



Call For Members of Board of Directors

Integrated Disabled Women Activities -IDIWA is seeking dedicated, visionary, and highly skilled leaders to join our Board of Directors. As we enter our next phase of growth, we are looking for passionate individuals who are committed to our mission and can provide strategic governance, oversight, and advocacy. Board members play a critical role in shaping our strategic direction, ensuring financial sustainability, and enhancing our organizational impact.

Who we are

Integrated Disabled Women Activities; IDIWA is a women led organization established in 2000, committed to strengthening women and girls with disabilities and their families to challenge the patriarchal system and disability-based marginalization that creates a perceived acceptable imbalance and inequality in society. IDIWA operates nationally with strategic presence across the eastern Uganda. This approach seeks to help expand the organization's reach and imprint to ensure a wider and deeper presence across the country.

IDIWA **envisions** an inclusive and violence-free society; the **mission** is to promote gender equality and the rights of women, girls with disabilities and their families to better health and sustainable livelihoods, while the overall **goal** is to improve their standard of living and quality of life.

Our **Core values** include:

- i. *Integrity* – Acting with honesty, ethics, and consistency in all dealings.
- ii. *Transparency* – Ensuring openness in decision-making and operations.
- iii. *Accountability* – Taking full responsibility for actions and outcomes.
- iv. *Unity in Diversity* – Embracing and respecting differences while working together.
- v. *Respect* – Valuing the dignity, rights, and contributions of all individuals.
- vi. *Service* – Prioritizing the well-being and empowerment of others.
- vii. *Innovation* – Encouraging creativity, learning, and adaptive solutions.
- viii. *Goodwill* – Promoting positive relationships and collaboration.

Desired Skills & Expertise

While we welcome diverse professional backgrounds, we are actively seeking candidates with expertise in the following areas:

- Governance & Legal Compliance;
- Financial Management & Audit (CPA or equivalent);



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- Risk Management
- Fundraising & Resource Mobilization;
- Strategic Planning & Organizational Growth;
- Healthcare, Education, Technology, and or Environmental Policy.

***Note:** Previous board experience is an asset, but not strictly required. We are committed to building a diverse and inclusive board and strongly encourage applications from all backgrounds.*

Key Responsibilities

A Board Member will be expected to:

- Attend and actively participate in quarterly board meetings;
- Serve on at least one board committee (e.g. Finance, Risk, and Audit Committee; Human Resource Committee; Safeguarding, Programs, and Resource Mobilization Committee; and Independent Procurement Committee)
- Provide strategic guidance and oversight on organizational policies;
- Act as an ambassador for the organization, advocating for our mission in the wider community;
- Ensure fiduciary responsibility and compliance with all legal and regulatory requirements
- Offer time commitment for Board service of 4 to 6 hours per month, which includes board meetings, committee work, and preparation time. This is a volunteer position

How to Express Interest

- Interested candidates should complete and submit an Expression of Interest Form (EOI) available for download at: https://idiwaug.org/wp-content/uploads/2026/06/IDIWA-Board-Committee-Membership-EOI-Form_2026.docx
- The EOI form highlights motivation for joining the board and how your specific skills align with our strategic goals;
- Current Curriculum Vitae (CV);
- Relevant professional and volunteer experience;
- Please submit your application materials to idiwa2009@gmail.com
- with the subject line: **EOI – IDIWA Board of Directors -Your Name;**
- Closing Date: All submissions must be received by 10th, 3:00pm, and EAT;



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- For any inquiries or to request further information about the organization, please contact Ms. Elizabeth Kayanga, Email: idiwaelizabeth@gmail.com.