

# Gender equality, diversity, equity, and inclusion action plan 2025-2027

## Introduction:

In its 2nd Strategic Plan 2023-2027, the World Coalition committed to developing "a gender, diversity, equity and inclusion policy to promote the representation and participation of different organizations and groups of people, including people of different ages, nationalities, races and ethnicities, abilities and disabilities, genders, religions, cultures and sexual orientations within the movement to go hand in hand with the strategic objective of demonstrating that the death penalty is discriminatory".

A gender equality, diversity, equity, and inclusion strategy was developed in conjunction with the Governance and Gender Working Groups and validated by the Steering Committee March 11, 2025. To accompany this strategy and facilitate the implementation of its commitments, this document aims to detail the actions to be taken between the validation of the strategy and 2027. After 2027, to avoid the multiplication of plans and strategies, the actions to be taken to meet the commitments relating to gender equality, diversity, equity and inclusion issues will appear directly within the strategic plan.

As the strategy, the action plan is divided into two parts:

- A first section, devoted to the World Coalition's commitments to integrating issues of gender equality, diversity, equity and inclusion into its **"programmatic" actions** (sections A, B, C and D of the 2023-2027 strategic plan);
- A second section devoted to the World Coalition's commitments to integrating gender equality, diversity, equity and inclusion issues into **its internal operations and governance** (sections E and F of the 2023-2027 strategic plan).

## **Component 1: Action plan for the integration of gender equality, diversity, equity and inclusion issues into the action and advocacy work of the World Coalition and its members**

For a better understanding of how the issues of gender equality, diversity, equity and inclusion are integrated into its programmatic actions, this section is structured around the World Coalition's four major missions detailed in the 2024-2027 strategic plan: 1) international advocacy, 2) sharing information, contacts and solidarity, 3) building best practices and 4) implementing global campaigns (sections A, B, C and D of the 2023-2027 strategic plan).

As specified in its “gender equality, diversity, equity and inclusion strategy”, integrating these issues into the World Coalition's programmatic actions means making the intersectional discriminations at work in capital punishment visible in abolitionist activities, to prove the inherent contradiction in the use of the death penalty while respecting human rights. Until 2027, gender and disability are the two priority thematic areas. However, progress will also be made in other areas.

### **Priority theme 1: Gender**

#### *Gender and the death penalty:*

In 2018, Cornell Center on the Death Penalty Worldwide published a report<sup>1</sup> highlighting for the first time the gender discrimination to which women are exposed in the face of the death penalty. It highlights the existence of gender bias throughout the death penalty judicial process. In 2021, Eleos Justice, Monash University reported<sup>2</sup> on the discriminations faced by people who identify as LGBTQIA+ in the application of capital punishment and once on death row. 12 states worldwide (Afghanistan, Saudi Arabia, United Arab Emirates, Iran, Mauritania, Uganda, Qatar, Nigeria, Pakistan, Somalia, Yemen and Brunei) provide for the death penalty for people having consensual sexual relations between adults of the same sex. Once on death row, gender and sexual minorities are particularly exposed to abuse and mistreatment.

#### *Inserting a gender-based approach into the abolitionist movement:*

Until recently, the abolitionist movement has overlooked gender discrimination in capital punishment cases. In 2021, members of the World Coalition decided that World Day Against the Death Penalty would address the invisible reality of women facing the death penalty. Thanks to access to new data on the subject, this World Day confirmed the necessity and strategic interest of including gender and intersectional discrimination in abolitionist actions. It also highlighted the gaps and existing needs of members in this respect. According to the World Day 2021 evaluation, although

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<sup>1</sup> Cornell Center on the Death Penalty Worldwide, *Judged For More Than Her Crime: A Global Overview of Women Facing the Death Penalty*, 2018, available at: <https://deathpenaltyworldwide.org/wp-content/uploads/2019/12/Judged-More-Than-Her-Crime.pdf> .

<sup>2</sup> Monash University, *State-Sanctioned Killing of Sexual Minorities: Looking Beyond the Death Penalty*, 2021, available at: <https://doi.org/10.26180/14069318.v3>

the interest of member organizations in considering gender issues in a comprehensive way has risen from 63% to 74%, and resistance has been overcome, members need more knowledge and resources to mainstream gender issues in their practices in a systematic way. Since 2022, the World Coalition supports its members in mainstreaming a gender-based approach and, more broadly, to help drive the development of a gender-sensitive abolitionist movement.

#### *Vision for 2027:*

- Section A: the World Coalition contribute to guarantee the implementation of gender-sensitive abolitionist advocacy through the mainstreaming of gender issues in all abolitionist advocacy opportunities, but also through the strengthening of dedicated advocacy on gender and death penalty ;
- Section B: the World Coalition strengthen its collaboration with organizations specializing in the rights of women and LGBTQIA+ individuals ;
- Section C: the World Coalition continue to capitalize on best practices in gender-responsive abolitionist struggle, in order to support its members in integrating this approach ;
- Section D: the World Coalition mainstream gender issues for the World Day against the Death Penalty, and to raise awareness of the links between gender-based discrimination and violence and the death penalty on additional World Days linked to the rights of women and LGBTQIA+ people.

#### **Disability:**

##### *Disability and the death penalty:*

In 2014, World Day Against the Death Penalty focused on the links between the death penalty and mental health. On this occasion, the abolitionist movement took the time to analyse some of the links between disability and the death penalty, focusing on psychosocial and intellectual disability. Worldwide, evidence indicates high rates of mental health and psychosocial issues, and intellectual and developmental condition among persons living under the sentence of death<sup>3</sup>. However, existing data and research on this subject are still fairly

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<sup>3</sup> World Psychiatric Association, Triennium Report 2020 – 2023 Leading WPA through challenging times, 2023, p.2016. Available at: <https://pmc.ncbi.nlm.nih.gov/articles/PMC10168146/>

limited, and when they do exist, they are often developed without the expertise of organizations specialized in these issues and/or of the people directly impacted.

*Integrating disability and death penalty issues into the abolitionist movement :*

The integration of a sensitive approach to disability discrimination is still limited in the abolitionist movement. Beyond the lack of access to quality data on the links between disability and the death penalty, the argument aimed at fighting disability-related discrimination in the application of the death penalty is still under construction. This is historically linked to the fact that the framework used by many anti-death penalty lawyers and activists has been the ICCPR framework, based on the incompetence to stand trial and not the CRPD framework, which emphasized equal access to justice and mitigation. Thus, the limitation of the tools and argumentation developed in 2014 by the World Coalition was pointed out by disabled people's organizations. For the most part, it was identified that it could reinforce the stigma around people with disabilities and promote, without wishing to do so, the development of arguments that do not comply with human rights. Thus, the development of an argument aligned with human rights and respectful of disabled people is a necessary step towards the mainstreaming of a disability-sensitive approach within the abolitionist movement.

*Vision for 2027 :*

- Transversal: the World Coalition contribute to strengthen access to tangible and accessible data and research on the links between disability and the death penalty;
- Section A: the World Coalition contribute guarantee the implementation of disability-sensitive abolitionist advocacy through the mainstreaming of disability issues in all abolitionist advocacy, but also through the development of specific advocacy on disability and death penalty;
- Section B: the World Coalition begin developing links with organizations specializing in disability rights and to begin collaborating with them;
- Section C: the World Coalition begin developing tools to help members of the World Coalition to mainstream disability issues in the abolitionist struggle, including by leveraging its members' existing expertise in this area;
- Section D: the World Coalition start raising the profile of disability and death penalty issues on World Disability Days (e.g. International Day of Disabled Persons on December 3, World Mental Health Day on October 10), as well as including disability issues on World Day Against the Death Penalty when relevant.



**Component 1: Action plan for integrating gender equality, diversity, equity and inclusion issues into its programmatic actions**

Desired long-term change	Expected results for 2027	Indicator(s) for measuring desired change	Necessary steps/activities	Temporality	Person in charge	Contributors
World Coalition members have the necessary data and information to develop an argument related to disability discrimination.	World Coalition members have access to tangible data and research on the links between disability and the death penalty.	# of small grants to support activities aimed at compiling data on disability and death penalty  Baseline: NA  Target: 1	<ul style="list-style-type: none"> <li>• Compiling resources and sharing them with members</li> <li>• Encouraging small grants on the topic</li> </ul>	2027	Women and Gender Project manager and Disabilities Working Group	Steering Committee

(Transversal: linked to all aspects of the strategic plan)		Source of verification: report activity				
World Coalition coordinates abolitionist advocacy sensitive to intersectional discrimination  (part A "Coordinating international advocacy" of the strategic plan)	The reports co-signed/submitted by the World Coalition mainstream intersectional discrimination (including gender and disability) wherever relevant.	% of reports co-signed by the World Coalition including a sensitive approach to intersectional discrimination  Baseline : NA  Target: 70%  Source of verification: international advocacy monitoring tool	Development and sharing with members of a "death penalty and intersectional discrimination" checklist	Checklist available in September 2025	Women and Project Gender manager	Gender Working Group and Advocacy Working Group
	The World Coalition is involved with the corresponding treaty bodies and Special Procedures linked to intersectional discrimination	# reports submitted to the CEDAW and CRPD committees  Baseline : NA	Report submissions	Report submission  CEDAW : <ul style="list-style-type: none"><li>➤ Continuous submission</li><li>➤ Impact analysis</li></ul>	Women and Project Gender manager	Gender Working Group and Advocacy Working Group

		<p>Target: 30 (AFD project period)</p> <p>Source of verification: international advocacy monitoring tool</p> <p>% reports submitted to the CEDAW and CRPD committees whose recommendations/L OI have been taken up</p> <p>Baseline : NA</p> <p>Target: 60%.</p>		<p>submission reports in 2025 (end of Canada project)</p> <p>CRPD</p> <ul style="list-style-type: none"> <li>➤ 2025: Submission of reports</li> <li>➤ Impact analysis submission of AFD project completion reports</li> </ul>		
		<p>Source of verification: international advocacy monitoring tool</p>	<p>Side event organization</p>	<p>CEDAW:</p> <ul style="list-style-type: none"> <li>➤ First side event in 2023</li> <li>➤ Second capitalizatio</li> </ul>		

				n side event in 2027		
<p>The World Coalition and its member organizations collaborate with women's rights organizations, LBTQIA+ people, people with disabilities, youth organizations, etc.</p> <p>(part "B" of the strategic plan: sharing information, contacts and solidarity)</p>	<p>The World Coalition collaborates with allied organizations specialized in gender issues, disability, poverty, youth, etc.</p>	<p># of joint initiatives carried out with allied organizations specialized in gender issues, disability, poverty, youth, etc.</p> <p>Baseline : NA</p> <p>Target: 2/year</p> <p>Source of verification: Activity report</p> <p># of organizations specializing in gender, disability, poverty, youth, etc. that joint the World Coalition or a Working Group as allied organizations</p>	<p>Implementing the new thematic membership strategy</p> <p>Proposals for collaboration and joint initiatives with these organizations</p>	Ongoing work	Women and Project Gender manager	Gender Working Group, Disabilities Working Group, Membership Subcommittee

		<p>Baseline: 2</p> <p>Target: 4</p> <p>Source of verification: Activity report</p>				
<p>World Coalition members have the knowledge and data necessary to conduct abolitionist advocacy that is sensitive to intersectional discrimination.</p> <p>(part C of the strategic plan: Building good practices)</p>	<p>World Coalition members have strengthened their knowledge of how to integrate gender and disability issues into their abolitionist activities.</p>	<p># of tools available for members to address gender and disability discrimination within the abolitionist struggle</p>	<p>Development of a tool entitled "How to integrate gender issues into the abolitionist struggle".</p>	<p>Tool completion: 2025</p>	<p>Women and Project manager</p>	<p>Gender Working Group</p>
		<p>Baseline: 3</p> <p>Target: 5</p> <p>Source: World Coalition website and Activity Report</p>	<p>Creation of a Disabilities Working Group and identification of priority tools to be developed</p>	<p>- Creation of Working Group and identification of priority tools to be developed: March 2025</p> <p>- Tool development: December 2027<sup>4</sup></p>	<p>Women and Project manager</p>	<p>Disabilities Working Group</p>

<sup>4</sup> The "how to integrate disability issues into the abolitionist struggle" tool will be included in the next strategic plan.

	<p>Training courses (online/ face-to-face) are available on integrating gender and disability issues into the abolitionist movement.</p>	<p># of World Coalition members who feel they have increased their knowledge of gender and disability mainstreaming</p> <p>Baseline: NA</p> <p>Target: 20</p> <p>Source of verification: Pre- and post-test and external evaluation of the gender project</p>	<p>Organization of seminars to share best practices</p>	<p>2024: first comprehensive training course on gender discrimination and the death penalty</p> <p>2026:</p> <ul style="list-style-type: none"> <li>- seminar to exchange best practices and capitalize on gender and the death penalty</li> <li>- Workshop on the theme of disability at the 2027 General Assembly</li> </ul>	<p>Women and Gender Project manager</p>	<p>Gender Working Group, Disabilities Working Group</p>
			<p>Development of online training modules</p>	<p>2025:</p> <p>First online module on "gender discrimination and the death penalty"</p>		
			<p>Webinar to raise awareness on the issue</p>	<p>At least 1 event per year</p>		

<p>The World Coalition integrates intersectional discrimination into global campaigns</p> <p>(Part D of the strategic plan: Coordinate global campaigns and support national campaigns)</p>	<p>The intersectional discriminations at work in capital punishment are incorporated within the World Day campaign coordinated by the World Coalition.</p>	<p># of campaigns on gender, disability and the death penalty</p> <p>Baseline : NA</p> <p>Target: 3</p> <p>Source of verification: Activity report</p>	<p>Integrating intersectional discrimination into World Day tools</p>	<p>Each World Day</p>	<p>Women Gender manager and Project</p>	<p>Gender Working Group, Disabilities Working Group</p>
			<p>Development of specific awareness-raising tools for World Day</p>	<p>For each relevant World Day</p>		
	<p>The World Coalition raises awareness of the links between the death penalty, gender and disability at World Days on Gender and Disability Issues</p>		<p>Development of awareness-raising tools/communication campaigns for international days (ex: March 8, November 25, etc)</p>	<p>At least once a year</p>		

## Component 2: Action plan to integrate gender equality, diversity, equity and inclusion issues into internal operations and governance

For a better understanding of how the issues of gender equality, diversity, equity and inclusion are integrated into its **internal operations and governance**, this section is structured around the World Coalition's 2 major missions detailed in the 2024-2027 strategic plan: 1) Good governance and power sharing, 2) Funding abolition of the death penalty (sections E and F of the 2023-2027 strategic plan).

**Component 2: Action plan to integrate gender equality, diversity, equity and inclusion issues into internal operations and governance**

	<b>Desired change</b>	<b>Results expected by 2027</b>	<b>Indicators measuring change for desired</b>	<b>Necessary steps / Activities</b>	<b>Temporality</b>	<b>Person in charge</b>	<b>Contributors</b>
<b>GOOD GOVERNANCE AND POWER SHARING</b>	The World Coalition is free from gender-based harassment, exploitation, discrimination and violence.	World Coalition members are informed on how to recognise, and address harassment (including gender-based harassment), and are equipped to prevent it and respond appropriately to instance of harassment exploitation, discrimination and violence.	<p>% of World Coalition members who say they have been informed about the World Coalition's prevention of and response to harassment, exploitation, discrimination and violence (including existing reporting mechanisms)</p> <p>Baseline : NA</p> <p>Target: 80%.</p> <p>Source of verification: policy evaluation survey</p>	Development of a module on these issue on face-to-face training	September 2027	Women and Gender Project manager	Director, Governance Working Group and Gender Working Group, Steering Committee
				Development of a training module on these issues on the e-learning platform			
				Development of an explanatory 2-pager on preventing and responding to			

			conducted in 2028 (to be included in next strategic plan)	harassment, exploitation, discrimination and gender-based violence (for all new members of the World Coalition).			
		World Coalition members are informed of the existence of a reporting and monitoring mechanism and have access to it.		Development of the reporting mechanisms	Final implementation of the mechanism in September 2025	External consultant	Women and Gender Project manager, Director, Governance Working Group and Gender Working Group, Steering Committee
				Communication on the existence of this mechanism	September 2025	Women and Gender Project manager	Director, Governance Working Group and Gender Working Group, Steering Committee

	World Coalition members and allied organizations and people are informed and can participate equally in the World Coalition's existing Working Groups and communication channels.	The World Coalition's external communications are inclusive, respectful of people and coherent.		Development of the Communication Charter	December 2025	Women and Gender Project manager	Web-editor consultant, Women and Gender Project manager, Steering Committee	
				Revision of website to align with communication charter				
		World Coalition Working Groups operate on the principles of equity, diversity and inclusion		<p>% of World Coalition members who feel they have access to information and can participate equitably in the World Coalition actions</p> <p>Baseline : NA</p> <p>Target: 70%.</p> <p>Source of verification: policy evaluation survey conducted in 2028 (to be</p>	Questionnaire sent out to members on the functioning of Working Groups and existing barriers to participation for all, whatever their differences.	January 2026	Women and Gender Project manager	Director, Steering Committee
					Revision of Working Groups based on identified needs			

			included in next strategic plan)				
	The World Coalition is made up of diverse organizations and people who have an equal opportunity to participate meaningfully in decision-making at all levels of governance.	The World Coalition is made up of organizations in almost all countries that maintain the use of the death penalty, as well as organizations specializing in priority cross-cutting themes. <sup>5</sup>	# new World Coalition members based in countries where the World Coalition had no members and/or working on priority themes	Implementing the new membership strategy	Ongoing work	Membership Sub-Committee	Steering Committee
		The Steering Committee and Executive Board are represented by a variety of organizations and people	Baseline : NA Target: 20 Source of verification: Record of decision Steering Committee	Modification of the by-laws and statutes of the World Coalition	September 2024	Director and Women and Gender Project manager	Steering Committee
		The World Coalition has an action plan to address existing power imbalances	Existence of an action plan to address existing power imbalances within the abolitionist movement Baseline: 0	External consultancy on the balance of power in the abolitionist struggle Implementation of an action plan based on the results of	September 2026	Women and Gender Project manager	Director and Governance Working Group Steering Committee

<sup>5</sup> See section 2 of this action plan for details of the thematic membership strategy.

			Target: 1 Source of verification: Activity report	the consultancy			
	The staff of the World Coalition is diverse and as representative as possible of the abolitionist struggle.	World Coalition recruitment procedures promote diversity and inclusion	# of measures taken to promote diversity and inclusion in recruitment  Baseline: NA Target: 1 Source of verification: activity report	Revision of recruitment procedures  Developing partnerships to encourage diverse recruitment	Ongoing work	Director and Executive Board	Women and Gender Project manager
FUNDING THE ABOLITION OF THE DEATH PENALTY	Resources for the abolitionist movement are channelled equitably to organizations based in countries that	The World Coalition has a decision-making process, a grant-making strategy and a control mechanism with clear and effective rules of engagement.	% of funds redistributed to organizations based in countries that retain the use of the death penalty  Baseline: NA Target: 70% of the 50% that are regranted	Setting up a decision-making process and control mechanism with clear and effective rules of attribution	2027	Director	Governance Working Group, Women and Gender Project manager, Steering Committee
		The World Coalition has information on existing gaps in terms of the balance of	Source of verification: Activity report	External consultancy on the balance of power in the	September 2026	Women and Gender Project manager	Director, Governance Working Group,

	maintain the use of the death penalty and from the "Global South".	power (similar to the point above).		abolitionist movement and in the World Coalition			Steering Committee
World Coalition members integrate a gender, diversity, equity and inclusion approach into their structures	World Coalition members have the knowledge and skills to integrate a gender equality, diversity, equity and inclusion approach into their structures.	% of World Coalition member organizations that report implementing a gender, diversity, equity and inclusion approach	Development of online training modules on gender, diversity, equity and inclusion issues	September 2027	Women and Gender Project manager	Director, Governance Working Group and Gender Working Group, Steering Committee	
	The World Coalition cross-cuts these issues within the abolitionist movement	Baseline : NA Target: 65%. Source of verification: policy evaluation survey conducted in 2028	Cross-cutting integration of these issues into World Coalition actions (seminars, tools, steering committees, etc.)	Ongoing work	World Coalition permanent staff	NA	
			Consideration/integration of these issues in World Coalition	Ongoing work	World Coalition permanent staff	NA	

				grant applications			
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