



SHARECARE GHANA

NATIONAL STRATEGIC PLAN – 2017 - 2022

May, 2017

This strategic plan was developed with the kind and generous support of the United States Agency for International Development (USAID), and facilitated by the Ghana Federation of Disability Organizations (GFD)

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DISCLAIMER

The author's views expressed in this publication do not necessarily reflect the views of the United States Agency for International Development or the United States Government.

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LIST OF ABBREVIATIONS

BBC	British Broadcasting Corporation
CSO	Civil Society Organizations
GAPA	Ghana Association of Persons with Albinism
GBU	Ghana Blind Union
GFD	Ghana Federation of Disability Organizations
GSPD	Ghana Society Of the Physically Disabled
MMT	Metro Mass Transport
MOUs	Memorandum of Understanding
NCPD	National Council on Persons with Disability
NHIA	National Health Insurance Authority
NHIS	National Health Insurance Scheme
OPWDs	Organizations of People with Disabilities
PWDs	Persons with Disabilities
SWOT	Strengths Weaknesses Opportunities and Threats
USAID's	United States Agency for International Development

INTRODUCTION

This document was developed as part of the support of the United States Agency for International Development (USAID) to the disability movement in Ghana under the activity called “EXPANDING PARTICIPATION FOR PEOPLE WITH DISABILITIES”. This is a two – year support from 2016 to 2018. It outlines a vision and agenda for growth and expansion of the organization in two key areas, namely, organizational development, and advocacy for the rights and welfare of people with autoimmune and neurological conditions in Ghana.

The document was developed by the members of Sharecare Ghana through a process that was facilitated by a resource person selected by GFD. A two day strategic planning workshop was thus organized at the GBU Conference Room in Accra on the 12th and 13th April 2017. At the end of the two day workshop, a draft report was produced and shared with the organization for their feedback, additional inputs and comments. These were later integrated to arrive at the final version.

EMBODYING STATEMENTS

Vision:

Sharecare Ghana’s vision is of a society that factors in every person’s condition of health and/or disability, guarantees their human rights and dignity, and perceives all its members from a viewpoint of total inclusion, under the laws of Ghana.

Mission:

To create awareness of, advocate for, and support people with disorders that are caused by autoimmune and neurological factors and promote research into these conditions.

Core values:

Sharecare Ghana believes that:

- Persons with disabilities are as important as able-bodied persons to society;
- Every society should make provision for the care and support of persons with disabilities;
- Every society should provide an enabling environment to ensure that persons with disabilities can access services such as: transport, education, health, the legal system, public structures, relevant assistive devices and any other services and equipment that will empower persons with disabilities;
- Transparency and accountability should be ensured in its operations and
- That there should be no discrimination regardless of one’s disability.

STRENGTHS, WEAKNESSES OPPORTUNITIES AND THREATS (SWOT) ANALYSIS

<p>Strengths</p> <ul style="list-style-type: none"> ➤ We carry out relevant monthly activities ➤ The Sharecare Rehabilitation Centre in Osu Anorhor ➤ We are a member-based organization ➤ We are a member of IAPO (International Alliance of Patients' Organizations) ➤ There is a documentary on Sharecare Ghana which was made in 2008 ➤ We have helpful patrons ➤ A member of Ghana Federation of Disability Organizations (GFD) ➤ Existence of website of Sharecare Ghana ➤ The organization is pursuing a worthy cause 	<p>Weaknesses</p> <ul style="list-style-type: none"> ➤ limited physical strength of management and members ➤ website is not well publicized ➤ the founder of Sharecare is weak physically and tired of active involvement in organization's activities. ➤ Insufficient funding ➤ Low visibility of the organization (not many people know about the organization).
<p>Opportunities</p> <ul style="list-style-type: none"> ➤ Media environment is wide ➤ Government's political bill and receptiveness has grown ➤ Large numbers of financial institutions, a source of fund raising ➤ Membership of GFD creates opportunities for growth and synergy ➤ Legislative frameworks of the country favorable to CSO activism 	<p>Threats</p> <ul style="list-style-type: none"> ➤ Clinics that treat autoimmune conditions face imminent closure due to funding constraints ➤ Competition from other disability organizations (eg GSPD, role differentiation) ➤ Donor fatigue means limited sources of funding

PRIORITY ISSUES

The issues were prioritized into those needing immediate, medium term and long term attention/action.

A. Immediate to Medium term – within 1-2 years

1. Demystifying the conditions through public education
2. Organizational development and capacity building, including membership drive.

3. Research into the various conditions and triggers
 4. Dissemination of findings to key stakeholders
- B. Long term 4 – 5 years**
1. Advocate full coverage of NHIS and government responsibilities

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STRATEGIC PLAN FRAMEWORK: 2017 - 2022

ACTION STEP Requirements for achieving objective	ACTIVITIES to achieve objectives	PERSON/ ORGANIZATION	BY what Year	Indicators	Means of verifying success	PRIORITY (estimated completion period)
OBJECTIVE 1 : To help deepen knowledge on auto immune conditions through scientific/medical research						
1.1 To continue research programme on autoimmune disease initiated with Noguchi Memorial Institute for Medical Research	Sharecare Ghana to contact Noguchi to ignite discussions and get a situational report on the research programme (stating where we are and where the gaps are).	National Secretariat of Sharecare Ghana, Noguchi Memorial Institute for Medical Research and selected doctors	2018	Level of knowledge /information source document on the conditions of people with autoimmune diseases	Completed report on research programme	Immediate – within 1 year
	The research programme with Noguchi revived			Number of studies conducted into autoimmune diseases	Evidence of whether there has been increase in research by at least one medical school in Ghana	

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ACTION STEP Requirements for achieving objective	ACTIVITIES to achieve objectives	PERSON/ ORGANIZATION	BY what Year	Indicators	Means of verifying success	PRIORITY (estimated completion period)
1.2 To carry out medical outreach in 10 regions on chronic conditions and disabilities	Disseminate findings of the research to medical professionals and public. Questionnaires to be given to participants at various outreach programmes.	Sharecare Ghana, GFD, OPWDs, NCPD, medical schools, Ghana Medical Association, Noguchi Memorial Institute for Medical Research, Media	2019	Number of awareness creation/public events implemented.	Report from Sharecare Ghana and media.	Medium term - 2- 3 years
OBJECTIVE 2: To enhance public knowledge, demystify and destigmatize the negative perceptions about autoimmune and neurological conditions.						
2.1 Documentary on regular Sharecare Ghana activities to create awareness and educate the public on the need to include PWDs in all areas of society.	1. Develop a new documentary on the conditions of people with autoimmune and neurological disorders to enhance public awareness. 2. Produce different versions (local language, short versions for social media, etc)	GFD, OPWDs, TV stations, Sharecare Ghana, print and web media	2018	1. Number and type of versions of documentary 2. Number of people reached through public education programmes	1. Completed documentary film. 2. Survey of people's opinions about the documentary. 3. Analysis of media coverage of autoimmune and neurological conditions.	Immediate – within 1 year

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ACTION STEP Requirements for achieving objective	ACTIVITIES to achieve objectives	PERSON/ ORGANIZATION	BY what Year	Indicators	Means of verifying success	PRIORITY (estimated completion period)
2.2 Publicity on income generation activities of PWDs to showcase their capability.	Hold regional workshops and community durbars targeting entrepreneurs and financial institutions.	Sharecare Ghana, GFD, OPWDs, SWEB Foundation, Media.	2018	Number of media mentions of the activities.	Media reports and photographs.	
OBJECTIVE 3 : To advocate the full implementation of the National Health Insurance Law on exemptions to be extended to cover cost of consultations, diagnostics and drugs for people with autoimmune and neurological conditions						
Build strategic alliances with medical professionals to advocate exemptions for people with autoimmune and neurological conditions	<ol style="list-style-type: none"> 1. Hold seminars with medical professionals 2. Advocate the revision of curricular of training institutions to educate health professionals in Ghana on possible causes of disability 	Sharecare Ghana, NHIA, GFD, Ghana Medical Association, Ghana Health Service, Nurses and Midwives Council, Media.	2019	<ol style="list-style-type: none"> 1. Number of medical professionals reached with awareness creation programmes 2. Training curricular of health institutions reviewed to incorporate autoimmune and neurological disorder assessments. 	Agreements signed, MOUs signed, Database of professionals, surveys, Documentation on meetings. Transcripts from media discussion programmes	Long term – 4 - 5 years
Objective 4: Advocate the setting up and staffing of assessment centres across the country – (hearing, sight, neurological, autoimmune, etc).						
Engagements and dialogue with government and the medical professionals.	1. Engage the Ministry of Health, Gender, Children and Social Protection Ministry, and the	Sharecare Ghana	2022	Number of engagement meetings/workshops with successful outcomes.	Number of assessment centers set up as a result of the advocacy.	Long term – 4 - 5 years

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ACTION STEP Requirements for achieving objective	ACTIVITIES to achieve objectives	PERSON/ ORGANIZATION	BY what Year	Indicators	Means of verifying success	PRIORITY (estimated completion period)
	<p>Parliamentary Select Committee on Health to promote the setting up of assessment centres in all polyclinics across the country</p> <p>2. Organize media engagement on the setting up of assessment centres.</p>					
OBJECTIVE 5 : To highlight and engage state institutions on the state’s responsibilities with regard to access to services and the built environment by persons with disabilities						
Audit the current disability law of Ghana and public structures	Carry out accessibility audit of educational and health institutions and public places in collaboration with other OPWDs	NCPD, GFD, GSPD, Sharecare Ghana, GES, GHS, Ghana School of Law, SWEB Foundation, Metro Mass Transit (MMT), Ghana Private Road Transport Union (GPRTU)	2019	Availability of accessibility audit report serving as reference document to the educational institutions.	Terms of reference, records of communication, completed and reviewed documents	Medium - Long term – 2 - 5 years

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ACTION STEP Requirements for achieving objective	ACTIVITIES to achieve objectives	PERSON/ ORGANIZATION	BY what Year	Indicators	Means of verifying success	PRIORITY (estimated completion period)
OBJECTIVE 6 : Source funding to sponsor Sharecare and other rehabilitation programmes for persons with disabilities						
Creation of awareness about the vital need for early diagnosis of autoimmune and neurological conditions.	<ol style="list-style-type: none"> 1. Identify sustainable sources of funding 2. Develop a resource mobilization strategy 3. Plan and carry out funding mobilization activities 4. Sponsor needy members to undergo assessments, diagnosis and rehabilitation 	Sharecare Ghana, SWEB Foundation, philanthropists and volunteers	2018	<p>Number of members and programmes sponsored</p> <p>Amount realized from fundraising and resource mobilization strategies</p>	Medical and rehabilitation records	Immediate – within 1 year
OBJECTIVE 7 : Organizational development						
Strengthen human resource and organizational capacity of Sharecare Ghana.	<ol style="list-style-type: none"> 1. Conduct staff capacity building activities 2. Develop an advocacy plan and train members on how to implement it. 	Sharecare Ghana Resource person	2018	<p>Number of advocacy plans developed</p> <p>Number of staff trained for enhanced advocacy</p>	<p>Annual progress assessments</p> <p>Activity reports on staff capacity building.</p>	Immediate – medium term within 1 year to 3 years

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ACTION STEP Requirements for achieving objective	ACTIVITIES to achieve objectives	PERSON/ ORGANIZATION	BY what Year	Indicators	Means of verifying success	PRIORITY (estimated completion period)
OBJECTIVE 8 : Advocate social support to caregivers						
Expansion of social protection coverage to include care-givers of persons with autoimmune and neurological conditions	Grant support to caregivers under a social protection programme	Ministry of Health Ministry of Gender Children and Social Protection	2021	Number of people benefiting from social protection coverage	Assessment of social protection programmes of Ministry of Health and Ministry of Gender, Children and Social Protection	Medium – long term 2-5 years
OBJECTIVE 9 : Review of Sharecare Ghana as an organization as against the strategic plan						
Performance monitoring plan.	1. Conduct bi-annual performance reviews 2. Carry out specific reviews during Executive Council meetings. 2.	Annual Executive Council and Staff review	Annually	Annual performance monitoring plan in place.	Minutes and Notes from Annual meetings	Immediate – the long term 1 year to 5 years

IMPLEMENTATION, MONITORING AND EVALUATION OF THE PLAN

This strategic plan shall be implemented by the secretariat of Sharecare Ghana. Sharecare Ghana shall develop annual plan of implementation with details on how the plan will be funded, objectives to be met on annual basis and responsibilities assigned. The plan will be reviewed annually and this shall be jointly carried out with GFD who shall provide technical assistance to the process. Bi-Annual report on progress made in the implementation of the plan shall be prepared by Sharecare Ghana, and submitted to the secretariat of the GFD for monitoring and evaluation purposes.

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