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About Us

**Vision**
AWID envisions 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.

**Mission**
Our mission is to 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.

**Outcomes**

1. Feminist movements weave closer inter-connections, thereby strengthening collective power and solidarity.
2. Feminist movements effectively challenge, disrupt and transform systems of international governance and global economy.
3. Feminist visions of a just world and sustainable life are realized in practice.
4. AWID is a thriving and learning organization delivering high-quality, cutting-edge and impactful work.

**Areas of Work**
- Advancing Universal Rights and Justice
- Resourcing Feminist Movements
- Building Feminist Economies
- Membership & Constituency Engagement
Dear AWID Members, Partners, Friends and Allies,

2022 was a year of transitions in AWID. With this reflection on the year, we invite you to celebrate with us beautiful closures and promising beginnings. Change and transitions are an inseparable part of life and movements, which we seek to embrace with intention and care.

Our strategic plan “Feminist Realities” completed its final year at the end of 2022. For the past five years, this bold framework pushed us to go beyond feminist futures and to recognize the feminist solutions and ways of life that already exist in the here and now. Realities that must be uplifted, celebrated, and popularized. The Feminist Economies We Love multimedia story project and Our:Resource knowledge hub on autonomous ways to resource feminist activism are just two examples of this visionary work, always deeply collective with diverse feminist movements.

From the powerful feminist mobilization to #BlockBlackRock to demystifying false narratives of “gender ideology”, AWID continued upholding its role to support feminist movements with strategic knowledge, advocacy tools and campaigning throughout 2022.

AWID’s new strategic plan for 2023-2027, “Fierce Feminisms: Together We Rise”, builds on diverse input from movements, members, staff and Board. In this new strategic cycle, we will strive to ensure that AWID’s voice will ring with courage, strength, solidarity and resilience.

Our coming of age celebration as we turned 40 was an opportunity to reflect on 40 years of incredible feminist activism worldwide. Delve into our 40 Years of AWID: The Scrapbook and tune into the podcast “That Feminist Fire”, featuring inspiring feminists across regions and movements.

AWID’s membership is stronger and more engaged than ever before. We are grateful to each and every member, those of you who have been with us over the years and those joining today, for co-creating this incredible global feminist community.

On a personal note, in September 2022 we both began our journey as AWID’s Co-Executive Directors. This transition was made smooth with the generosity and support of AWID staff, Board, Funders, members, and partners, and we owe a special gratitude to our predecessors Cindy Clark and Hakima Abbas, and our Board President Margo Okazawa-Rey on whose shoulders we stand. With an ambitious strategy and a much-awaited International AWID Forum in sight (Bangkok, 2-5 December 2024), we are ready to discover what the future holds, and to shape it together with you all.

Love,
Faye and Inna
Advancing Universal Rights and Justice

This Initiative advances feminist agendas, challenges anti-rights actors and influence, and promotes the universality and indivisibility of rights in ways that center gender justice. Together with feminist, women’s rights and gender justice movements and allies, we produce strategic knowledge, advocate, and take collective action to counter the impact of anti-rights actors and agendas in multilateral spaces and beyond.
Rights at Risk from global to local

AWID's collaborative work to counter anti-rights keeps growing stronger, and the flagship report Rights at Risk: Time for Action, produced with the Observatory on the Universality of Rights (OURs) has become a strategic tool for global & regional analysis of the growing threat anti-rights actors represent.

“The 2021 OURs report specifically addressed corporate capture, and defined two more related terms (corporate power and market fundamentalism) which help to articulate more fully the insidiousness of corporate capture.”

Contextualizing Retrogression and Capture in Asia: IWRAW-AP & Sexual Rights Initiative

Since the report is a tool to equip feminist movements with knowledge on anti-rights actors, narratives and tactics, but also to strategize on how to combat them, we held an in-person workshop in Ghana, with the Alliance for Equality and Diversity (AfED) and a virtual regional workshop in El Salvador, with La Colectiva. They were rich cross-movements spaces, where activists left recharged with hope, inspiration and ideas as well as a better understanding of the opposition tactics that they want to feed into their ongoing campaigns.

“My biggest learning is the intersectionality that exists within the LGBTQ+ community issues and the feminist community because the same ideologies and tactics are used by the anti-rights actors in tackling both issues”

Workshop participant

Read:
- Rights at Risk Resource Library
- Comic: Feminist Superhero Busts Anti-Rights Myths
- Brief: “Gender Ideology” Narratives - A Threat to Human Rights

Watch:
- Feminist Superhero Animation
Holding our feminist ground in multilateral spaces

Multilateral spaces such as the UN Commission on the Status of Women (CSW) and the Human Rights Council (HRC) are of particular relevance for feminist and gender justice movements because they are influential spaces for setting international norms on gender justice, women’s rights and LGBTQI rights. AWID has been working with movements to amplify their voices in these spaces and to advance feminist and rights-based agendas.

**HRC50**  
AWID fought back on the hostile amendments threatening the Resolution on the Elimination of all forms of discrimination against women and girls & released a joint statement with the Center for Reproductive Rights (CRR) and the Sexual Rights Initiative (SRI)

**HRC51**  
We held a parallel event on feminist resistance and abortion, to celebrate the wins the movement has been achieving in several Latin American countries and took part in the Joint Civil Society Statement on the right to abortion, signed by +450 organizations and +425 activists, building a collective momentum for advocacy.

**CSW66**  
AWID organized a CSW 101 event for AWID members sharing analysis of how and why to engage in CSW, specifically on the annual theme of climate justice.

Another advocacy tactic AWID has used is briefing OHCHR, CEDAW and UN Women staff to stimulate additional requests for country-level briefings to address specific anti-rights challenges, and providing practical recommendations for how to address oppositional influence within human rights spaces.

“The meeting was useful to alert and remind the Committee of their obligation to address anti-rights movements, and as an entry point for those engaging with the CEDAW Committee for further messaging on retrogressions”.

CEDAW briefing participant
“One of our civil society partners, the Association for Women's Rights in Development (AWID), recently provided UN Women with evidence of how anti-rights, anti-gender backlash and polarization are paralyzing intergovernmental spaces.”

▷ Sima Bahous, UN Women

Read more: ▷ Anti-rights groups tried to take over a UN summit. Feminists fought back
Statement: ▷ Feminist Groups Reject State Attempts to Roll-back on Gender Justice at HRC50
Statement: ▷ HRC51 Joint Civil Society Statement on Abortion

Solidarity work and crisis response

We stand in solidarity with feminist movements and their struggles in different parts of the world. AWID joined our partner Femena and 162 regional and international organizations who raised their voices in ▷ solidarity with Iranian women and the grave challenges feminists and women human rights defenders are facing in Iran. With our ECOSOC status, we were able to facilitate access and speaking slots to Women Human Rights Defenders from Afghanistan at the HRC51 council sessions.
Every day can be a day to remember and uplift the demands of feminist movements around the world, creating spaces to come together online.

- **WHRD Day & Solidarity With Palestine Day**: we highlighted intersectional Feminist Palestinian Voices with FEMENA and the Coalition of Women Human Rights Defenders in the Middle East and North Africa region.

- **Intersex Awareness Day**: we fostered cross-movement cooperation on bodily autonomy and self-determination with ILGA World & the CMI! Consortium, highlighting links with disability justice and other movements.

- **IDAHOT**: AWID’s [feminist journalist project] members centered voices from the margins of the LGBTIQ movements, in collaboration with ILGA World.
Resourcing Feminist Movements

This Initiative shines a light on the funding ecosystem and aims to transform it. Through our research, analysis and advocacy with funders, we push for changes in funding priorities, modalities and practices so they can better serve our movements. Above all, we build collective strategies with movements, funders and allies to resource thriving, robust, and resilient movements.
Autonomous Resourcing spreads its wings

For the past 4 years AWID has been working with an extraordinary group of feminist activists developing an Autonomous Resourcing community.

Together, we have conceptualized and developed a comprehensive framework for resourcing movements in multiple ways and models that are independent from funders, and rely on the community.

One of our first products is the our-resource.com microsite, which collects, curates and hosts a variety of resources on Autonomous Resourcing.

The post-pandemic landscape is increasingly challenging; the few funding sources available to feminist and gender justice movements are slowly drying out and there are very few new sources emerging. We need creative ways to resource movements in sustainable and independent ways, and Autonomous Resourcing can be one of them.

“Autonomous Resourcing means having access, control collectively and sharing power over economic resources we have the right to. It is very important to be independent when building the movements. AR is about claiming, and using our own funding to overcome structural oppression.” - Nani, Indonesia

Read more:
- Our-resource
- Autonomy as Resistance: A conversation with Chayanika Shah

Watch:
- Feminist Cooperatives and Autonomous Resourcing
- Lube, Laws, Lobbying: NZPC Aotearoa New Zealand Sex Workers
Alliance For Feminist Movements
Alliance for Feminist Movements

In September we were delighted to celebrate the formal establishment of the 
Alliance for Feminist Movements, a game-changing multi stakeholder initiative that has the potential to increase and improve financial and political support for feminist movements. AWID has been acting as the host organization for the Alliance, participating in its Planning Group and Steering Group.

The Alliance is the only space that brings feminist civil society together with funders from different sectors and other allies to strategize on strengthening financial and political support for feminist movements. There is a wealth of expertise and experience to tap in this space, with members in every region of the globe and working with a range of constituencies.

“We are so proud to be part of this Alliance and the reason why we’ve joined is what we’ve seen in our own country, the peace process in Ireland was brought by the women’s movements that were involved in it. This is underfunded, we have committed to putting forward 50 million dollars towards women and feminist movements. We know there is a gender equal future ahead of us, but we also know it is women’s organizations, women’s leadership and feminist movements that are going to bring us there.”

Fiona Broderick,
Department of Foreign Affairs, Ireland

“All feminist movements in Colombia succeeded in giving us the world’s first peace agreement with a gender approach. We will convoque them for further peace negotiations and we will draft with them the country’s first Feminist Foreign Policy. We are proud to join this Alliance for Feminist Movements.”

Laura Gil,
Former Vice Minister of Multilateral Affairs, Colombia

Read more:
- Young feminists’ vision for the Alliance for Feminist Movements
- The Equality Fund Celebrates the Alliance for Feminist Movements
Building Feminist Economies

This initiative works to amplify feminist visions, practices and agendas for economic and climate justice; to challenge corporate power and impunity, as well as the corporate influence on policy; and to strengthen and support feminist, and grassroots movements and defenders working to transform our economies for the wellbeing of people and planet.
Challenging Corporate Power

When UN Women and Black Rock Inc. announced they had signed a Memorandum of Understanding agreeing to cooperate in promoting the growth of gender lens investing, the news sparked outrage within feminist and social movements. The trillion dollar asset management firm is the largest investor in fossil fuels and deforestation-linked agriculture, as well as military and civilian weapons, and profits from sovereign debt.

AWID joined the #BlockBlackRock! Campaign in partnership with WEDO, Campaign of Campaigns and many feminist activists. We published an open letter signed by over 700 women’s rights organizations, experts, feminist activists and allies. Partners like Third World Network, Women’s Major Group, DAWN, WOMIN, Dr. Vandana Shiva and others shared and amplified our key demands.

We co-organized a webinar to raise awareness, rally public support and demand UN Women drops its partnership with BlackRock, and rethink its approach to corporate partnerships and their role in achieving economic justice for women. The next day UN Women contacted the #BlockBlackRock organizers to tell us they had terminated the partnership with BlackRock.

While we all celebrated this important victory, we know this is not over. The organizing group developed a set of demands to influence UN Women’s approach to private sector partnerships. AWID remains active with the feminist movement effort and in communication with UN Women in our commitment to accountable multilateralism.

Thank you Emilia and all the others who drove this #blockblackrock campaign, particularly Sanam Amin and colleagues at AWID and WEDO. You saw the problem, you voiced the truth, and you mobilized all kinds of inputs, intellectual and practical. Impressive activism.

Anne Marie Goetz, NYU Professor

Read more:
- Press Release: Over 700 women’s rights organizations and Feminists Demand End Of UN Women’s Partnership With Blackrock, Inc.
- Open Letter: Feminists Demand End Of UN Women’s Partnership With Blackrock, Inc.
- Campaigners call on UN Women to pull out of BlackRock partnership
- Watch: Block Black Rock live webinar
Amplifying Climate Justice & Labour Movements

AWID has been forging deeper relationships and building bridges across movement actors to share experiences and build toward feminist economic realities. During the last year we focused on two main issues: Climate Justice and Domestic Worker Rights.

AWID co-organized a cross-regional strategy session on Climate Justice, with WEDO and PODER, where Black, indigenous, rural and young feminist groups exchanged strategies to challenge corporate power. We also held a young feminist virtual meet up in parallel of Climate Week - a week of action that happens alongside the UN General Assembly. The event highlighted the recent wins of young feminists pushing for more radical climate justice agendas to be advanced.

“I was delighted to participate in these exchanges, and I hope they will continue in order to promote working in synergy for the achievement of our objectives (of dismantling corporate power)”.

Participant

We unpacked how domestic workers feature in the discourse on care work and narratives around women’s economic empowerment in exchanges with the International Domestic Workers Federation (IDWF), and identified areas of opportunities & challenges for collaboration between domestic workers and other feminist movements moving forward. To amplify the demands of workers and spotlight their realities, AWID also collaborated with the Global Tribunal on Women Workers and during 16 Days of Activism against gender-based violence we organized a Twitter Space, with Sandigan Kuwait and Egna Legna. The discussion highlighted the structural violence faced by migrant domestic workers in the Gulf region.
Feminists have been building economic alternatives to exploitative capitalist systems for ages. We want to inspire feminist movements and other constituencies critical of the current system to move towards more propositional and inspiring horizons. This is why AWID created The Feminist Economies We Love, a multimedia story-telling project which features practical experiences from Brazil, Spain, West Africa, Argentina and Georgia.

The collectives - whose stories are featured in the project - have expressed appreciation for the collaborative and caring way in which we approached the co-creation, telling and amplification of their stories.

Read more: Caring Economies
Watch: Land and Agroecology: Nous Sommes la Solution
Feminists centering care in the economies at Ocupação 9 de Julhio in Brazil
Membership & Constituency Engagement

AWID membership is a vibrant and engaged global feminist community of around 5500 members from 185 countries, where feminists across different regions and movements build connections, engagement and solidarity.
Building the AWID Community

2022 has really been a year of raising the volume of direct interaction with AWID’s membership all around the world. We held 16 events for AWID members: Teach Ins (Climate Change, Feminists Resisting the War on Drugs, Disability Justice, Labor Rights Tribunal), Feminist Film Clubs, Book Clubs, Member Mixers, & AWID Community Events. In total we had over 525 members take part in at least one member event (and that doesn’t count all the other AWID events).

“I am getting a lot of connections, information, strategies and networks.”
AWID Member

“The organization has educated and raised me in a wonderful way that I can’t explain”
AWID Member

We launched the AWID Community, a feminist social networking platform to bridge the gap in connection and engagement with and among members between AWID Forums and to allow members to connect and continue conversations outside the perimeters of AWID events. We also launched the AWID Community Street Team - a small group of social media savvy feminists to help curate and amplify the activity on the platform.
AWID created this community platform because our members kept telling us they wanted a safer online space to convene, build solidarity, raise collective consciousness and grow in their feminism. AWID is keen to meet this demand for our feminist audiences. If you are a feminist activist or organization interested in becoming a part of our vibrant global feminist community, don’t think twice and 

join as an AWID member!

“I am so inspired by AWID - the members, the conversations, the speaking of truth to power inside and outside the women’s rights movement, the voices, the perspectives, the solidarity in difference.”

“I am delighted with the way AWID involves us as members in what is done at the network level. Communication is top notch and I can only thank and encourage those in charge of our network to hold on tight in order to bring us to a safe destination.”

“I am so proud of these amazing efforts! It is truly comforting to see this. Thank you so much for this lovely calendar.”
Information, Communication & Media

Our communications team develops strategies to engage effectively with feminist movements, at local and global levels, through an impact-driven, storytelling approach.
Raising feminist voices

This year AWID launched the first season of That Feminist Fire - a narrative podcast that unravels over 40 years of feminist movements—and reimagines a way forward. Grab a coffee and listen to the powerful experiences of sex-worker activists from Asia-Pacific networks; black, queer intergenerational feminism from Brazil or anti-capitalist feminist activists fighting for dignity, justice & liberation in Angola. The multilingual podcast offers true stories that are part of a constellation of feminist activism today. It was a big hit, as our audiences grew across languages and regions. Watch out for the second season in 2023!

“My train ride today was an emotional educational journey because of #ThatFeministFire. If you haven’t already, I highly recommend listening to this incredible podcast by the team at AWID”

Betty Barkha, Co-Chair of IWDA and former AWID Board Member

While we continue to spotlight powerful voices from feminist movements we are also keenly aware of the risks many activists face, including feminist journalists from around the world. We came together in a powerful dialogue on the risks they face and strategies used as they practice journalism in dangerous environments, while keeping journalistic integrity in spite of the dangers of authoritative regimes. This is one of the results of working with journalists in the Feminist Journalists Project.
Arts and creative expression

We believe cultural and creative strategies have a unique value in the fight against oppression and injustice. AWID partnered up with the Kohl Journal and produced Transnational Embodiments: a moving, vibrant collection of stories and testimonials that give an intimate view of the world of feminists and their perspectives on bodily autonomy and pleasure. The journal has provided food for thought in our Feminist Book Club, and one of the authors hosted a workshop on writing about pleasure.

Creative initiatives have also been an important space for highlighting the feminist artistic community within our membership. The 2023 Feminist Calendar was created in 2022 by AWID’s amazing members! Over 80 artists answered our call to take part in this and contributed phenomenal artistic pieces. It is our gift to movements. Download it here.

Read more: Transnational Embodiments
Watch: That Feminist Fire (trailer)
Listen: That Feminist Fire
Organizational Sustainability & Resilience

We strive for political coherence in living our values, and constantly elevating our working culture towards creative ways of working infused with self and collective care, professionalism and respect. All in service of AWID’s outcome to be a thriving organization that delivers high-quality, cutting-edge and impactful work with and for feminist movements globally.
Governance and leadership

Leadership transitions are a true test of organizational resilience. During this period, AWID’s Board of Directors held the critical responsibilities of hiring and onboarding new Co-Executive Directors (Co-EDs), and approving our next Strategic Plan.

AWID’s Board embarked on a search for the next Co-Executive Directors via a thorough and transparent process led by a Hiring Committee of Board-appointed board members and staff-appointed staff members. The Board fully endorsed the Hiring Committee’s recommendation with no reservations.

In September, Inna Michaeli and Faye Macheke, took on the roles of AWID’s Co-Executive Directors.

The leadership transition brought about several shifts within the organization and by year end, AWID was on its way to settling in new Directors, including a new role: Director of Membership and Constituency Engagement. We saw staff step into managerial positions and take on more responsibilities that built their skill sets and deepened organizational capacities. This is a good indicator of the depth of leadership qualities and skills that could be drawn on when needed, and a testament to the resilience of AWID staff and organizational systems.

In this spirit of shared leadership, we developed our new strategic plan with valuable input from staff and Board as well as partners and AWID members.
People & Culture

Self- and collective care is a political commitment for us. With the Covid19 pandemic not entirely gone, and as travel started to slowly resume in 2022, AWID took a very careful, deliberate and supportive approach to travel, putting in place protocols that centered our staff's safety. This year we are also proud of completing the progressive implementation of our “equal pay for equal work” salary scale, whereas all staff in the same tier earn the same salary, regardless of their geographic location. We continue testing out a mid-year office closure week to enable rest time in our work.

Financial resilience and seeding for our future

It was also a year when the Board signed off on our windfall strategy developed in response to the incredible donation from MacKenzie Scott in 2021. The Board agreed that we would spend down the donation, using the funds to strengthen our reserves and hence, financial resilience, catalyze our new 2023-2027 Strategic Plan, and seed and incubate innovative projects and initiatives. It is an exciting moment to know that we can dream that far ahead and plan with such ambition.

AWID Forum Stories of Change

Finally, what drives our work is how AWID contributes to changes in the world. Feminists have often told us how powerful and important the AWID Forum is to them, but it’s not easy to document this using traditional monitoring & evaluation tools. The AWID Forum Stories project was designed to document the short-term and the historical impacts of the Forum for individual activists, institutions, and feminist movements as a whole. The resulting stories are truly heart-warming, and have transformed these oral whispers into evidence in the form of interview analysis and case studies. AWID Forum participants recalled their experiences and through conversations were reminded of the joy and excitement of those transformative moments, all adding to movement building.

“There is nothing like being in a shared space, exchanging body energies, looking into somebody’s eyes and forging connections, seeing the world and doing something together. Events like the Forum are among the strongest of the global feminist movement – there we celebrate and we learn what it is that we want to protect and defend at all cost.” (Jac s m Kee, Malaysia, AWID Forum Stories)

“Nobody undergoes a transformation if they are bored!

The AWID Forums spread joy and activism, not from a victimization perspective but by connecting people’s strengths. There is a collective link created through dancing, through art, that then leads to deeper conversations being possible.” (Stories of Change: AWID Forums)
“It did not feel like an ‘extractive project’ - a common concern for any evaluation - but one of coming together to remember why such global convenings mattered to them and their movements”.
AWID Forum Stories Interviewee

Read:
- Stories of Change - Full Report

Watch
- Three Boats, a Horse and a Taxi: Pacific Feminists at the AWID Forums
- Forum Stories: Maiga Mali Rights

AWID would like to thank all our allies, supporters, members and funders who made our achievements possible.
Financials
## Financials

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The Association for Women’s Rights in Development (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.

www.awid.org

Written by Margarita Salas, AWID
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