

STRATEGIC PLAN (2025-2028)



Centre for Climate Change
and Gender Studies

JUNE 18

Centre for Climate Change and Gender Studies
3CGS



Introduction

The Centre for Climate Change and Gender Studies (3CGS) of the University of Energy and Natural Resources (UENR) is an evidence-based research and advocacy centre that focuses on the climate change-gender nexus within natural resource landscape. With climate change becoming a thorny and one of the most pressing challenges undermining ecosystems, developing state-of-the-art training, research and advocacy have become relevant to supporting resilience, health and functioning of ecosystems.

The centre acknowledges that ecosystems contribute to the livelihood security of many local communities who depend on them for survival. As such, the impacts of climate change on the ecosystems have adverse implications for these communities. Also, climate change impacts are differentiated and not experienced equally. As a such, the centre places premium on gender, acknowledging that gender plays a critical role in shaping how individuals and communities are affected by and can respond to climate-related challenges. The intersection of climate change and gender, often referred to as the "climate-gender nexus," highlights how gender inequalities influence vulnerability, resilience, and participation in climate action. Understanding this nexus is essential for developing inclusive and effective solutions to the climate crisis.

It is in this spirit that 3CGS was established to bring together experts from the academic community to develop top-notch and relevant training, research, and advocacy to support social-ecological resilience, biodiversity conservation and gender equity. As a research-based unit within the University, the Centre is supported by the pillars of academic freedom, creativity and innovation. The Centre seeks to develop creative and innovative ideas and concepts, as well as cutting-edge research which advances the frontiers of knowledge to support national and international sustainable development agenda.

Purpose of the Strategic Plan

3CGS's Strategic Plan 2025–2028 fulfills one sole purpose. It contributes and gives substance to the SoNR's Strategic Plan 2024-2028, knowing the SoNR's Strategic Plan contributes directly to the Vice-Chancellor's vision and accompanying strategic thrusts, which provides the broad framework, guiding the School's Strategic Plan. The rationale is to align the Centre's Strategic Plan to the SoNR's Strategic Plan, thereby contributing to the University's Strategic Plan (USP). Consequently, the Centre's programmes, activities and actions will be informed and anchored in SoNR's strategic framework. The vision, mission and the core values of SoNR are outlined below:

Vision

"To become a centre of excellence in teaching, research and service in natural resources."

Mission

"To provide excellent training, research and engagements to support the sustainability of natural resources for national and global sustenance."

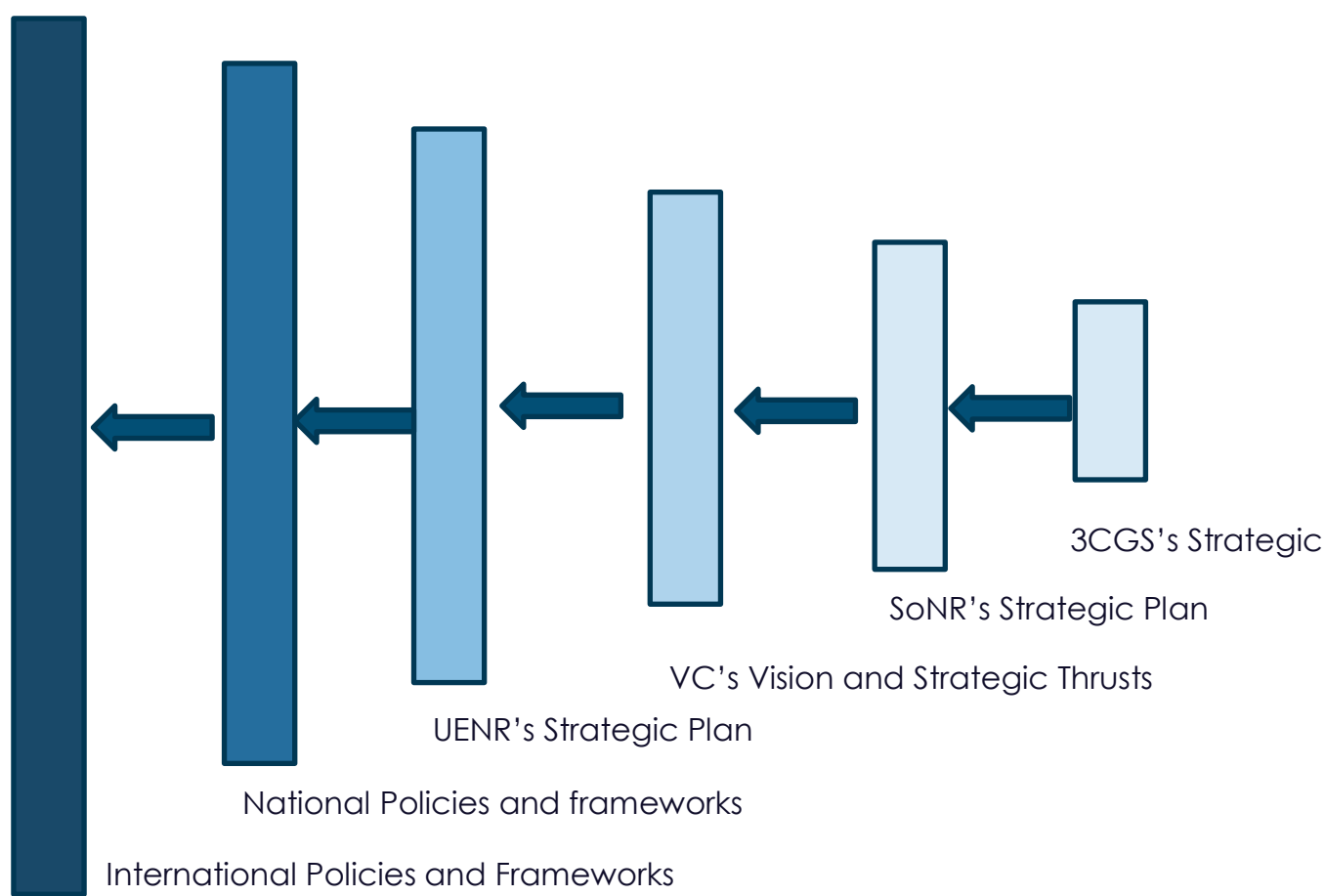
Priority Areas

We fully and whole-heartedly support the University's strategic plan and the Vice-Chancellor's vision and strategic thrusts through our commitments to six well-defined priority areas as follows:

1. Teaching and learning
2. Research excellence and innovations,
3. Staff development and welfare,
4. Community engagement
5. Alumni engagement
6. Strategic student enrolment and success
7. International engagement.

In contributing to SoNR's Strategic Plan, we hope to contribute towards national policies and programmes such as the Ghana Forest and Wildlife Policy, Ghana Forest Plantation

Strategy (2016-2040), National Gender Policy, Coordinated Programme of Economic and Social Development Policies (CPESDP) (2017-2024), National Tourism Development Plan (2013-2027), Ghana National Climate Change Policy, National Climate Change Adaptation Strategy and Ghana Tertiary Education Policy. Also, we are inspired to contribute to international policies and programmes such as the 17 Sustainable Development Goals, Convention on Biological Diversity, UN Framework Convention on Climate Change, UN Convention to Combat Desertification, the Ramsar Convention on Wetlands, the Convention on International Trade in Endangered Species of Wild Fauna and Flora (CITES), the Bonn Convention on the Conservation of Migratory Species of Wild Animals (CMS), the Bonn Challenge and the Agenda 2063: The Africa We Want. These and other government policy frameworks and programmes serve as the overarching guiding frameworks for the Centre's programmes, activities and actions.



SITUATION ANALYSIS

Strength	Weakness
<ul style="list-style-type: none"> • Advanced knowledge and skills in research, training and advocacy. • Highly motivated, vibrant and adaptable personnel. • Strong partnership with local organization involved in social-ecological research. • Well-developed and facilitated short courses. • Strong supports from volunteers and service personnel. • Diverse expertise drawn from departments within the School of Natural Resources. 	<ul style="list-style-type: none"> • Limited skills in winnable proposal/grant writing. • No specialized academic programmes. • Poor visibility (weak branding and marketing). • Limited funding for research and community engagements.
Opportunities	Threats
<ul style="list-style-type: none"> • Potential for postgraduate programmes responsive to current global/national natural resources management challenges • We have the opportunity to rebrand 3CGS for greater visibility. • Institutional support. • To serve as knowledge brokers between researchers and practitioners. • Potential of climate change to create opportunities for research, training and developmental projects. • Demand and market for postgraduate programmes. 	<ul style="list-style-type: none"> • Since the volunteers have not been employed, the possibility of losing them is high • Poor mechanism for generating IGF.

3CGS HORIZON

We present here an ambitious Strategic Plan that strives to meet critical issues over the next 4 years. Our strategic plan includes a Vision, Mission, Core Values, Goals, Strategies and Implementation Plan.

Vision of 3CGS

To become a world-class research and advocacy centre that spearhead change through innovation, research and capacity development that is sustainably holistic.

Mission of 3CGS

To promote, coordinate, facilitate and disseminate research and developmental initiatives that deal with the nexus between climate change and gender in Ghana and beyond; and also, to provide a platform for capacity building and training in cutting-edge research skills and project implementation for sustainability.

Core values

3CGS will promote these values in our training, research, and advocacy:

- **Excellence:** in training, research and advocacy.
- **Service:** to the University community, institutions and communities.
- **Innovation:** in the delivery of services to our clients.
- **Gender Equity:** Fairness in gender engagements in climate change mitigation and adaptation and its related issues.
- **Inclusiveness:** Inclusion of stakeholders in processes.
- **Advocacy:** through documentation and dissemination.
- **Team work:** among ourselves and clients in the delivery of our mandate.
- Multi- and interdisciplinary approaches

3CGS' PRIORITY AREAS

We fully and whole-heartedly support SoNR's strategic plan through our commitments to six well-defined priority areas as follows:

1. Teaching and learning
2. Research excellence and innovations
3. Community engagement and outreach (Advocacy)
4. Resource Mobilization and Partnerships
5. Communication and visibility agenda
6. Staff development and welfare

PRIORITY AREA 1: TEACHING & LEARNING

Goal 1: Enhance teaching and learning to promote academic excellence and to develop capacity for transformational leadership in sustainable natural resources management.

Strategy

1. Identify staff needs for instructional development to promote teaching, learning, and pedagogies.
2. Identify staff needs for appropriate technologies that will enhance content delivery of courses and programmes.
3. Create online webinars and digital materials for continued learning.
4. Develop short courses.
5. Develop postgraduate programmes.

PRIORITY AREA 2: RESEARCH EXCELLENCE AND INNOVATION

Goal 2: Enhance multi and/or interdisciplinary research scholarship.

Strategy

1. Create a database of research expectations of students and teaching/administrative staff.

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2. Build capacity for proposal development and grant applications that promote multi/interdisciplinary research.
 3. Develop and implement a plan for attracting research funding.
 4. Create public and private partnerships through which staff and students will engage in research, scholarship and creative activities.
 5. Develop and implement a plan for enhancing training and career development of staff involved in research.
 6. Promote knowledge sharing and dissemination.

PRIORITY AREA 3: STAKEHOLDER ENGAGEMENT AND ADVOCACY

Goal 3: Promote gender-based awareness, inclusion and empowerment in social-ecological systems and climate change.

Strategy

1. Create gender-based sensitization and awareness on social-ecological systems and climate change impacts and effects.
2. Engage in stakeholder outreach and advocacy on ecosystem-climate change and gender-related issues through existing and new networks.
3. Create student environmental clubs and associations as learning platforms to increase awareness and inclusion in social ecological-climate change education.
4. Strengthen partnership with relevant stakeholders to promote ecosystem-climate change education.
5. Create online webinars and digital materials for continued learning in ecosystem-climate change education.
6. Promote youth ambassadors programme in climate change action.

PRIORITY AREA 4: PARTNERSHIPS AND RESOURCE MOBILIZATION

Goal 4: Strengthen engagement with local and international partners to promote shared interests and increase opportunities for collaborations and funded research and consultancies.

Strategy

1. Develop and align the 3CGS's research agenda and programmes with partners' needs and interests to explore collaborations.
2. Strengthen existing collaborations with local and international academic and research institutions and explore new opportunities.
3. Develop a 'Distinguished/Guest Lecture Series' programme to engage external partners in knowledge sharing and curriculum development.
4. Expand exchange programme to increase knowledge and cultural exchange with international academic partners.
5. Develop a plan to increase involvement in international research consortia involved in ecosystem resilience and climate change related research.

PRIORITY AREA 5: COMMUNICATION AND VISIBILITY AGENDA

Goal 5: Develop and position **3CGS** as a top-notch and innovation research, training and advocacy centre.

Strategy

1. Improve and keep up to date online profile (or a web CV).
2. Engage in social networking communities (using WhatsApp, X, Facebook, Instagram).
3. Disseminate outcomes of all engagements of 3CGS and its capabilities using print, digital and social media to increase its visibility.

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4. Increase strategic membership in international associations to increase visibility, knowledge exchange opportunities and funding.

PRIORITY AREA 6: STAFF DEVELOPMENT AND WELFARE

Goal 6: Develop human capabilities and promote their welfare to increase performance.

Strategy

1. Assess competency and skills needs and gaps of teaching and administrative staff.
2. Facilitate the building of the competencies and skills of teaching and administrative staff.
3. Attract, recruit, and retain a highly productive staff with gender equity mainstreaming in the process.
4. Provide a functional administrative setup to enhance staff performance.
5. Provide research leadership and training opportunities to mentor staff.
6. Implement rewards and incentives to motivate high performance of teaching and administrative staff.

