



Raising
STAR
Africa Foundation

RAISING STAR AFRICA

STRATEGIC DIRECTION

2023 - 2025

Working Draft.

www.raisingstarafrika.org

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OPENING NOTE

This is a working draft version of Raising Star Africa Foundation's strategic direction for 2023 - 2025. It is being co-created with input from the Board, Management, advisors, experts and team members.

The aim of this strategic plan is to provide direction for Raising Star Africa's work for the next 3 years. It provides a framework for program development, organizational programming, resource mobilization, and ensures that our activities are proactively coordinated towards specific outcomes.

January 2024

Michael Showunmi
Founder/ Executive Director



EXECUTIVE SUMMARY

This strategic plan articulates the aspirations of Raising Star Africa. It aptly puts forth the overarching commitment of the organization to an equitable world with its unique approach of positioning itself as a thought leader in the disability education and empowerment, advocacy and inclusion space.

The current realities in Nigeria and globally bring to the fore the importance of our role in closing the inclusion gap; from the marginalization and discrimination by the society, and work space which has led to increase in multidimensional poverty rate amongst persons with disabilities to lack of access to education and 21st-century capabilities. With the current depression and suicidal rate amongst persons with disabilities in Nigeria, there is an urgent need to innovate towards curating context-specific solutions for the disability ecosystem as we continue to empower persons with disabilities individually.

Based on these, our commitment towards disability and fostering inclusion becomes a top priority for all stakeholders. It has become imperative to transition from an organisation that primarily provides services to individuals with disabilities to one that uses a system change approach to create change. Regarding Programs Development, Raising Star Africa (RSA) will move from having uncoordinated service delivery projects to utilising a multi-pronged approach that inculcates a rightsbased and a system change approach.

In terms of organisational development, the next phase of our work will see the organisation prioritising the follow; strengthening its governance systems, thought leadership, media engagement, becoming a data powerhouse, amplifying its work with the media and diversifying its stream of revenue towards sustainability.



BRIEF PROFILE OF RAISING STAR AFRICA

Since 2020, Raising Star Africa has worked primarily on empowering children and young adults with disabilities with access to education. Due to limited resources,

its programs were largely uncoordinated with the organisation leveraging its active volunteer base, collaborations with local and international partners and the founder's professional network to achieve its objectives. Over 7,000 persons with disabilities have benefited from its diverse interventions so far. Learnings from doing disability empowerment consistently for 3 years have informed its new strategic direction with an emphasis on providing holistic support to persons with disabilities while attempting to address the root causes of the problems seen.



SUMMARY OF STRATEGIC PLAN



VISION

To promote disability rights, ensure that persons with disabilities have rights to opportunities that will change their lives.

MISSION

To be a beacon of hope to the disabled and a voice for inclusion using access to education, vocational skills, technology and advocacy.

FOCUS

- Education
- Provides skill empowerment to marginalized persons with disabilities
- Awareness and Advocacy of disability issues

2023- FUTURE

VISION

To be a leading catalyst for disability empowerment, self-reliance and to co-create an inclusive society hinged on the ideals of human rights and dignity in Africa.

MISSION

We are closing the equity gap using education and skill empowerment, direct support to individuals with disabilities, evidence-based advocacy and technology.

FOCUS

- Teachers
- Community
- Engaging all stakeholders within the disability ecosystem.
- Providing direct support/services to citizens who are children or young adults with disabilities that has been marginalized.
- Protecting the rights of persons with disabilities.

INTERVENTION AREAS LARGELY DEALT WITH SYMPTOMS

- * Provision of educational materials to children with disabilities to increase sense of belonging.
- * Facilitating community integration through empowerment of persons with disabilities.
- * Capacity building training for teachers on leadership.
- * Welfare Interventions for persons with disabilities.
- * Low scale \advocacy around the rights of disabled people.

RESEARCH AND DATA

- Programs were not research-based.
- Lots of jumping-on activities based on the founder's knowledge and resources available.

STRATEGIC LONG-TERM INTERVENTION TO ADDRESS THE ROOT CAUSE

- * Provide direct services to children and young adults with disabilities.
- * Programs that foster access to education for children and young adults with disabilities.
- * Implementing national, state and community policies that cater to rights of persons with disabilities in Nigeria.
- * Implementation of Anti-discrimination and Anti-bullying law.
- * Incorporating technology and artificial intelligence into disability ecosystem.
- * Capacity development and educational leadership of teachers.
- * Girls with disabilities and empowerment.

RESEARCH AND DATA

- Programs will be data, evidence, and research-based.
- Strategically education, equity, inclusion and disability-related data.

COMMUNITY MOBILIZATION AND MOVEMENT BUILDING

Have a network of over 120 volunteers including influential disability advocates but did not correctly manage the network.

GEOGRAPHICAL REACH

3 States in Nigeria

MEDIA

Media use was largely restricted to social media and what our meagre funding could do.

SUSTAINABILITY

No sustainability put in place

COMMUNITY MOBILIZATION AND MOVEMENT BUILDING

To galvanise people for action, we will work with existing movements and our growing volunteer pool.

GEOGRAPHICAL REACH

Nigeria and Angola

MEDIA

More emphasis on polarising the media space with information, data and resources related to the disability and inclusion of persons with disabilities.

Enhanced use of human-angle storytelling to communicate impact and the need for change.

SUSTAINABILITY

- Diversifying streams of income.
- Create a foolproof fundraising and investment plan for the organisation.

GOVERNANCE

- * Growing board structure.
- * Basic organisational policies in place.
- * The team is transiting from a volunteer-based to a core team.
- * Up to 60% compliance with government regulations.
- * Audited financials for up to 3 years.
- * Statement of receipt and payment for up to 3 years.

TECHNOLOGY

Built tech product that was not user-friendly

PROGRAMS

- Access to education
- Access to vocational skills
- Life Skills Empowerment



GOVERNANCE SYSTEMS

- * Strengthen Board, management, human resource and financial structure.
- * Ensure 100% compliance with government regulations.

TECHNOLOGY

- Create digital platform to learn sign language to bridge communication gap.
- Create separate start ups for disability assistive technology and sign language interpreters.

PROGRAMS

- Support for Children and Young Persons with Disabilities.
- Access to Education.
- Strengthening and Empowerment.

CORE VALUES





C

COMMUNITY

We remain committed to building a community where disability is not a limitation but a source of strength.

E

EMPATHY

We strive to create a world where there is genuine understanding, respect and support for the rights of persons with disabilities.

I

INFLUENCE

We see all our stakeholders as partners to influence legislation and policies that caters to the disability ecosystem in Africa.

I

INTEGRITY

We strive to uphold our values to empower and build a disability ecosystem turning disability into abilities.

T

TRANSPARENCY

We are open and accountable to the people and partners we serve, transparently sharing our results, stories and lessons.

PROGRAM DEVELOPMENT PRIORITIES



PROGRAM DEVELOPMENT PRIORITIES



Goal #1

End poverty in all its forms everywhere



Goal #4

Promote and provide access to education and skill empowerment to foster inclusive societies for sustainable development.



Goal #17

Strengthen the means of implementation and revitalize the global partnership for sustainable development.

ACCESS TO EDUCATION

In Nigeria, 90% of children with disabilities do not have access to education according to UNICEF. Their schools are dilapidated and are not accessible for children with disabilities. They are stigmatized as beggars and the majority live in poverty.. They become vulnerable to child abuse, child labor, rape, depression and ultimately suicide. Nigeria's number of out of school children has continued to increase despite spirited efforts to get children who are out-of-school back to school.

Through access to education, we renovate inclusive schools to foster accessibility and enroll children with disabilities into schools to facilitate education and skill empowerment of persons with disabilities.

Specifically, we cater to marginalized children and young adults with disabilities who are denied their basic rights such as education.

STRATEGIC OBJECTIVES

- To improve access to education for the indigent, and marginalized children and young adults with disabilities.
- To collaboratively engage in public interest and enforcement of fundamental human rights of citizens with disabilities.
- To integrate innovative technology in improving learning outcomes for persons with disabilities.
- To foster accessibility and infrastructural development in public Inclusive schools.

SUPPORT FOR CHILDREN AND YOUNG PERSONS WITH DISABILITIES

Children and Young Adults with Disabilities are denied their basic rights. They are stigmatized and they become victim of poverty within numerous communities in Nigeria.

We aid their re-integration and create context-specific solutions that supports children and young adults with disabilities to become value-driven, competent, make informed decisions and become employable to alleviate poverty.

STRATEGIC OBJECTIVES

- To alleviate poverty.
- To empower children and young adults with disabilities.
- To ensure that all the basic rights of persons with disabilities are protected.
- To promote integration and holistic approach to cater to the needs of children and young adults with disabilities.

STRENGTHENING AND EMPOWERMENT

Learnings from providing support to persons with disabilities for 3 years helped us re-channel our focus using the lens of systems thinking.

While the other program areas focus on directly serving children and young adults with disabilities, we have developed this program to support the work of major stakeholders such as teachers to create system change in the disability ecosystem.

STRATEGIC OBJECTIVES

- To support teachers and community leaders with capacity development initiatives.
- To incorporate technology and artificial intelligence to foster learning outcomes and empowerment of children and young adults with disabilities.
- To influence and adopt legislation and policies that fosters accessibility for persons with disabilities.
- To be a powerhouse for data and information disability and inclusion policies in Nigeria.

ORGANIZATION DEVELOPMENT PRIORITIES

RESOURCE MOBILIZATION

The domino effect of the slow growth in the global economy has resulted in a paucity of philanthropic funds, which has reduced the level of commitment of donors and tilted the thematic focus to other issues. Moving forward, RSA will develop sustainable ways to manage projects and create alternative streams of funding including possible revenue-generating activities.

We will leverage partnerships and float register a business to support the non-profit. The business will be engaged in consultancies, technology innovation and other services closely linked to our objectives. Having a strategy for investing exchange gain and for fundraising is also key.

STRENGTHEN GOVERNANCE STRUCTURES

Strengthening our internal structure is critical to avoid any crisis arising out of poor governance and to establish the public image and credibility of the organization by exhibiting transparency, accountability and responsibility.

These include; Vision, Mission and Objectives, democratic selections, policies and processes for accountability of leadership, decision-making processes, relevant meetings, audit reports, and annual reports among others.

ORGANIZATION DEVELOPMENT PRIORITIES

MEDIA

There will be enhanced use of human-angle storytelling to communicate impact and the need for change. We will also focus on analysing and sharing disability-related information and polarizing the media space with information, data and resources to galvanize citizens and stakeholders for action.

We deeply appreciate the media for sojourning with us in the past 3 years, as we call on them to concertedly work with us in this new phase.

RESEARCH AND DATA

Our programs will be based on verifiable data. Therefore, our approach is an evidence based approach that is based on well-conducted research.

These data within the disability ecosystem will be made available to all stakeholders to spur a systemic change in the inclusion administration in Nigeria.

ORGANIZATION DEVELOPMENT PRIORITIES

IMPACT MEASUREMENT

This has been a major challenge for Raising Star Africa (RSA) and in the coming years, we will effectively monitor and evaluate our programs in order to assess their efficacy and determine future directions. It also must be able to create and document its institutional memory of projects and activities embarked on.

In other to do this, we will create a tenable system for monitoring and evaluation of all programs and projects. An investment in a good Monitoring and Evaluation system is core to our future prospects.



For inquiries, contact us.



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