Introduction

The PATH Gender Strategy 2025 articulates our mission, vision, principles, and actions to drive gender equity in health.

Gender equity in health exists when individuals of all sexes, gender identities, and gender expressions receive fair treatment and access to the health opportunities and benefits that reflect their needs and expectations.
Climate change and women’s health

We stand at a crossroads in global public health caused by climate change, humanitarian crises, and legislations that are taking away women’s reproductive health rights. These conditions create significant health disparities, especially for women and girls, and hinder opportunities to advance health equity.

Decreased crop yields, clean water shortages, and natural disasters created by climate change exacerbate gender inequities that place women and girls at particular risk for poor health.

PATH is supporting gender-responsive and resilient health systems to mitigate and adapt to the negative effects of climate change on global health outcomes.

Women’s health

At the innovation investment level (health supply), women’s health has been consistently undervalued, leading to chronically under-resourced innovations and investments to meet their needs.

At the health innovation uptake level (health demand), inequitable gender norms negatively impact women’s health knowledge, access to resources, and decision-making power in ways that directly limit their health.
Problem statement

Where gender inequities persist, health inequity persists. Inequitable gender dynamics can influence who seeks care, who can access care, and the quality of care they receive.

Gender-related beliefs, discrimination, and access to resources influence who can occupy a leadership role and how health care innovations such as medical products, clinical guidelines, and testing protocols are developed.
Purpose statement

We are working toward a world where everyone has a fair chance at being healthy, no matter their gender.
How the Gender Strategy 2025 maps to PATH's strategy

PATH 2025

- Our mission
- Strategic priorities
- Change strategies
- Path to execution
- Strategic objectives

Influence: Leverage our capabilities to advance women's leadership, build partnerships that advance gender equity, and influence change in the global health sector.

Impact: Generate gender-related insights, advance women's health innovations, and address gender bias and barriers to improve health outcomes for all.

PATH Gender Strategy 2025
Our value proposition and role in driving gender-inclusive health outcomes

As a global health organization working in over 70 countries, we will leverage our reach, capabilities, and expertise to drive gender-inclusive health outcomes in the communities that we serve through our value proposition and by serving in the following four roles:

**Advocate and influencer**
We use our local and global influence to advocate for policies, solutions, and investments that address the root causes of gender inequity in global health programs.

**Technical expertise partner**
We build the capacity of our teams and provide our partners with the technical expertise to design, implement, and evaluate impactful gender-equitable health programs.

**Trusted strategic partner**
We collaborate with governments, ministries of health, and civil society to change gender norms, power relations, and equitable access to health, services, and innovations for women, men, and gender-diverse individuals in the communities we serve.

**Innovator**
We engage teams, countries, and communities in the end-to-end design process to develop and scale gender-inclusive health solutions and interventions.
Gender strategy framework

ASPIRATION

STRATEGIC PRIORITIES

INTEGRATION
- Integrate gender into our business strategy.
- Expand gender-related tools and capabilities.
- Increase teams’ use of gender integration approaches.

INFLUENCE
- Leverage communications and advocacy.
- Advance women’s leadership.
- Build partnerships.

IMPACT
- Generate insights and data on gender.
- Address gender bias and barriers.
- Advance women’s health and innovation.

STRATEGIC INITIATIVES

ENABLERS

FOUNDATION

Purpose & Vision
Working toward a world where everyone has a fair chance at being healthy, no matter their gender

Guiding principles
Gender focal points, communications, DEI (diversity, equity, and inclusion), business development, evidence, partnerships

PATH's mission, culture, people, policies, resources, leadership accountability
Guiding principles

People centered
People are at the heart of PATH’s commitment to equity in programming, including our DEI (diversity, equity, and inclusion) programs for PATH staff, partners, and communities. Our vision for gender equity in health means keeping the rights and voices of individuals and communities front and center in everything we do.

Impact driven
Our work leverages and helps build the evidence base on gender inequities in health leadership, health service access, health outcomes, and the most effective options for addressing gender inequity, including gender-based violence.

Gender inclusive
Gender is not synonymous with women and girls. Anyone can experience health inequities based on gender-related norms, expectations, and barriers to services. We advance health equity for all, regardless of sex, gender identity, and gender expression.

Collaborative
Gender equity in health can only be achieved by joining forces. Our work reflects the PATH Strategy 2025 change strategies for cultivating respectful partnerships and channels diverse gender expertise and shared decision-making in projects and PATH’s internal gender-related initiatives.

Transformative
We seek to transform inequitable gender norms, attitudes, and behaviors within PATH and throughout our programs. In projects that do not explicitly involve gender-transformative technical approaches, we are committed to gender-responsive programming and innovations at a minimum.

Intersectional
We address overlapping layers of identity based on gender identity, ethnicity, age, religion, ability, socioeconomic status, and other factors, which means that we consider gender-related barriers and opportunities across these dimensions.

Gender equity guiding principles
**Gender–strategic priorities 2025**

In 2024–2025, we will focus on integrating gender across our business strategy, leveraging our communications, advocacy, and partnerships to inspire change in our sector, generating insights, and addressing gender bias and barriers to improve health outcomes for all genders.

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<thead>
<tr>
<th>INTEGRATION</th>
<th>INFLUENCE</th>
<th>IMPACT</th>
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<tbody>
<tr>
<td>Integrate gender into our business strategy across people, business practices, and global health programs.</td>
<td>Leverage communications and advocacy to elevate PATH's reputation and thought leadership on gender in global health.</td>
<td>Address gender bias and barriers to improve health outcomes for women and gender-diverse people.</td>
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<tr>
<td>Develop tools, resources, and frameworks for gender integration to strengthen the capacity and capabilities of our teams to integrate a gender-intentional lens across all our programs and innovations.</td>
<td>Advance women in leadership at PATH and in our work.</td>
<td>Generate evidence and insights on health disparities based on gender, collect and measure sex-disaggregated data in our programming, and evaluate programs based on gender integration frameworks.</td>
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<tr>
<td>Increase uptake of teams using a gender integration framework at the outset of new projects.</td>
<td>Build partnerships and collaborations to advance gender equity with our partners and in our programs.</td>
<td>Advance a portfolio of innovations on women’s health, informed by women, and ensure all innovations we develop are gender responsive.</td>
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## Gender priority 1: Integration

<table>
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<tr>
<th>Strategic priority:</th>
<th>Our business strategy will integrate gender across people, business practices, and global health programs.</th>
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<tr>
<th>2024–2025 goals:</th>
<th>Integrate gender in our business strategy across people, business practices, and global health programs.</th>
<th>Develop gender integration tools, resources, and frameworks to strengthen the capacity of our teams.</th>
<th>Increase teams' use of a gender integration framework at the outset of new projects.</th>
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### Initiatives:

- **Embed gender within the Diversity, Equity, and Inclusion strategy, a key PATH 2025 Strategy enabler.**
- **Integrate gender within organization-wide impact measurement.**
- **Partner with teams to elevate gender in all our work.**
- **Ensure all country programs have a gender focal point (person).**
- **Create and launch a gender integration guidance document.**
- **Develop topic-specific gender integration overview guides per program needs.**
- **Develop project planning guidance to support proposal teams in gender-intentional design (e.g., gender-responsive M&E [Monitoring and Evaluation] plans).**
- **Train proposal teams to use the Gender Integration in Proposals review tool.**
- **Expand gender technical capacity-strengthening efforts through learning and mentorship programs.**
- **Update the gender technical assistance request process and tracking system.**
- **Build the capabilities of the gender focal points on gender integration.**
## Gender priority 2: Influence

### Strategic priority:
Leverage our capabilities to advance women's leadership, build partnerships that advance gender equity, and influence change in the global health sector.

### 2024–2025 goals:
| Leverage communications and advocacy to elevate PATH's reputation and thought leadership on gender in global health. |
| Advance women in leadership at PATH and in our work. |
| Build partnerships and collaborations to advance gender equity with our partners and in our programs. |

### Initiatives:
- Develop PATH’s gender communications and media assets.
- Co-author with in-country partners on thought leadership reports and articles focused on gender equity in health.
- Identify, understand, and address barriers to women’s career advancement at PATH.
- Conduct a gender pay gap analysis.
- Develop programs, policies, and pathways that advance women’s leadership at PATH.
- Invest in and expand the Women at PATH people resource groups and gender technical staff.
- Increase the number of women in leadership across all our regions and programs.
- Expand strategic partnerships to address inequitable gender norms and advance key gender-responsive innovations.
- Identify feminist-, LGBTQI (lesbian, gay, bisexual, transgender, queer/questioning [one’s sexual or gender identity], and intersex), and women-led organizations for targeted proposal partnership opportunities.
- Join and be part of global coalitions and memberships that advance gender equity in global health.
## Gender priority 3: Impact

<table>
<thead>
<tr>
<th>Strategic priority:</th>
<th>Generate gender-related insights, advance women’s health innovations, and address gender bias and barriers to improve health outcomes for all.</th>
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<tr>
<td>2024–2025 goals:</td>
<td>Generate evidence on health disparities based on gender and collect and measure sex-disaggregated data. Address gender bias and barriers to improve health outcomes for women and gender-diverse people. Advance a portfolio of innovations on women’s health and ensure all innovations we develop are gender-responsive.</td>
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<tr>
<td>Initiatives:</td>
<td>Systematically collect, analyze, and report sex-disaggregated data in our projects. Conduct context-specific gender analysis. Launch gender metrics guidance for programs. Incorporate gender-responsive indicators in project monitoring and evaluation. Annually report on our gender equity progress, internally and externally. Increase awareness and understanding of sex-based differences, biases, and barriers. Support policies that will advance women’s and gender-diverse people’s health. Apply a gender-intentional lens in the design of global health programs to reduce biases and barriers to women’s health. Launch and leverage male allyship programs that challenge gender norms. Improve our Global Health 50/50 index scores. Embed gender considerations in PATH Scientific Merit Review, clinical trials, and research ethics. Support development or validation of innovations that address women’s health issues. Co-create a gender-responsive framework for human-centered design to address the health needs of women, girls, and gender-diverse groups.</td>
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### 2021–2025 gender equity commitments

<table>
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<tr>
<th>%</th>
<th>Description</th>
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<tr>
<td>50%</td>
<td>At least 50% of all country program senior management teams are women.</td>
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<tr>
<td>30%</td>
<td>30% increase in the number of proposals that have integrated gender or gender-responsive approaches.</td>
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<tr>
<td>20%</td>
<td>20% increase in the number of new projects that include women-led or gender-diverse organizations.</td>
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<tr>
<td>25%</td>
<td>25% increase in the number of applicable PATH-led project teams that include a gender-diverse technical team member.</td>
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<tr>
<td>0</td>
<td>Zero gender pay gap.</td>
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<tr>
<td>x2</td>
<td>Double all applicable projects that collect, report, and use sex-disaggregated data.</td>
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