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2018

Supporting feminist movements to thrive and disrupt

Annual Review

awid



AWID is a global, feminist, membership, movement-support organization. We support feminist, women's rights and gender justice movements to thrive, to be a driving force in challenging systems of oppression, and to co-create feminist realities.

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From the co-Executive Directors

Cindy Clark & Hakima Abbas



This report looks back and celebrates the first year of AWID's new strategic plan as we took our first steps towards our desired outcomes of supporting feminist movements to thrive, challenging anti-rights agendas and co-creating feminist realities.

We worked with feminists to disrupt anti-rights agendas, achieving important victories fought and won within the United Nations system when ground-breaking language on structural discrimination, sexual rights, and states' obligations were included in a number of resolutions. Yes, the multilateral system is in crisis and in need of serious strengthening but these victories are important as they contribute to the legitimacy of feminist demands, providing feminist movements with more pressure points and momentum to advance our agendas.

We tried and tested different ways to build knowledge with feminist movements through webinars, podcasts and 'live' conversations. We developed facilitation guides with popular educators to reclaim knowledge in the interest of social and gender justice, even about a topic as seemingly opaque as illicit funding flows. We commissioned blogs and opinions about how feminist groups fund and resource themselves and threw light on the threats facing our human rights systems.

Within AWID, we practiced and learned from our shared leadership approach, and told the story of the trials and tribulations of co-leading a global, virtual organization. We don't have a definitive answer to what feminist leadership looks like, but we know, a year on, that a continued commitment to collective experimentation and learning has enabled us to keep building an organization that we are all excited to contribute to.

As we look back on this year, we want to thank all our friends and supporters, colleagues and companions, who have given their time and shared their wealth of knowledge and wisdom with us.

We want to thank our members who helped frame our strategic plan and joined us to make feminist demands. We could not do this work without you.



(Photo by Naomi Bokhout from Pexels)

Introducing our new Strategic Plan

Introducing our new Strategic Plan

AWID's 2018 - 2022 Strategic Plan was the result of a year long participatory process with partners, members and feminist movements.

We are a global, feminist, movement-support and membership organization. We work at the sites of change to resist the intersections of patriarchy with corporate power, fundamentalisms, and fascisms.

We recognise that our impact is greater when we are able to deepen and leverage our collective work.

We work towards our organization outcomes through four initiatives.

Read more: [Get to know AWID's plan to Co-Create Feminist Realities >](#)

Our initiatives



Advancing Universal Rights and Justice



Resourcing Feminist Movements



Building Feminist Economies

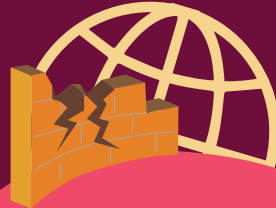


Co-Creating Feminist Realities



Outcome 1

Feminist, women's rights and gender justice movements are thriving, with stronger collective power to challenge patriarchy and advance feminist agendas.



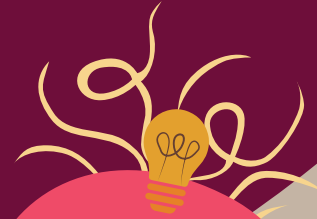
Outcome 2

Feminist and gender justice movements are better able to challenge, disrupt and delegitimize the consensus of actors promoting patriarchy within international spaces.



Outcome 3

Feminist realities, proposals and narratives flourish, are amplified and become increasingly influential.



Outcome 4

AWID is a thriving learning organization with an enabling work environment grounded in intersectional feminist principles.

Our mission

We support feminist, women's rights and gender justice movements to thrive, to be a driving force in challenging systems of oppression, and to co-create feminist realities.



Our vision

We envision a world where feminist realities flourish, where resources and power are shared in ways that enable everyone, and future generations, to thrive and realize their full potential with dignity, love and respect, and where Earth nurtures life in all its diversity.



Advancing Universal Rights and Justice: Uprooting fascisms and fundamentalisms

AWID promotes the universality and indivisibility of rights, advances women's rights and feminist agendas in the international human rights system and challenges fundamentalist and fascist influence and actors.

Building knowledge on anti-rights actors

In collaboration with partners in The Observatory of the Universality of Rights (OURs), we monitored, shared knowledge and unpacked the strategies and influence of anti-rights actors. We strengthened connections and

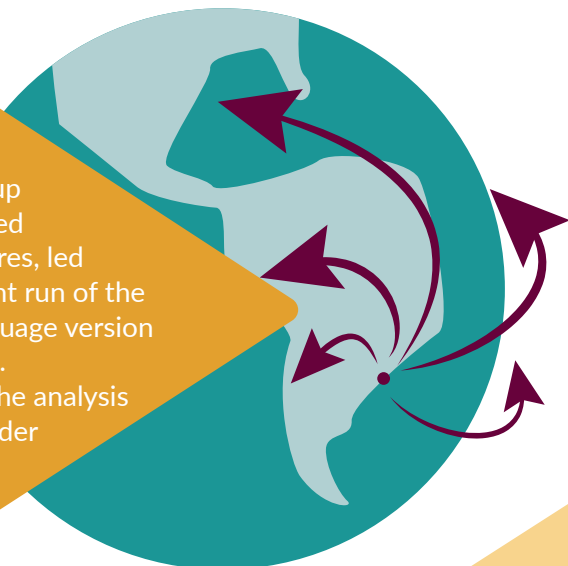
do work together that supports movement building and cross-movement campaigns.

Building on the successful publication and dissemination of the Rights at Risk Trends report

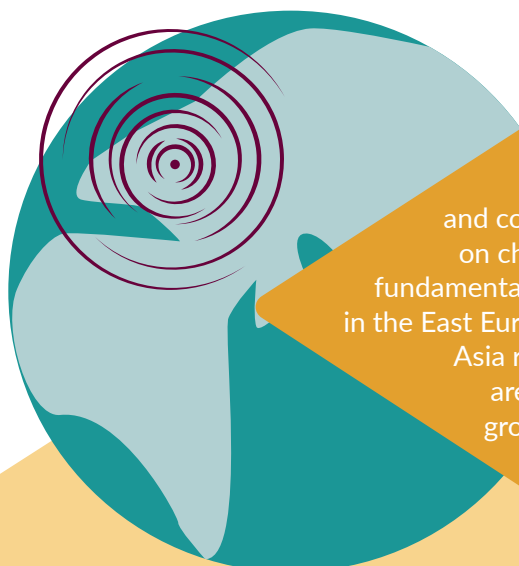
in 2017, we worked with feminists to build knowledge around the research. This included developing workshop facilitation guides, supporting activists to use it in their community work and getting messages into the media.

Two examples of knowledge building (among other things!)

Akahata, an OURs working group member based in Buenos Aires, led a second print run of the Spanish-language version of the report. This meant the analysis reached a wider audience.



AWID presented the Trends report and co-hosted a webinar on challenging religious fundamentalisms to audiences in the East European and Central Asia region where there are worrying signs of growing fascisms and fundamentalisms.



After the webinar After the presentation



The #RightsatRisk webinar was seen as "useful" or "very useful" by 100% of the participants.



The participants created a listserv, enriching a new regional network to combat gender-based violence related to religious fundamentalisms.



Joint advocacy in multilateral spaces

AWID and our partners collaborated to secure major gains at the Human Rights Council (HRC).

Against the backdrop of a global backlash against sexual and reproductive health rights (SRHR), AWID and our partners worked to ensure that feminist agendas were advanced in the international human rights system. In June, the HRC passed the Resolution on the Elimination of all Forms of Discrimination against Women and Girls that explicitly recognizes SRHR, a first for a politically-negotiated document.

The Resolution on Maternal Mortality in September reiterates SRHR as integral to the right to health in humanitarian settings and makes explicit references to host countries' obligation to protect SRHR in the case of women and girl refugees, including the need to ensure access to comprehensive sexuality education in humanitarian settings.

Read

- [Key reports and resolutions at the 37th Session of the Human Rights Council](#)
- [Argentine green tide: challenging 'fear of god'](#) (Opinion piece, by Gabby de Cicco)
- [Weakening human rights mechanisms and challenging activism](#) (Analysis, by Cynthia Rothschild)

Watch/ Listen

- [How to make a feminist Human Rights Council](#) (Facebook live conversation with Naureen Shameem and Caroline Tagny)
- [Cultural Rights and Feminism in 2018 and Beyond](#) (Video interview with Karima Bennoune, The UN Special Rapporteur in the field of cultural rights)
- [What happened at the 38th session of the Human Rights Council?](#) (Testimonials from activists at HRC38)
- [Listen to your favourite feminist essays](#) (podcast series)

Building Feminist Economies: Challenging corporate power

AWID challenges corporate power and the dominant economic system. We open up space to imagine and articulate feminist economies.

Joint advocacy to counter corporate power

Corporate power is deepening inequalities and undermining democracy, while corporate human rights abuse is deeply gendered.

That is why we worked with partners to push for an international legally-binding instrument on “transnational corporations and other business enterprises with respect to human rights”, known as the Binding Treaty) at the Human Rights Council.

We see the binding treaty process not only as an advocacy opportunity but also as a movement-building process in which feminist and allied movements can articulate propositional demands in solidarity with one another.

Movement building towards a Binding Treaty

AWID co-leads the Feminists for a Binding Treaty (F4BT), an informal group of feminists from multiple geographies, regions, and identities that come together to develop joint demands and strategies for a feminist binding treaty.



The F4BT group continues to welcome new members.



We built alliances and solidarity as co-leaders of F4BT, and as a member of the civil-society coalition: Treaty Alliance.

We support the development of the feminist statement, for an end to corporate abuse of women’s rights (signed so far by 376 organizations).



We created knowledge products that support feminist movements.



Training toolkits

Feminist popular educators from El Salvador, Russia, Uganda, Spain, Philippines, and Argentina co-created tools that connect Illicit Financial Flows to gender justice and the everyday lives of women, girls, trans, intersex and gender non conforming people.

Piloted in three contexts

→ El Salvador:

35 participants from social movements including sex workers, land workers, and informal workers.

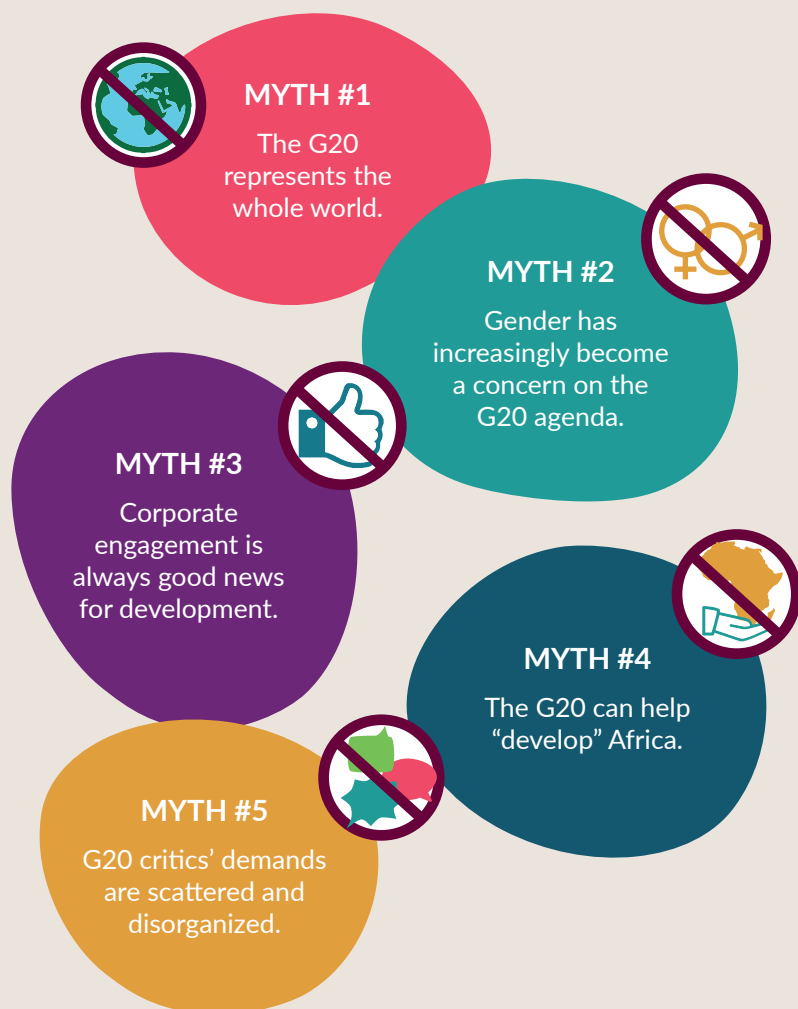
→ Argentina:

100 feminist activists from unions, students, LGBTQI, indigenous, and other social movements from Latin America.

→ Russia:

15 participants, including academics, feminists, informal workers, NGOs working on election monitoring, and trade union representatives.

5 Myths around G20



Read our analysis: [5 Myths Around the G20](#) >

Building knowledge

Building on our [Illicit Financial Flows primer](#), we worked with popular educators to co-create a facilitation guide for feminist and social justice activists to build knowledge within their communities and movements on why illicit financial flows affect us all and why challenging them is a feminist issue.

Calling out the myths of the economic system, AWID supported the campaigns of The Feminist Forum Against the G20 (November), a coalition composed of Latin American feminist, working-class, migrant, indigenous, peasant, afro-descendant, lesbian, trans and queer movements and communities.

The Feminist Forum is leading a vibrant resistance to the G20’s neoliberal agenda.

Read

- [Reclaiming indigenous lands, bodies and joy](#), by Daniela Marin Platero
- [Beyond Unpolicing](#), by Alejandra Sarda-Chandiramani (also available as a [podcast](#))

Watch

- [Bring on the Binding Treaty: it’s time for corporate accountability](#) (video)
- [Feminists on the Road to G20](#) (webinar)
- [What does it take to create a feminist economies](#) (webinar)

MORE
on this topic

Resourcing Women's Rights: Shining light on the current funding ecosystem

AWID supports movements' power to be resourced on their own terms.

Money and movements

Through the **Count Me In! (CMI!) Consortium**, we brought activists and funders together to share ideas and practice on how to better resource feminist movements.

The convening was held in April 2018, in Naivasha, Kenya.

It was attended by:

- 51 activists
- 37 funders
- 25 CMI! members



[Read the key takeaways: Money & Movements by the Count Me In! Consortium >](#)

Getting feminist movements into the Spotlight

AWID and our CMI! partners showed there is strength in collective advocacy when we reached out and engaged constituency-led movements to engage with the UN-EU Spotlight Initiative and tell them how € 500 million can best serve women and girls.

CMI! Count Me In!

This is a special joint initiative led by Mama Cash, including the sex worker-led Red Umbrella Fund (RUF), together with AWID, CREA, Just Associates (JASS) and Urgent Action Fund – Africa (representing its sister funds in the US and Latin America). The Dutch gender platform WO=MEN is a strategic partner for lobbying and advocacy. The Dutch Ministry of Foreign Affairs selected Count Me In! as a strategic partner within its Dialogue and Dissent policy framework.

Read

- [Why we need a feminist ecosystem](#), by Angelika Arutyunova (also available as a [podcast](#))
- [Me too didn't start with a hashtag](#) (Hakima Abbas' remarks at the European Development Days 2018)

MORE
on this topic

Feminist recommendations to the Spotlight Initiative

What we did

- Brought together feminists online and offline to produce strong recommendations calling for feminist movements to have an explicit leadership role in every level of Spotlight
- Mobilized our members and other feminists to have their say on what they expect from Spotlight. Nearly 600 from over 100 countries took part
- Engaged and influenced key decision-makers around feminist recommendations
- Tracked developments to monitor changes

What it led to

It is a **direct result** of joint advocacy and mobilization that Spotlight created “Pillar 6”, funding dedicated to women’s rights organizations.

There is also Spotlight-wide commitment to funding civil society.

Out of the **18 recommendations** put forward:

- **2 recommendations fully accepted**
 - Spotlight should encourage other donors to directly fund feminist groups
 - Coordination between civil society reference groups and decision making/governance bodies
- **8 recommendations partially implemented**
- **7 not (yet) implemented**
- **1 rejected**

Our advocacy continues!

Tweetathon

Feminist Recommendations Spotlight Initiative

Spotlight Initiative should build on existing knowledge of how structural bias and discrimination creates and compounds violence against women and girls

count me IN! | my cash | awid | CREA | UN Women Fund | JASS | UN Women | UN Women | UN Women

To @Spotlight_VAWG → feminists recommend that you create coordination mechanisms for country, regional and global reference groups and decision-making teams so that they may dialogue and influence one another | #SpotlightEndViolence #EDD18

To @Spotlight_VAWG → feminists recommend that you allow independent civil society organizations to participate as full members of all of your governance bodies, with a binding voice in decision-making | #SpotlightEndViolence #EDD18

Feminist Recommendations Spotlight Initiative

Spotlight Initiative should prioritize groups that address an intersectional analysis of violence against women and girls

count me IN! | my cash | awid | CREA | UN Women Fund | JASS | UN Women | UN Women | UN Women

To @Spotlight_VAWG → feminists recommend that you deliberately support, leverage, and strengthen existing and emerging feminist movements, both nationally and transnationally, in order to succeed in your important mission to end gender-based violence #SpotlightEndViolence #EDD18

[See the full toolkit >](#)

Co-Creating Feminist Realities: Inspiring and strengthening our power in action

This initiative seeks to unearth, amplify and co-create feminist realities, which are lived experiences and hopeful experiments grounded in feminist and social justice values.



2016 (Brazil)

At the 13th AWID Forum, we felt and saw that feminist realities are not only possible but they exist now.

That idea took hold, captured our imagination and we set about exploring the idea and laying out an approach for it.

2018 (Sri Lanka)

We organized a small meeting to deepen and expand our initial framework on feminist realities and to develop methodologies to shape a toolkit for unearthing and amplifying feminist realities.



We convened and attended workshops and meetings to gain a deeper understanding of and to locate feminist realities. Feminists from a range of movements and regions came together to share what feminist realities look like to them.

- Lebanon, at the WHRD-MENA Coalition convening September 2018
- Bali, at the People's Global Conference, October 2018

Documenting feminist realities

Working closely with partner organizations and media platforms like OpenDemocracy, we documented stories of feminist realities.



- In **Guatemala**, Mayan weavers are organizing to defend their art, pushing for new legislation to recognize and protect their 'collective intellectual property'.
- In rural **Paraguay**, women are on the frontlines of a 'race against time' to save native seeds.





Organizational sustainability and resilience

Organizational sustainability and resilience

We embarked on practices and policies that contribute to an enabling work environment grounded in intersectional feminist principles that facilitate high-quality, impactful work.



In 2018, **97%** of AWID staff said they were “very and somewhat satisfied” working at AWID - the highest level of staff satisfaction since we started conducting staff surveys in 2009.

“Given the diversity of our personal backgrounds and organizational roles, just coming together is a learning experience in itself.”

- Staff feedback on meeting face to face in 2018

Shared leadership

At AWID, we spend a lot of time thinking about power, and how it functions not only in the world at large but also within our organization. We know very clearly that optimal feminist leadership is not just about a single role or a person.

After a successful leadership transition in 2017 from a single Executive Director (ED) to a co-ED model, we continue to deepen the practice of shared leadership throughout the organization. Our model of shared leadership is practice-in-process and we have created a bold organization structure to support that.

Results from the 2018 staff survey:

82% said that they had opportunities to practice shared leadership



75% said they were able to practice shared leadership “quite a bit” or “a lot”

A bold architecture

Our current reorganization is structured around project teams.

This structure and way of working take ongoing discussion and agreements, and continuous attention to decision-making processes and power.

Team members, regardless of their formal accountability roles run projects, represent AWID in important spaces, take initiative to solve problems, invent new processes or challenge existing ones that don't work.

Strengthening our foundations

AWID advanced a major update of our human resources employee handbook that improved our policies and matched our organizational processes to our bold and ambitious strategic plan.

We have invested and are more deliberate in our planning, monitoring, evaluation and learning processes to ensure that our hard work has the impact we want to see in the world and that we continue to build a strong organization.

We invested in staff development through coaching, training, accompaniment and on the job learning.

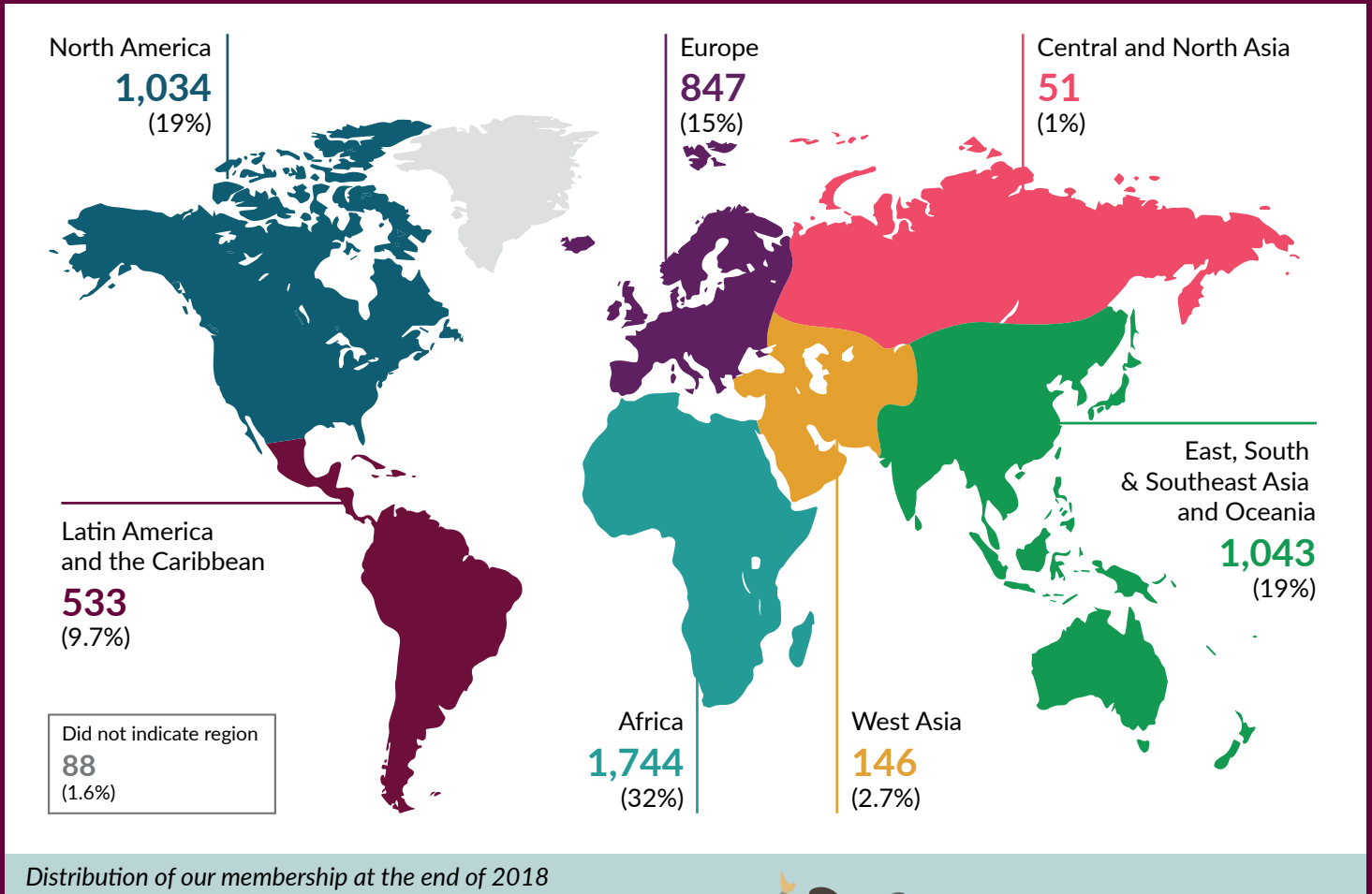
We raised the income needed to deliver our ambitious annual workplan and secured a clean audit for the year.



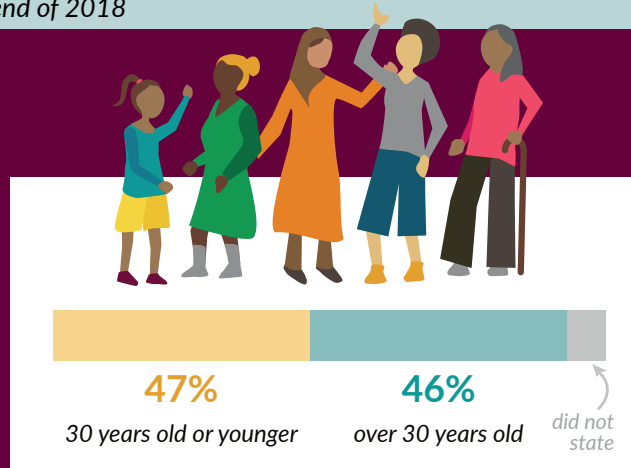
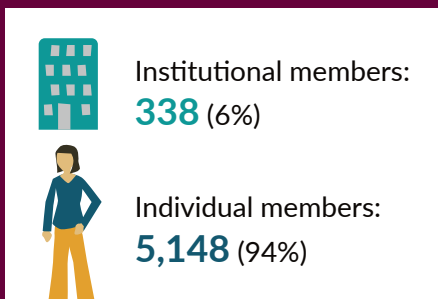
Transformation through collective action

AWID believes in the power of feminist movements. Meaningful change happens when feminists from around the world take action.

We have **5,486 members** all around the world - organizations and individuals - dedicated to advancing feminist agendas.



Who are they?



Join us!

By joining AWID, you can contribute to strengthening feminist movements and help drive transformative change.

[Become a member >](#)

Financials

Contributions	\$ US
Donors	
Mama Cash (CMI! Funding)	1,055,790
Ford Foundation	1,027,500
Swedish International Development Agency (SIDA)	616,852
Foundation for a Just Society	350,000
Anonymous donor	176,667
Open Society Foundations	106,901
Oak Foundation	100,000
Novo Foundation	75,000
Kendeda Fund	25,000
Levi Strauss Foundation	25,000
Anonymous donor	20,000
Donations	145
Other revenue	
Contributed services	57,708
Membership	9,660
Interest	1,194
Total income	3,647,417

Expenses	\$ US
Initiatives	
Advancing Universal Rights & Justice (AURJ)	624,524
Building Feminist Economies (BFE)	587,649
Co-Creating Feminist Realities (CFR)	770,113
Resourcing Feminist Movements (RFM)	526,284
Organizational Sustainability & Resilience (OS&R)	459,562
Management, governance and general	373,866
Fundraising	110,641
Expenses	3,452,639
Foreign Exchange	9,967
Total expenses	3,462,606

AWID is grateful for the generous support provided by:

Ford Foundation

Foundation for a Just Society

Kendeda Fund

Levi Strauss Foundation

Mama Cash

Novo Foundation

Oak Foundation

Open Society Foundation

Swedish International Development Agency

Anonymous donors

and

AWID Members



