



**Make Justice and Equity
Core to your Agenda**



**Agenda - A Gendered Approach to
Social Action**



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So, what's your agenda?

Let's Reset your Development Agenda
to be more inclusive, to be intentional
and to be truly impactful

WHAT WE DO

Equip

We equip you with essential tools to embed gender and inclusion deeply within your impact.

This goes beyond outreach, helping you reach and resonate with the right people to create meaningful, lasting change.

Enable

We ensure the strategies we co-create become fully yours, empowering your team with the knowledge and skills for self-sustained impact.

Why this handbook

Building new partnerships—and even exploring potential ones—calls for clarity, conviction, and a shared commitment to meaningful impact.

In the pages that follow, we'll outline our vision, core values, and the ways we can become a catalyst for your goals. Whether you're a civil society organisation advancing transformative programmes or a funder looking to drive impactful investments, we are here to equip you with the strategies and tools to amplify holistic social action.

Our mission is to champion social action that advances justice and inclusion. Will you join us on this journey?



Implementers

Donors

Ecosystem



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What makes Agenda Relevant

BODY OF INDIVIDUALS



Agenda is set up to build the best from individuals experiences into the collective. Our team is a group of passionate feminists who represent various bodies of work, who have come together to drive a meaningful coalition.

This means that we are a group of individuals who have come together to intentionally create a space to build a coalition approach to social action. To change the Agenda from being individualistic to becoming collective.

PROBLEM SOLVING AND NOT RUNNING PROJECTS

Our work is focused on eco-system building as much as supporting individual organisations to get there.

This means that we will be conscious to bring allyship among organisations who work on problem solving, so that there is concerted efforts to explore together rather than suffer in a silo.

SHIFTING POWER



When problem solving happens together, it is easier to shift power equations between resource holders and resource seekers.

This means that collaborative efforts will see higher success not just with the outcomes but also with your partnerships.

Our Core Values



Inclusion - Inclusive change is our foundation; we ensure no voice is left unheard, taking unconventional paths if needed to reach those often overlooked



Empathy - Empathy grounds our leadership, guiding each decision and action towards solutions that truly resonate with all stakeholders.



Solidarity - Solidarity is our promise to stand with you, valuing your time, efforts, and our partnership. We are fully committed to our shared goals, and our solidarity is reflected in the depth of our collaboration and the impact we achieve together.



Joy - Joy is at the heart of our work, bringing warmth and positivity even through complex challenges. We intentionally weave joy into our values, making the journey fulfilling and uplifting—not just for our team, but for yours as well.



Gender Justice - We are committed to a gender-just world, challenging inequalities and empowering all genders to thrive equally. Gender justice isn't just our goal—it's the foundation of every solution we create.



VISION

We envision a world where social impact is driven by inclusive, just solutions, fostering a feminist learning culture, people-centred partnerships, and a commitment to sustainable progress.

Take a multi-pronged approach towards sustainable development



Approach problems with the lens of inclusion and justice



Use knowledge as a key tool



GENDER-JUST SOCIAL ACTION

The Agenda Approach

FEMINIST SOLUTIONS FOR LASTING IMPACT

1 Inclusion

- Programming for Impact
- Engagement Tools + Techniques
- Building Team Capacities
- Embedding Inclusive Culture
- Facilitating Transformative Discussions

2 Strategy

- Driving Outcomes and Impact
- Strategic Systems Change
- Deep Problem + Root Cause Analysis
- Scaling Effective Solutions

3 Partnerships

- Strengthening Fundraising Capabilities
- Building Powerful Coalitions
- Community-Centred Partnerships
- Nurturing Learning Circles for Donor and Partner Collaboration

4 Feminist Finance

- Gender Transformative + Impact-Driven Budgeting
- Enabling Donors via Strategic Insight
- Ethical and Value-driven Finance

5 Feminist Outcomes

- Building Community-Focused Outcomes
- Defining Indicators and Intermediary Results
- Theory of Change Mapping
- Comprehensive Data Collection and Analysis

6 Feminist Narrative Building

- Crafting Purposeful Communication Plans
- Developing Persuasive Proposals
- Empowering Storytelling
- Strategic Social Media for Impact

7 Feminist Legal Support

- Creating Strong Contracts
- Reviewing MoUs and Legal Documents
- Providing Feminist Policy Guidance

8 Feminist Org Building

- Fostering Inclusive Leadership
- Building Organisational Capacities
- Implementing Outcome-Focused Structures
- Developing Inclusive Policies

Our Three Pronged Agenda

Institutional Muscle



- Empowering institutions to achieve their SDGs through a foundation of inclusion and justice.
- Strengthening processes, systems, and structures within CSOs to foster intentional and ambitious impact.

An institution that employs tech for social impact and scale (factoring for fundamental accessibility rights of people with disabilities and digital gender divide- both within the organisation and target audience) is transformative, just and inclusive

Programme Delivery



- Designing programmes that reach the most marginalised, ensuring impact through gender, climate, and inclusion lenses.
- Supporting organisations in crafting scalable interventions that align with their Theory of Change (ToC).
- Empowering teams to achieve more with efficiency and ease.

A program that includes pad distribution (by designing for information that enables autonomous choices, basket of products, product supply chains and menstrual waste management) is enhanced in intersectional feminist design

Ecosystem Building



- Supporting ecosystem builders with knowledge, tools, and pathways to amplify their social impact.
- Delivering in-depth insights to guide impactful decision-making.
- Conducting due diligence and onboarding to strengthen partnerships.
- Providing tools and resources to deepen and sustain impact.

A program that brings stakeholders in a specific ecosystem (that centres voice, opportunity creation and organisational development of grassroots, resource starved experts and equally enables those stakeholders with resources at hand) for collective advocacy and action for a healthier, cohesive and agenda driven ecosystem

Intersectional Gender Justice

At Agenda, we believe that true gender justice requires an intersectional approach—recognising that identities are complex and interconnected, and that these intersections shape people's unique experiences of privilege, oppression, and discrimination

Why Intersectionality Matters?



Intersectionality acknowledges that factors such as race, gender, class, sexuality, and ability interact to shape people's experiences. Without this approach, solutions to social issues risk being incomplete or even harmful, as they may overlook the unique challenges faced by those with overlapping marginalised identities.

By adopting an intersectional approach, we ensure that solutions are inclusive, equitable, and address the root causes of inequality in a holistic and nuanced way.

Defining Gender Justice

Gender justice envisions a world of equality, respect, and fairness for all, regardless of gender. It dismantles systemic barriers and addresses gender-based inequalities to ensure equal opportunities, rights, and resources.

Core Principles of Gender Justice:

- Challenging Power Structures: Tackling the social norms and power dynamics that perpetuate discrimination.
- Promoting Equal Rights: Advocating for equal access and rights in all areas for women, non-binary, and gender-diverse individuals.
- Amplifying Marginalised Voices: Uplifting voices historically sidelined, fostering an environment where everyone can thrive.

Our Path to Gender Justice

Gender justice is a collective journey. It requires commitment to creating a society free from discrimination, violence, and oppression, where every individual has the support to reach their potential.

Join us in building a just and equitable world, where intersectional solutions lead to inclusive, sustainable change.

Climate Equity for All

Understanding Climate Justice

Climate justice recognises that the impacts of climate change disproportionately affect marginalised communities—particularly in the Global South, among women, indigenous populations, and low-income groups.



It views climate change as a human rights issue, calling for solutions that not only advance environmental sustainability but also uplift the most vulnerable.

The Role of Intersectionality

An intersectional approach to climate justice acknowledges how identities like gender, race, caste, and class interact to shape unique vulnerabilities. For example, rural and indigenous women often rely on natural resources for their livelihoods.

When these resources are depleted, they face heightened risks of economic insecurity, exploitation, and violence. Development strategies must therefore prioritise community resilience, alternative income sources, and inclusive decision-making.

Avoiding the Reinforcement of Inequities

An intersectional approach underscores that climate solutions must address existing inequities rather than reinforce them. Projects like renewable energy initiatives should be carefully designed to avoid displacing marginalised communities or widening social and economic gaps.

Justice-oriented solutions prioritise fairness, ensuring that environmental benefits reach those historically disadvantaged and align with social equity.

Our Path to Climate Equity

Climate justice is a shared commitment. It calls for actions that not only address environmental challenges but also repair historical inequities, creating a world where every community can thrive with dignity and resilience.

Join us in fostering a just and sustainable future, where intersectional solutions drive inclusive, lasting impact for both people and the planet.

Spaces for Collaboration and Impact



Changemaker Circles

Quarterly meet-ups in Bangalore bring together problem-solvers who are passionate about social action. These curated sessions are a space to learn, share ideas, and contribute to the ecosystem with like-minded changemakers.



Champion Spotlights

Our monthly online interviews spotlight champions of change, offering a deep dive into their journeys and insights. These conversations open doors to new partnerships and opportunities, while creating a platform for others to learn from their experiences.



Donor Dialogues

Navigating the world of grant-making can be complex, with ethical considerations and questions around impactful support. These donor meet-ups offer a space to connect, learn, and exchange insights with peers, helping to clarify approaches and outcomes.



Meet The Collective

Priya Varadarajan

Priya began her journey in gender justice with a simple question: why can't women access spaces freely? This led her to establish Durga 14 years ago. Seeking deeper grassroots insights, she then spent six years with the Azim Premji Foundation, where she recognised that without prioritising SDG 5, true progress on any Sustainable Development Goal would be limited. This realisation brought her to Co-Impact, where she spent two years learning about gender and intersecting injustices across race, geography, and religion. Now, she embarks on a new chapter focused on designing interventions, developing strategies, and bridging knowledge gaps to drive lasting change in the sector.



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Devina

Devina brings over a decade of experience in advancing gender and inclusion, using behavioural science and digital anthropology to design just and equitable systems.

Her work spans South and Southeast Asia, North America, and Africa, leading cross-domain programmes that centre the perspectives of vulnerable and marginalised communities.

As co-creator of Agenda, Devina fosters inclusive, feminist futures, ensuring that diverse voices shape research, leadership, and programmatic outcomes.

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Meet The Collective

Sonya Fernandes

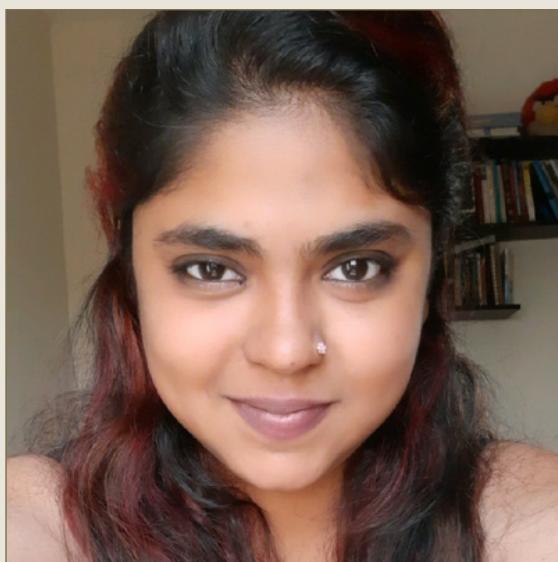
Sonya brings extensive expertise across South Asia's non-profit, research, and philanthropy sectors, with a focus on decentralised clean energy, renewable energy investments, and the food-water-energy nexus. Her career includes roles at TERI (The Energy and Resources Institute), REEEP (Renewable Energy and Energy Efficiency Partnership), and REN21, where she led the REEEP South Asia Secretariat and co-founded PFAN (Private Finance Advisory Network).

She has collaborated with over 200 NGOs and social enterprises, evaluating program models, leadership, and funding strategies. Her work has helped secure over \$11 million in grant funding, and she has established strategic plans, grant-making initiatives, and operational frameworks for impactful philanthropy.



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Bharti Kannan



Bharti brings her 12 years of experience in gender rights (across Gender Based Violence, Menstrual Health and Hygiene, Sexual and Reproductive Health, Feminist Technology and Digital Rights, Climate Change).

This intersectional work comes from founding and leading Boondh-a menstrual health hybrid social enterprise that uses sustainable products as a tool to advocate for health and climate just menstrual programming and policy ; leading and scaling TechSakhi- a multi lingual, omni channel digital informational helpline for women, girls, trans in tier 2 and 3 cities, specifically on TfGBV; thereby allowing her to be and continue to learn to be a feminist leader, social entrepreneur, strategist, program/project/product developer & manager, fundraiser, marketeer, evaluator.

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PRODUCTS

PROGRAM DESIGN
OUTCOMES MAPPING
EVALUATIONS
PROPOSAL BUILDING
ECO-SYSTEM BUILDING
CURATED LEARNING CIRCLES
ONE ON ONE CATCH-UPS
LEARDERSHIP PLAN
CAPACITY BUILDING
SECTOR REPORTS
VULNERABILITY MAPPING
SYSTEMS CHANGE DESIGN
EVENT CURATION
NARRATIVE BUILDING