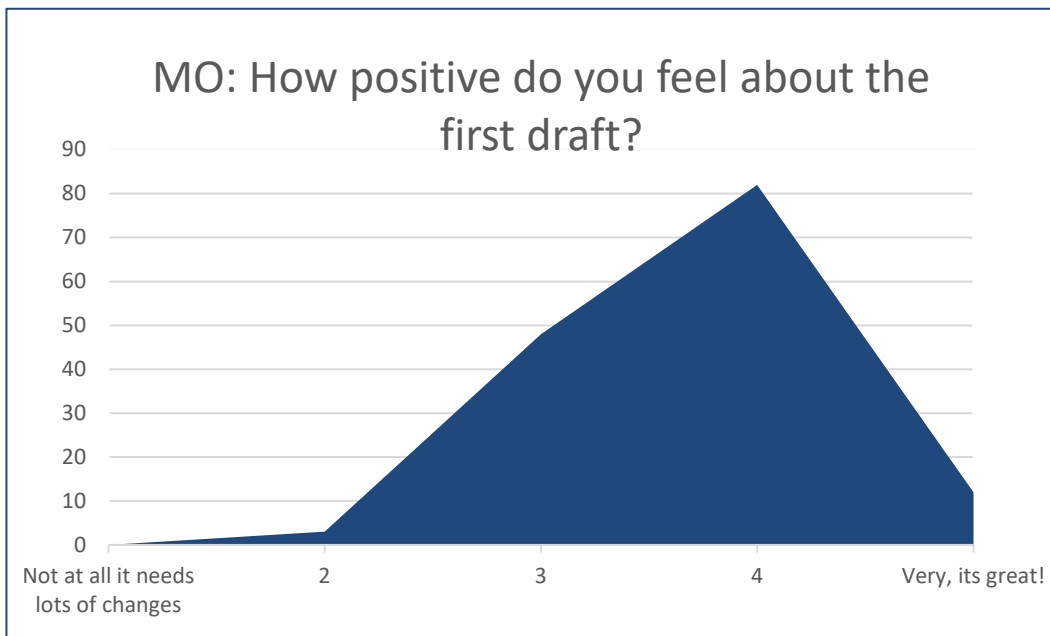
- Consultation workshops with young women who have been closely involved with WAGGGS (as advocacy champions, JLS participants, YESS participants). A total of 58 young women attended across two workshops and gave feedback on the strategy document, and also wider insights on the relevance of Girl Guiding/Scouting and changes they would like to see to the Movement.



- Consultation with 30 senior volunteers (Regional Committee members, other committee members and volunteer leads)
- Staff consultations with 48 WAGGGS staff members from across all departments and across the world.
- Additional conversation and feedback session with WAGGGS Senior Management.
- 13 comments received through email to the [globalstrategy@waggs.org](mailto:globalstrategy@waggs.org) address from volunteers, staff and Member Organisations.

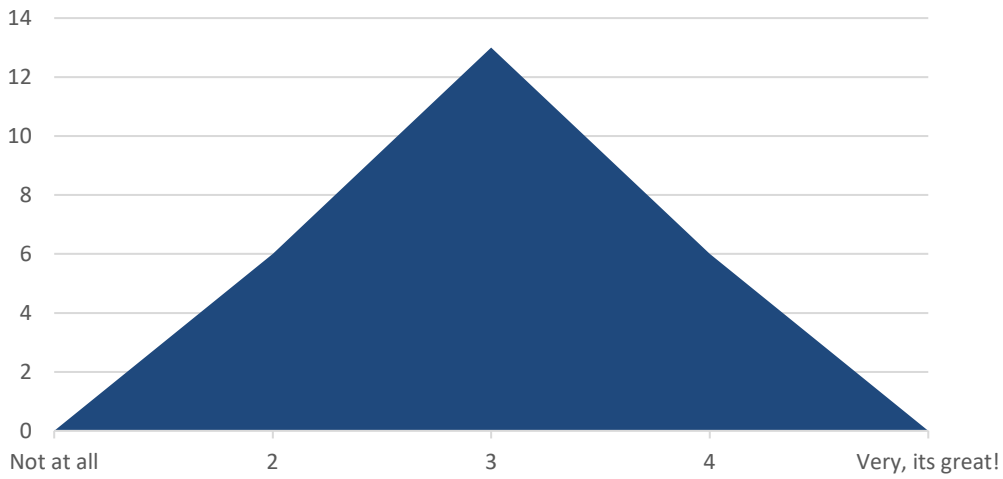
### Overall feedback

Everyone was asked how much they like the first draft - if they feel positive about it. The overall trend across the consultations was that people were generally happy with it and felt it was on the right track with some changes to make. In general, Member Organisations and young women felt more positive than staff and volunteers.

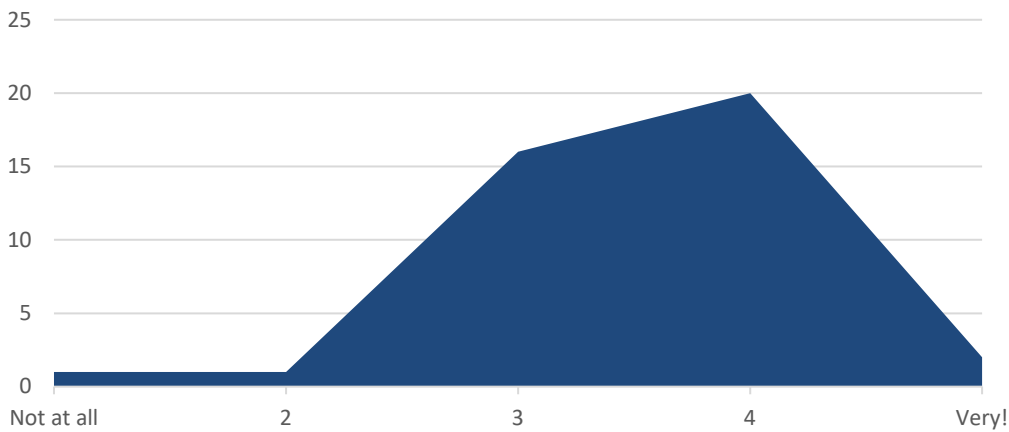


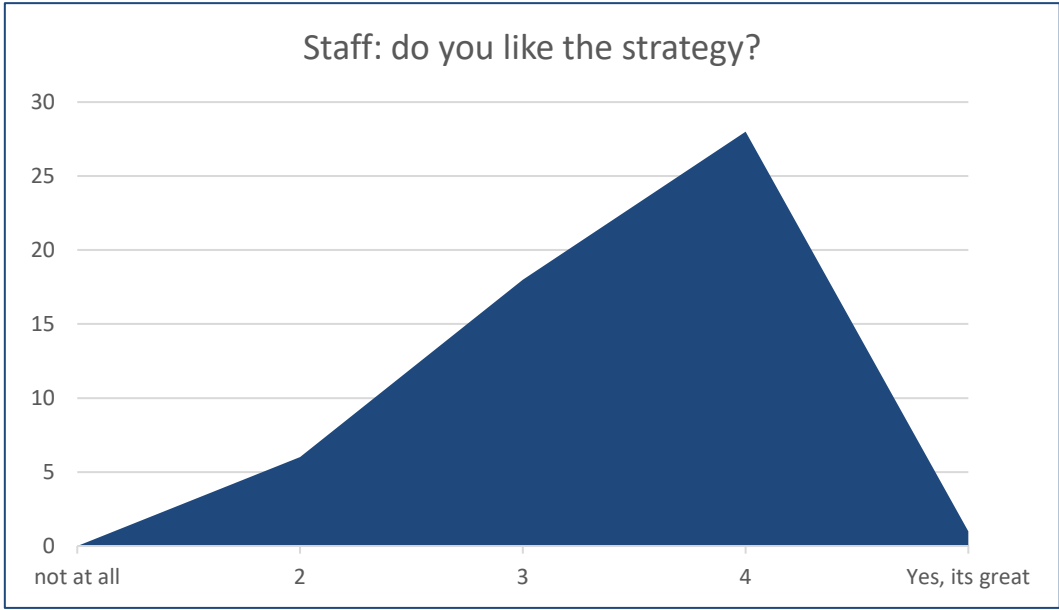


Volunteers: Overall, how positive do you feel about the first draft?



Young Women - how positive do you feel about the first draft?







## How the consultation feedback has been used

Version 2 looks quite different to the first iteration of the strategy based on feedback from across the Movement. The specific areas of feedback are set out below – with corresponding changes made.

Area of feedback	Changes made
<u>Content and direction</u>	
<p><b>Confusing and vague outcomes.</b> It was felt that the outcomes were vague and didn't really outline what we will do or what we will achieve.</p>	<p>We have changed the outcomes to be more explicit about what we will positively achieve for the Movement and provided information on what this means. We are unable to determine exactly which activities will be delivered until we have completed the work on defining WAGGGS future offer – so this detail will remain in the Action Plan.</p>
<p><b>Need for a greater sense of positivity and future focus.</b>  There was shared feeling that it was very focused on challenges, and needed to be more driven, proactive and inspirational, especially to be suitable for an external audience.  It was felt that the document didn't highlight our strengths or what makes us unique.</p>	<p>We have moved the detailed information on challenges facing the movement into a separate context section at the start of the document. The commitments in response to some of the challenges have been moved into the 'strategic principles' section of the strategy to show how we would work on these in a positive, proactive way, underpinning our work.</p> <p>We have added a section on strengths and enhanced throughout our mention of the GG/GS experience and unique NFE method. In addition, we have drafted the key principles section to be in line with our organisational values.</p>



<p>It was felt that whilst we have an important challenge to address with regards to our financial situation, having this as the top outcome, and so central to the goal felt uninspiring.</p>	<p>We have shifted the outcome on being a sustainable organisation to the base of the strategy overview to reflect it as clear enabler and foundation to achieving the others.</p>
<p><b>Transparent</b>          Whilst there was a feeling that the document could be more positive, there was equally shared appreciation of how transparent and open we have been about our financial challenges.</p>	<p>We have kept the financial information in a separate section at the start of the document, so it can be removed in the final version of the strategy for all audiences once the strategy is finalised.</p> <p>We have included reference to our organisational value of 'Transparent' to ensure we commit to continued openness.</p>
<p><b>Reflection of current challenges facing the Movement</b>          It was felt the document could be stronger on its reflection and response to the key challenge of recruitment and retention that is facing the Movement.</p>	<p>We have added more explicit language in the separate context section about the challenges of recruitment and retention facing MOs. We have also made Outcome 2 more clearly relate to MO retention and recruitment.</p>
<p><b>Lacking mention of male members</b>          SAGNOs fed back that the document was missing any mention of boys and young men, so didn't fully reflect their membership.</p>	<p>We have changed the language in parts to relate to 'young people' rather than girls and young women.</p>
<p><b>Commitments lacked detail.</b>          It was felt the commitments that were listed did not adequately outline exactly what this means for how we will operate.</p>	<p>We have shifted these into a section on "Our strategic principles" with some more specific detail on how we will give effect to these principles. We have also linked the principles to the organisational values to show how they are integral to how we work.</p>
<p><b>Commitments to being girl-led.</b>          It was felt that we were not showing adequate clarity or commitment in how we will be girl-led.</p>	<p>We have added more specific and committed language under Outcome 1 about how we will improve meaningful participation of girls and young women. In addition, we have given more detail in the strategic principles section about how we will be girl-led.</p>



<u>Clarifying purpose</u>	
<p><b>Reference to Compass</b> Where we used Compass 2032 – the long-term (12-year) vision for the Movement – as an assumed reference, we saw some confusion from stakeholders who were less familiar with it. This meant that the overall purpose of the strategy - the WAGGGS Global Team contribution to the Compass 2032 vision - was not fully understood.</p>	<p>We have added a specific section reminding readers what Compass 2032 is, and how WAGGGS and MOs should be aligning our strategies to it, supported by a visual.</p> <p>We have also removed the mention of Compass 2032 from the Goal and Outcomes, instead writing out the specifics of what we aim to achieve.</p>
<p><b>Who the strategy is for</b> There was some confusion about who was responsible for delivering on this strategy – with some Member Organisations sharing that they thought it was for them. This strategy is the for the WAGGGS Global Team to deliver on.</p>	<p>We have added specific text to explain how this strategy is for the WAGGGS Global Team, and how it contributes to Compass 2032. We have also added a visual explaining how WAGGGS strategy sits alongside MO strategies, all pointing to Compass 2032.</p>
<p><b>Who we work with</b> There was some confusion about the language we used to refer to working directly with girls and young women as well as with Member Organisations.</p>	<p>We have added text and a supporting visual to show how WAGGGS interacts with both MOs and young women and volunteers, with an explanation of how we engage directly with Young Women to bring benefits to Member Organisations.</p>
<u>Accessibility</u>	
<p><b>Expensive to print</b> Many young people mentioned that the textboxes made it difficult and costly to print.</p>	<p>We will create a low-cost print version of the final document that can be printed in black and white only.</p>
<p><b>Complex language</b> The consultations highlighted that the first draft of the document contained a lot of jargon, especially in the section on finances. They reflected that if we are aiming to be girl-led and improve spaces for meaningful participation in the strategy process, we need to ensure our documents are more accessible for a youth audience and for ease of translation.</p>	<p>We have put more terms into the glossary, simplified the language and put a glossary per page to help the reader work through the document more easily. We also added visuals and made the financial information in the context section simpler.</p>