

# Women in Global Health Chapters

## Interest Guide

A global movement with the largest network of women and allies working to challenge power and privilege for gender equity in health.



**WGH** | WOMEN IN  
GLOBAL HEALTH

Hello and Greetings from WGH,

Women in Global Health (WGH) was founded in 2015 when four women in the health sector met on social media outraged that women are the majority in the sector but hold only a minority of global health leadership roles. Today, we are a registered 501(c)(3) nonprofit organization with 47 Chapters in 43 countries, over 6,000 members, and 100,000 supporters in over 100 countries. We are the largest and loudest women-led movement demanding gender equity in leadership, career opportunities, and pay; safe and decent working conditions; and gender equity in Universal Health Coverage and health emergency preparedness and response. We build alliances and our own movement so women in global health will be heard. We are working towards a world that enables women from all regions to be leaders in global health and catalysts for better health for all.

WGH works with global health organizations to encourage stakeholders from UN agencies and other multilateral organizations, governments, civil society, foundations, academia and professional associations, and the private sector to achieve gender equality in global health leadership through their spheres of influence.

This document is intended to give you an overview of the WGH chapter development process: Background, Vision, How to Start a Chapter, Chapter Responsibilities and more. You can learn more about our existing chapters at our [website](#).

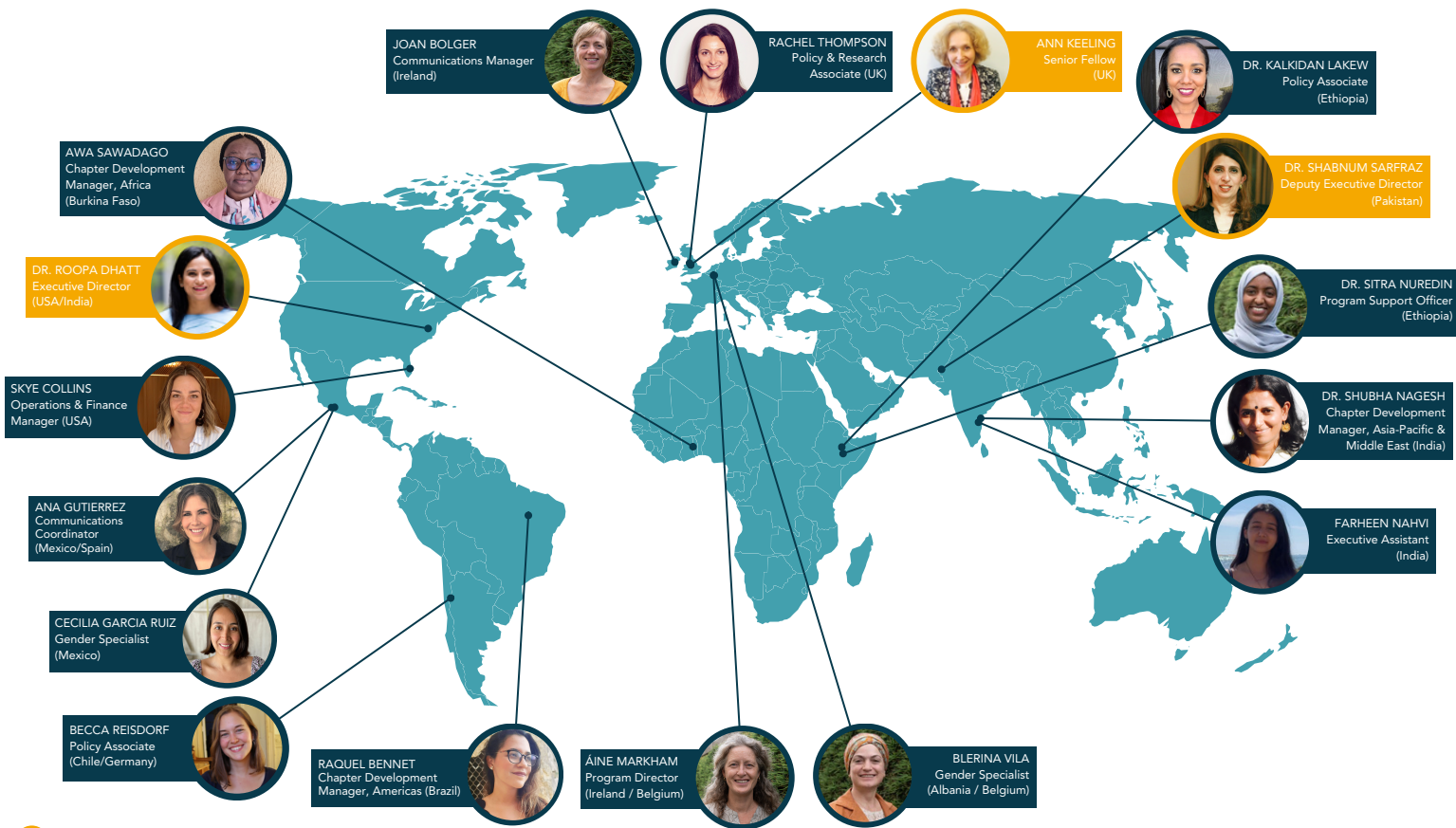
If chapter development seems right for you after reviewing this document, please let our Chapter Development Team know – [membership@womeningh.org](mailto:membership@womeningh.org) – so we can note your interest and let you know if there are any other interested groups in your country.

Sincerely,

Dr. Roopa Dhatt  
Executive Director  
Women in Global Health  
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# Women in Global Health Team




SENIOR LEADERSHIP

# Chapter Development Team

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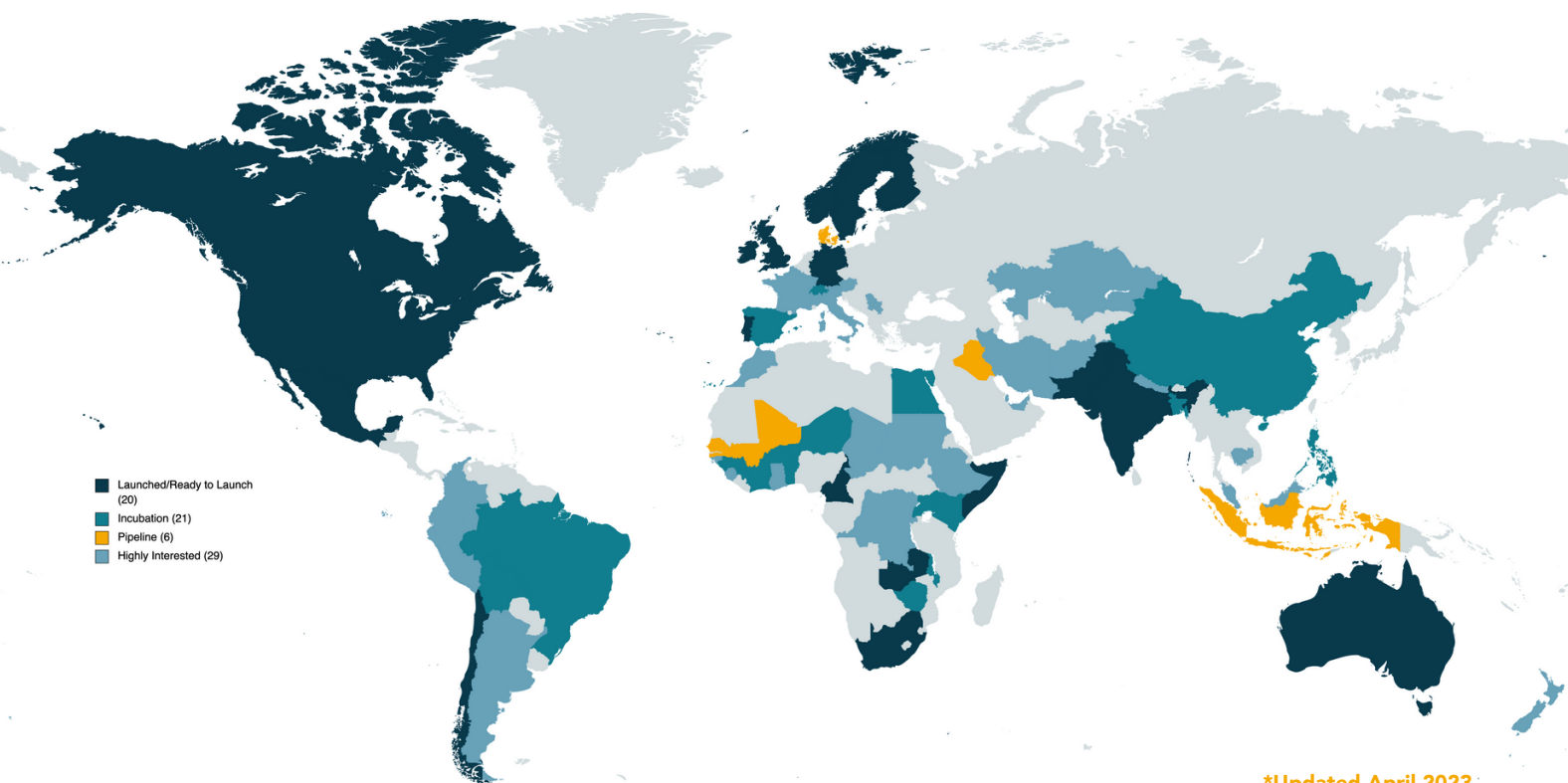
# Interested in Forming a Women in Global Health Chapter? Learn more about us!

Women in Global Health (WGH) is an organization built on a global movement with the largest network of women and allies working to challenge power and privilege for gender equity in health. It has Chapters in 43 countries, with a strong presence in low-and middle-income countries. The global team and its network of chapters drive change by mobilizing a diverse group of emerging women health leaders, by advocating to existing global health leaders to commit to transform their own institutions, and by holding these leaders accountable.

WGH chapters have been established in the following countries:

Australia, Bangladesh, Benin, Bolivia, Brazil, Burkina Faso, Cameroon, Canada, Chile, China, Côte d' Ivoire, Egypt, Finland, Germany, Guinea, India, Ireland, Senegal, Mali, Kenya, Malawi, Niger, Nigeria, Norway, Pakistan, Iraq, Mexico, United Arab Emirates, Argentina, Austria, Philippines, Portugal, Somalia, South Africa, Spain, Sweden, Switzerland, Togo, Uganda, UK, USA, Zambia, and Zimbabwe. WGH also has the following regional affiliates: Africa Hub, European Chapters Initiative, Francophone West Africa Regional Chapter, Asia-Pacific, North America and Latin America Hub.

## Our Global Movement



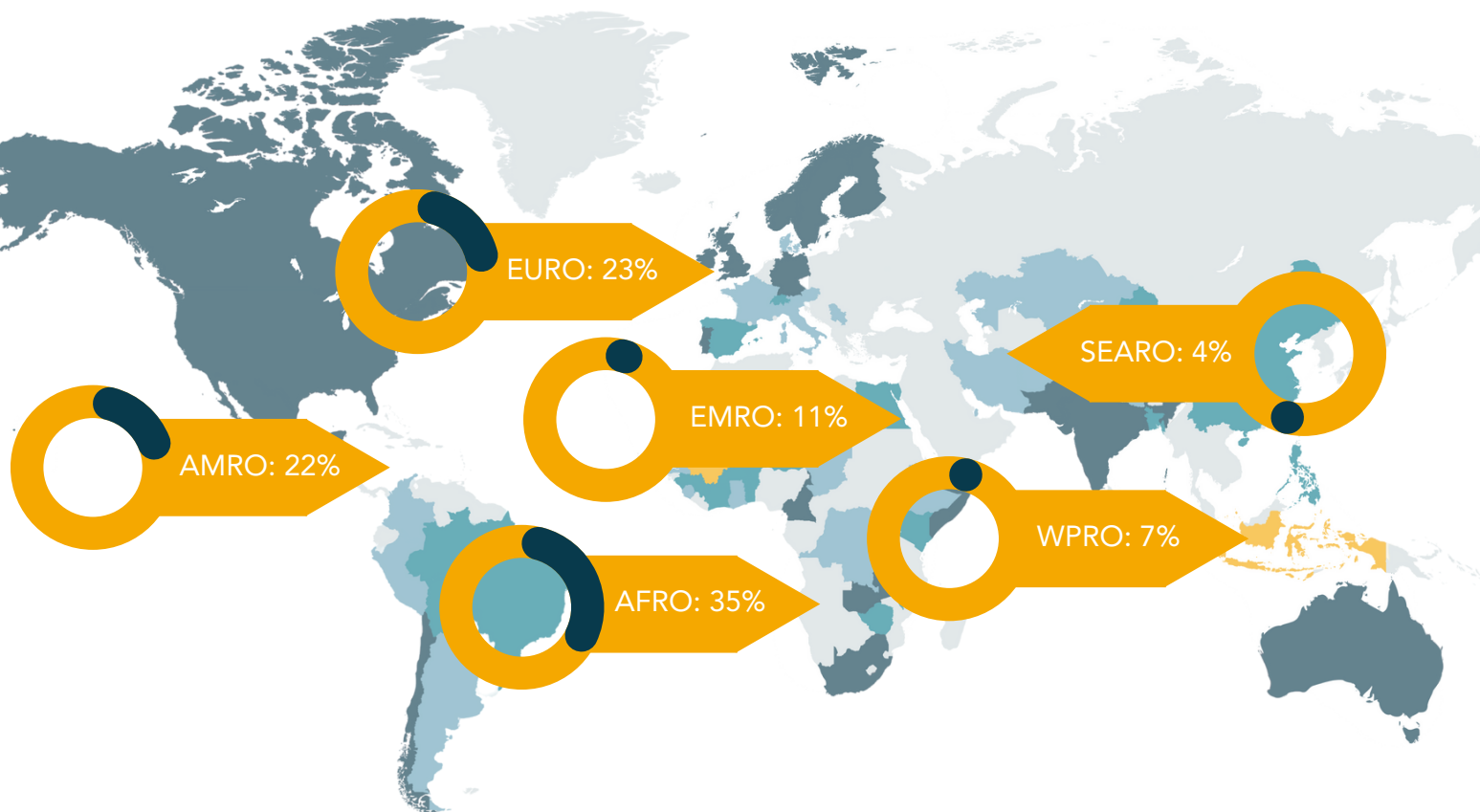
\*Updated April 2023

WGH was launched as an informal virtual network in 2015. The Co-founders were early career women working in global health, including our Executive Director, Dr. Roopa Dhatt. Within two years, the founders decided to formalize the organization to provide a firm foundation for a fast growing global movement. In particular, we listened to women all over the world who wanted to form nation-level chapters linking global advocacy with national experience and establishing a network to share knowledge to strengthen global health.



Heroines of Health 2019

In November 2017, WGH registered as a non-profit in the US, however, we are a global network and international organization. It is our goal to support the launch of 50 WGH chapters by 2023, with 70% in low-middle income countries (LMICs) elevating the voices of women and highlighting on a global level the perspectives and experiences of those who are underrepresented, particularly women from low-income countries.



WGH began with three chapters in Europe. WGH Germany was the first national chapter and was launched in January of 2018 in Berlin. The launch, hosted by the Ministry of Health and Development Agency, was attended by over 100 individuals. Organized by a core team of 10, with Patron Professor Ilona Kickbusch and Founder Dr. Sabine Ludwig, the chapter held quarterly meetings, an annual summit, and meet and greets during their first year. In November 2018, WGH Norway was launched and WGH Sweden launched in January 2019.



Launch of the WGH Germany Chapter in 2018 in Berlin, Germany

## What have WGH Chapters accomplished?

WGH Chapters around the world have made tremendous progress in achieving gender transformative policies in the health and care sectors. Our Chapter members have led advocacy campaigns, taken up global health leadership roles and organized bi-lateral meetings with Health Ministers to advance gender equity in the past year.

- WGH Burkina Faso supported the Ministry of Health and Public Hygiene (MSHP) in launching the Human Papilloma Virus (HPV) vaccine campaign and introducing the cervical cancer prevention program into the Expanded Programme on Immunization (EPI). A memorandum of understanding has been established with the MSHP since September 2022.



WGH Burkina Faso



WGH Zambia

- WGH Zambia Chapter was officially launched in June 2022 with a face-to-face event that was graced with the presence of the Minister of Health Honorable Sylvia Masebo who committed to supporting the Chapter towards its goals.
- In March 2022, WGH Sweden, Spain, Norway, Switzerland, Ireland and Germany organized a webinar to evaluate response plans, public health measures & explore policies that support women's empowerment during pandemics.

- WGH Ireland participated at the Irish Global Health Network (IGHN) Conference in 2022 and led advocacy efforts to ensure that Gender Equity was championed across the IGHN Annual Conference on 'Humanity and Health: Global Imbalance and Social Inclusion.'
- WGH DC, Georgia, Seattle and Mid-West Chapters hosted a webinar to assess the National Strategy on Gender Equity and Equality featuring key US government global health and foreign policy leaders to unpack the U.S Administration's new gender strategy.
- WGH India had their first in-person event in November, 2022 attended by WGH Executive Director, Roopa Dhatt and explored opportunities to enhance women leadership in global health.
- WGH Pakistan worked on generating data & evidence on sexual exploitation in the healthcare setting and is implementing research on 'Workplace Exploitation in Healthcare Sector' partnered with four research institutions to implement the study in 2023.



WGH India

- WGH Niger organized a training on issues related to gender based violence in the country with 25 participants that included healthcare workers, community members and other representatives from civil society organisations during the 16 days of activism in November 2022.
- WGH Chile launched a podcast "Voces de la Salud" (Voices in Health) to raise awareness on the important topics related to women leadership in global health. The Chapter was invited to serve in the Country's Gender Advisory Council, hosted by the Ministry of Public Health.



WGH Chile

- WGH chapter members have taken up various global leadership roles such as Editorial Board Members of PLOS Global Public Health, serving on the Gavi Civil Society Steering Committee, Women7 (G7's official engagement group of feminist civil society promoting gender equality & women's rights) and have been selected for various fellowship programs such as the Harvard LEAD Fellowship and Women Health Lift Leadership Journey.



WGH Meet and Greet at the World Health Summit, 2022

# What are the benefits of benefits of being part of the WGH Network?

Creating a WGH Chapter has many benefits, as you become a member of an established global organization and movement.

These benefits include:

- An opportunity, as part of a vibrant global movement, to influence health decision-making at national and global levels,
- A platform to connect with women in global health in your community and identify opportunities to advance women's leadership and gender equality.
- An opportunity to bring visibility and recognition to women shaping global health programming, policy, and advocacy in your community.
- The support of like-minded women committed to working for positive change in health.
- New connections across issues and organizations working in global health in your community and globally.
- Raising awareness to global health decision-making about the realities for women in global health from your perspective and having dialogues on gender, diversity, intersectionality, and power relations.
- Advancing gender transformative leadership in global health organizations in your community.
- Fostering exchange of knowledge and learning across diverse backgrounds - age, geography, race, discipline and other identities.
- Gaining skills and expertise to practice gender transformative leadership, and apply a power and privilege lens in global health.
- Collaborating with other WGH chapters to building the global WGH movement for collective action to achieve gender equality in global health leadership and therefore, better global health.



Word cloud generated from WGH 2020 Chapters' Retreat discussions

# WGH Chapter Development Process

## INITIATION

Form a core group and define objectives

Review initiation documents\*

Complete Chapter Interest Survey

Connect with WGH

Complete Chapter Application

## FORMALIZATION

Sign MOU

Receive Chapter Development Toolkit

Receive Chapter Comms Toolkit and branding resources

Connect with WGH to plan next steps

## STRATEGIC PLANNING

Needs Assessment

Review initiation Stakeholder Mapping

Complete Chapter Mobilizing resources

Identifying advisors

Seeking a host institution

## START UP ACTIVITIES

Create a list of Women Leaders in Health in your country

Paper on the Status of Women in Global Health in your country

Membership drives and continued member engagement

Thought leadership events

Attend WGH monthly town hall meetings and bi-annual retreats

Launch event

# The Process

To establish a WGH chapter, you must first go through the chapter development process, as outlined in the graphic above. WGH does not provide funding for chapter formation, however, we do provide micro-grants for some of our established chapters based on specific advocacy issues and geographical match. Chapters are formed based on geographical communities (based on country and occasional sub-national and sub regional levels). Chapters are not formed based on special interests, areas of specialization, language, cultural, or other identity groups at this time. Below is a checklist that will serve to guide you through our chapter development process.

## Checklist

- ✓ Learn more about Women in Global Health
  - Check out our [About Us](#)
  - Learn more about [Gender Transformative Leadership](#)
  - Read about WGH's first chapter - [WGH Germany](#)
- ✓ Ensure there is no WGH National Chapter in your country
  - If there is an existing chapter, work towards uniting to make one national chapter (exceptions are made on a case by case basis)
- ✓ Invite at least 4 Members to Form an Interest Group
  - A sustainable WGH chapter begins with a strong core interest group and a host secretariat. Possible interest group members should share a passion for gender equity and are prominent in the global health landscape. We require an intergenerational, multi-disciplinary interest group.
  - Use our WGH Chapter Starter Kit to sensitize key leaders and get their support
  - Brainstorm with your interest group core objectives and strategic goals, as well as tangible outputs for the next year
- ✓ Review our [Business and Industry Guidelines](#)
- ✓ Review the [Chapter Manifesto](#), which should be shared with all potential chapter members before they sign up
- ✓ Communicate Interest to WGH Chapter Development Team ([membership@womeningh.org](mailto:membership@womeningh.org)) or the Chapter Development Manager of your region with the names, expertise, affiliated institutions, sector representation and contact information of the interest group members to receive preliminary feedback from WGH

- ✓ Develop Communication Channels with Interest Group Members
  - Collect email addresses from each interest group member
  - Choose the best form of communication for the interest group's future meetings and ideas during the preparation for chapter development (WhatsApp, Email, Slack, etc.)
- ✓ Schedule 1st Interest Group Meeting after Approval from WGH on the Interest Group Members
  - Topics to Discuss During this 1st Meeting:
    - Understanding the WGH mission and its connection with impacting the local country context of gender equity health
    - Possible ways to engage as a chapter with WGH policy issues and fund sustainable chapter activities
    - Identifying a host institution.
- ✓ Complete the [WGH Chapter Interest Survey](#) and [WGH Chapter Application](#)

## After submitting an application, what happens next?

After you and your interest group submit the chapter application, WGH and the Chapter Development team will review the application and evaluate if your group is ready to sign the Memorandum of Understanding (MOU) and formalize your WGH community by entering the incubation phase for 1 - 12 months to strengthen the Chapter's systems based on the chapter development toolkit. In the incubation phase, Chapters have access to WGH branding, receive support from Chapter Regional Managers, are part of the international WGH network and other WGH Chapters, and other engagement and advocacy opportunities. During the incubation period, Chapters are expected to have:

- Access to an Official WGH Chapter email address
- Receive Chapter development toolkit and chapter communications toolkit
- Attend new Chapter WGH orientation sessions
- Complete Needs Assessment Questionnaire
- Complete Stakeholder Mapping
- Put in place a governance structure with term limits for leadership
- Identify a host institution or officially register the Chapter as a legal entity
- Mobilize Chapter members, develop WGH Chapter database and mailing list
- Develop resource mobilization strategies to receive independent funding
- Organize a Chapter Launch event

## Chapter Responsibilities

- 1.To support and further the global mission of WGH in their country
- 2.To offer expertise and time to build and strengthen the movement.
- 3.To support WGH campaigns at the country level.
- 4.To adhere to WGH regulations, including the Business and Industry Guidelines. WGH chapters must follow WGH guidance on industries no chapter can take money, resources from, or partner with. WGH's reputation rests on each chapter and what WGH does and vice versa. This applies specifically in relation to WGH's collaboration with other global actors.
- 5.Support WGH global in the translation of global materials and publications into their national language as appropriate.
- 6.Create, support, and engage a national community of women in health, which includes hosting quarterly activities, creating and maintaining a national list of women in health, and one annual in-person event, to which WGH is invited.
- 7.Collate local interest in WGH into one national chapter. The sub-national structure is to be determined by the chapter, while adhering to WGH values. WGH will interface with only one national chapter, with the exception of disputed territories.
- 8.Coordinate all fundraising with the WGH Global Secretariat. National fundraising efforts must be shared with the WGH Global Secretariat.

## Chapter Development FAQs

### Q1: How do I start a chapter?

The first step is to contact us at [membership@womeningh.org](mailto:membership@womeningh.org). If there are other people in the same country that have expressed interest, WGH will link you up with them so that you can work on the chapter application process together. If not, we encourage you to identify at least 4 other individuals so that you can form an interest group then follow the steps as listed in this checklist.



WGH Spain

## Q2: Can I get in contact with other already formed chapters so I can learn from them?

Yes, and we can assist you with that. Our Chapter Development Team can help guide you in contacting WGH chapters to form an amazing chapter for your country! After submitting an application, WGH facilitates informational sessions, monthly town hall meetings and biannual retreats. Existing WGH chapters also provide mentorship to chapters that are starting out and the WGH team can facilitate connecting your chapter to an existing chapter. Lastly, WGH chapters also collaborate at regional levels. Once a chapter has been established and is in incubation, they shall be linked to the closest regional affiliate.

## Q3: Will I receive starting funds from WGH?

Unfortunately, at this time, WGH does not have any funds to support chapter formation. WGH is however actively pursuing fundraising opportunities to be able to issue microgrants to chapters. Make sure to coordinate all fundraising, including in-kind contributions, with the WGH team.



WGH Francophone West Africa

## Q4: Do I need to report back to WGH?

Yes. Each chapter will be responsible for submitting a bi-annual report that includes chapter updates, chapter progression, initiatives, and events/activities. We also ask you to update our events calendar monthly and keep us updated for features in our social media platforms quarterly.



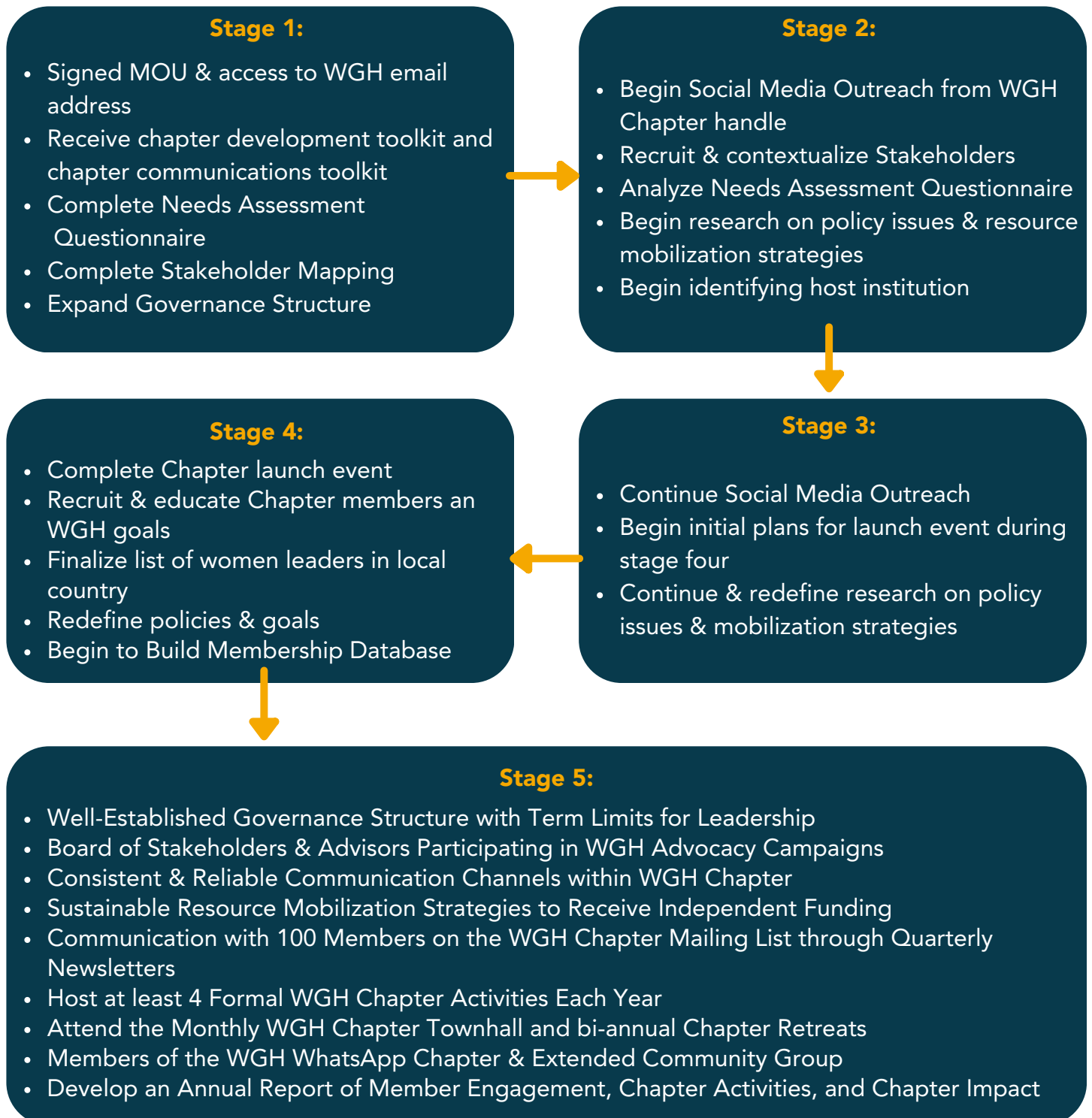
WGH Ireland

## Q5: Can organizations be members of WGH Chapters?

No. Members in WGH Chapters are individual representatives and are not representing employers or other organization

## Q5: What are the different phases in forming a chapter that I need to be aware of?

The different phases are described in the image below. There are several phases in the chapter development process. After signing the MOU, new chapters get into the incubation phases which can last up to 12 months. WGH acknowledges that this is not a linear process for all chapters in their development. Some chapters may achieve progress in other stages earlier on. Some of these processes may be undertaken at the same time as well.



## Q6: How many members do I need to start a chapter?

We encourage an interest group to have at least 4 members, however, there is no limit as to how many members a chapter can have. The core principle in creating a chapter relies on connecting with other individuals from a variety of institutions and sectors who are passionate about creating gender transformative leadership in your country. We encourage chapters to have intergenerational representation in membership; senior career women and engaging students and young professionals. Membership should also be open to multidisciplinary health and care workers including, academia, NGOs, health worker organizations (Community Health Workers, Nurses, Pharmacists, Dentists, Midwives, Physicians), youth/students, government and policy makers, researchers and private sector.

Members of chapters can also be from diaspora e.g. a German National living in Switzerland can be part of Both the German and Switzerland Chapter

## Q7: Are there any restrictions on fundraising for WGH Chapters?

WGH Chapters cannot solicit funds, resources, or partner with organizations that are in violation of [WGH's Business and Industry guidelines](#). All fundraising and mobilizing resources via donations, grants, and other revenue streams must be coordinated with WGH.

WGH will not accept support from organizations that:

- manufacture or distribute products widely recognized as harmful to public health, and to people, or against public morals – such as tobacco, arms and munitions;
- abuse human rights and women's rights;
- abuse animal rights;
- use systematic and sustained forced or compulsory labour or child labour;
- are involved in corrupt or environmentally damaging practices.

In May 2021, WGH signed a memorandum of understanding with the World Health Organization. We adhere to the restricted guidelines to be able to maintain our relationship and create opportunities for our chapters as a result.

## Q8: Can WGH Chapters have their national secretariats hosted by other organizations?

Yes, we encourage this, especially to mobilize resources, establish continuity, and create sustainability for your WGH chapter. Host organizations should be included in the MoU process and agree with the values of the WGH global movement.



# Further Questions?

Contact us at:  
[membership@womeningh.org](mailto:membership@womeningh.org)  
[info@womeningh.org](mailto:info@womeningh.org)  
[www.womeningh.org](http://www.womeningh.org)