



AWID
ANNUAL
REPORT
2009

awid women's rights

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Dear colleagues:

Serving my second year as AWID's president has been an honour for me, as I witness how our organization strives to strengthen the voice, impact and influence of women's rights advocates, organizations and movements to effectively advance women's rights and gender equality worldwide. This past year the global systemic crisis has intensified in all parts of the globe, with devastating impacts on women. As women's rights advocates, we face difficult challenges to ensure the full participation of women in discussions and policy decisions that respond to the crisis at international, national and community levels.

Cognisant of our commitment, throughout 2009 we worked together with our members, partners and allies to develop effective strategies to provide information, generate knowledge, convene key spaces, enhance dialogues, and engage in advocacy. Our staff and board have also grown in number and diversity and consist of capable, visionary professionals located throughout the world in an increasingly virtual team culture. We have also seen the increasing engagement of our membership and subscribers to the numerous thematic e-newsletters that AWID produces related to women's rights.

I'm happy to share that in 2009 AWID's membership made nominations for Board elections and elected two new members for our Board of Directors: [Fatima Burnad from India](#) and [Victoria Tauli-Corpuz from the Philippines](#). We are delighted to welcome them to the board in 2010 and also we want to say a big thank you and goodbye to Angela Kuga-Tas who served on the board until the end of 2009.

AWID has further strived to contribute to movement building, through support to 24 innovative seed grant projects that are turning movement-building ideas germinated at the 2008 Forum into vibrant realities. These projects are being implemented in 2009 and 2010 and are contributing to strengthening women's movements worldwide with renewed energy, overcoming fragmentation, advancing multigenerational participation, and reflecting diversity within women's organizations and movements. Seed grant project recipients are also using the latest communication technology to share women's stories, struggles and

experiences, which help develop innovative solutions to a wide range of women's rights concerns.

Looking forward, 2010 will be another very challenging year for all of us. There are unique opportunities such as the institutional commitment from the UN to confirm the new gender entity, and the increasing public focus on girls and women in development. With these opportunities comes the challenge to bring a clear feminist and women's human rights perspective to these debates and decisions as they unfold across the world. In response, AWID will continue to build knowledge, create capacity, convene women's rights advocates, build strategic alliances, and to engage in advocacy.

It is important to acknowledge the people behind AWID and to recognize the hard work and enthusiastic commitment of AWID's Board and staff. I remain convinced that as women's rights advocates working diligently all over the world, our individual and collective creativity, passion and expertise to advance women's rights and gender equality is more crucial now than ever. AWID is both humbled and emboldened to contribute to your efforts.

Sincerely,

Brigid Inder
President, Board of Directors

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Dear colleagues:

I am delighted to introduce AWID's 2009 Annual Report with highlights of another busy year of action and reflection at AWID as we implement our commitment to boldly, creatively and effectively contribute to the advancement of women's rights and gender equality worldwide.

In 2009 we continued to be struck by how significant changes in the external socio-economic, geopolitical, social and environmental context have impacted women's rights. It has become clear in the last year that the world is changing, not only because of the current systemic crisis, but also because the world order itself is moving towards a more multilateral one. We have heard from so many of you about the challenges your organisations and movements are facing as resources become more and more scarce. We were thus challenged to respond to these concerns and throughout 2009 AWID focused a number of our areas of work on the crisis, to better understand how it is affecting women's rights achievements and the status of women in different regions of the world, and produced information and analysis with our partners which we hope will contribute to effective strategizing.

In August 2009, we launched a new section of www.awid.org providing feminist analysis and information on the global crisis. Here we published a series of briefs offering sub-regional perspectives as well as a global analysis. We hope these materials have provided you with information and ideas to strengthen your responses to this enormous challenge.

In the context of the continuing rise of religious fundamentalisms, AWID's Challenging and Resisting Religious Fundamentalisms team concentrated their efforts this past year in compiling case studies on strategies to confront religious fundamentalisms from a cross-regional and cross-religious perspective. These case studies profile the impact of religious fundamentalisms on women's rights around the world and highlight the diverse and resourceful strategies women's organizations are using to respond.

In recognition of the centrality of young women and multigenerational relationships to building strong feminist movements and organizations,

in 2009 AWID merged our Building Feminist Movements and Organizations and Young Feminist Activism initiatives. A key area of focus in 2009 has been to develop a feminist critique of Monitoring and Evaluation frameworks currently in use, as there is a pressing need to develop alternative frameworks able to capture the depth and far-reaching impact of women's organizing. We have also undertaken extensive consultations and research on multigenerational movement building and will be publishing our findings in a primer that we hope will serve as a useful tool among women's rights organizations to build alliances across generations.

Alongside our allies, AWID continued to pursue the financial sustainability of women's movements and organizations, and as such, in collaboration with Hivos and Mama Cash, convened a critical meeting of donors and women's rights advocates. At this Stakeholders Meeting: Strategies for Resource Mobilization for Women's Organizing and Women's Rights, participants shared information and analysis that enriched our newest research about funding trends for women's rights work and made commitments on how to contribute to leveraging more resources for women's rights organizations and movements.

Finally, we are heartened by the significant growth of our subscribership in 2009 and how the resources available through our e-newsletters are resonating with women worldwide. Please continue sending us your feedback on how our research, advocacy and information dissemination can help strengthen the impact and influence of women's movements throughout the world.

I am also extremely happy to recognize the enthusiastic contribution and support of AWID's diverse and competent international staff and Board, who each day translate the responsibility of AWID's mission into their work. In closing, I would like to recognize all of you, members, partners and allies who continue to work diligently in the most imaginative and forceful ways and at all levels from grassroots to international arenas to resist, defend and advance women's rights and gender equality.

Warmest regards,
Lydia Alpizar Durán
 Executive Director

THE ASSOCIATION FOR WOMEN'S RIGHTS IN DEVELOPMENT (AWID) IS AN INTERNATIONAL, MULTI-GENERATIONAL, FEMINIST, CREATIVE, FUTURE-ORIENTATED MEMBERSHIP ORGANIZATION COMMITTED TO ACHIEVING GENDER EQUALITY, SUSTAINABLE DEVELOPMENT AND WOMEN'S HUMAN RIGHTS. A DYNAMIC NETWORK OF WOMEN AND MEN AROUND THE WORLD, AWID MEMBERS ARE RESEARCHERS, ACADEMICS, STUDENTS, EDUCATORS, ACTIVISTS, BUSINESS PEOPLE, POLICY-MAKERS, DEVELOPMENT PRACTITIONERS, FUNDERS AND MORE

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Mission: What We Do

AWID's mission is to strengthen the voice, impact and influence of women's rights advocates, organizations and movements internationally to effectively advance the rights of women.

Vision: Why We Do It

AWID believes that women's rights are not only necessary in and of themselves, but that they are central to ending the challenges the world faces today. Eradicating poverty, building peace, effectively tackling the HIV and AIDS pandemics, to name just a few – no lasting solutions to these issues are possible without a strategy that puts women's rights at the centre. AWID works to build a world where women's rights have been achieved and where all people enjoy their human rights.

Values: What Guides Our Work

Equality: Our work is grounded in feminist values that uphold the full equality of women and the human rights of all people, regardless of their gender, sexuality, religion, age, ability, ethnicity, language, class or other factors.

Collaboration: We are committed to work as part of a larger movement, in alliance and collaboration with individuals and organizations that share our vision.

Inclusion: We are committed to bringing diverse voices and perspectives into the core of our work.

Accountability: In all our interactions we strive for transparency, responsible use of financial resources, fairness, accountability and integrity.

Independence: We will work independently from any political party, government or religious institution.

Excellence: We will strive for excellence, while being creative, bold and courageous.

Strategic Initiatives: What We Work On

- Where is the Money for Women's Rights?
- Resisting and Challenging Religious Fundamentalisms
- Building Feminist Movements and Organizations / Young Feminist Activism
- Women's Rights Information
- The AWID International Forum on Women's Rights and Development
- Influencing Development Actors and Practices for Women's Rights

Outcomes: What We Are Working Towards

- Stronger, better-resourced and more effective women's organizations and movements advancing women's rights and gender equality worldwide.
- Renewal and expansion of the agendas of women's movements internationally through infusion of ambitious, creative and future oriented ideas and issues, and stronger interconnections, alliances and partnerships among diverse expressions of women's organizing across regions and sectors.
- Stronger alliances between women right's movements and other social movements to advance agendas in pursuit of human rights for all.
- Shifts in donor and development policy and practices for a greater financial and political commitment to gender equality and women's rights, including women's organizations.
- Greater inclusion of women's rights activists and organizations in key development policy spaces internationally (both in terms of presence and effective voice in influencing these spaces to advance gender equality).
- More visible, vocal and engaged young women in women's organizations and movements with young women's work clearly supported and highlighted, including across all AWID initiatives
- A more politically engaged and expanded AWID membership that includes increased representation from underrepresented regions or sectors.

PROGRAMMATIC ACHIEVEMENTS:
IN ORDER TO ACHIEVE OUR MISSION AND GOALS, AWID WORKS THROUGH MULTI-YEAR INTERCONNECTED STRATEGIC INITIATIVES WHICH ENCOMPASS A VARIETY OF STRATEGIES; RANGING FROM KNOWLEDGE PRODUCTION AND ADVOCACY TO ACTION-RESEARCH, ALLIANCE BUILDING, AND CONVENING STRATEGIC DIALOGUES AND OTHER SPACES.

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Where is the Money for Women's Rights? (WITM)

Recognizing that movements without resources cannot be sustained, the WITM initiative undertakes research and advocacy in order to significantly increase the amount and quality of funding to support women's rights work. The initiative was developed to tackle the urgent need of women's organizations and movements to access more resources on better terms and to transform their relationship to funding – moving beyond a culture of “scarcity” to see funding and resource mobilization as a critical aspect of their political agendas and key for building strong feminist movements. At the same time, the initiative also works to improve the ability of women's organizations to use these funds in ways that are strategic, bold and effective.

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Responses to the membership survey AWID commissioned in 2009 reveal that members rate the WITM initiative highly in terms of relevance and usefulness. Reports and briefs on the state of funding for women's rights rated as highly useful to individual members, and WITM work emerged as the most relevant area of work to the institutional members that responded

2009 Fundher Research Update: The WITM team continued to monitor and report on the funding trends for women's organisations and movements over 2009 through a number of resources that analyze the quality and quantity of funding available for women's organisations.

Context and Trends Paper: A paper entitled, [Context and Trends Influencing the Funding Landscape for Gender Equality and Women's Organizations & Movements](#), available on www.awid.org, provides an updated analysis of the current global context and its impact on the funding landscape for women's organizations.

A Series of Briefs on the Situation of Funding for Gender Equality and Women's Organizing per Sector: In 2009, we also began producing a series of briefs that will present updated information on various funding sectors, as well as examine the impact of the financial crisis and economic recession. The first brief in this series on [Bilateral and Multilateral Funding for Women's Rights Organizations](#) is available on www.awid.org. An important component of this paper is a monitoring of recently created funds for women's rights and gender equality. Through this watchdog exercise, we're examining how these new funds have been implemented, how resources have been distributed, and the extent to which they are reaching women's organizations. Our hope is to both provide some pressure to the funds to continue their support for women's rights, as well as to continue to make the case for their growth, effectiveness in advancing women's rights and gender equality, as well as their replenishment. We will be launching the remaining briefs on women's funds, INGO's and private foundations by mid 2010.

Strategies for Resource Mobilization for Women's Organizing and Women's Rights: a Stakeholders Meeting co-sponsored by AWID, Hivos and Mama Cash, (Amsterdam, Nov. 30th- Dec.1st 2009). This meeting brought together 50 donors and women's rights advocates to take stock of funding trends for women's rights work in the current context. Participants identified strategies for AWID and our allies to further advance feminist resource mobilization and made concrete suggestions and commitments for how various funding sectors as well as women's organizations themselves can contribute to leverage more resources for women's rights organizations and movements.

Participants called for the meeting to become "a regular consultation between donor and women's organizations" since most of them found it to be "a very useful, stimulating meeting, well thought through with mostly meaningful participation."

Recommendations expressed by participants include:

"Repeat the type of meeting every two to three years, but with consistent agenda setting. That implies reporting on quantity and quality of funding patterns and more emphasis on achievements and results of funding to women's organizations."

"Let's start getting other big bilaterals in the room - USAID, DFID (i.e., not our usual friends in Scandinavia, Netherlands) - because they are funding women's rights and we never talk to them."

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Indigenous Women's Workshop: On May 9th, 2009 WITM collaborated with the International Indigenous Women's Forum (FIMI) and UNIFEM to convene a half-day workshop with 25 indigenous women from Guatemala concerning funding and resource mobilization. This event proved to be an enriching experience for us and for the indigenous women who converged from all over Guatemala.

Compilation of WITM Tools for Resource Mobilization: Published in June 2009, this online resource is a collection of 40 resources including fact sheets, audio files, articles and presentations on funding and women's rights, made available on our website and on a CD in Spanish, French, English. You can find the toolkit at: [WITM Resources](#).



Feedback from workshop participants:

“This workshop was very important because it served to exchange experiences which support the knowledge of all of us as women’s community leaders and our organization to continue with each of our community struggles...It is important to know how funding for indigenous women works, particularly for Guatemala...”

“The different women’s organizations need to know and learn day to day from woman, and this workshop was very important because not only has it strengthened us as leaders, but as women and individuals.”

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Resisting and Challenging Religious Fundamentalisms (CF)

AWID's CF initiative aims to strengthen the responses of women's rights activists to the rise of religious fundamentalisms across regions and religions. Launched in 2007, the initiative seeks to develop a deeper understanding among women's movements and their allies of the impacts of religious fundamentalisms on women's human rights, and to foster more effective strategies of resistance. In 2007-2008, AWID conducted a survey of women's rights activists on impacts of religious fundamentalisms, launching publications and reports highlighting key research findings.

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In 2009, we continued to produce knowledge on religious fundamentalisms, disseminate research and open up spaces for critical dialogue on the issue among women's rights activists and organizations. We also circulated timely news, analyses, resources and urgent actions through our Resisting and Challenging Religious Fundamentalisms page at www.awid.org and in our quarterly e-newsletter.

Knowledge Production on Strategies: Drawing on interviews, survey data and supplementary research, the initiative undertook in-depth research to advance the production of a report that will be published in 2010; examining both religious fundamentalist strategies as well as feminist strategies to resist and challenge fundamentalist movements. We also worked with activists to document a broad spectrum of feminist strategies to counter fundamentalist politics. A call for proposals and rigorous selection process led to the production of 18 case studies covering a wide range of activist strategies from diverse religious and regional contexts, including: Argentina, Bolivia, Brazil, Canada, Indonesia, Iran, Italy, Lebanon, Lithuania, Mexico, Peru, Serbia and the United States. These case studies are being published and some of them are already available on our website [here](#).

Dissemination of Initial Research Findings and Relevant Information: Launched in English and Spanish at AWID's 2008 Forum, the initiative's first three publications were then translated into French, followed by a brief report on key research findings. The publications are now available on the [CF page](#) on awid.org. Nearly 4,000 copies of the three research publications were distributed at strategic venues throughout 2009, and the on-line versions received over 4,000 hits. Almost 40 partner websites and e-lists also linked to the publications, supporting the initiative's efforts to develop understanding of and strengthen responses to religious fundamentalist movements.

In order to engage a broader community of activists and allies, in October 2009 the initiative launched the **Facing Fundamentalisms periodic e-newsletter**. Published in AWID's three working languages, the first newsletter reached nearly 2,000 readers with critical news and analysis on the rise of religious fundamentalisms.

Participation in Strategic Venues: The CF initiative pursued a key goal of AWID: to share our research analysis and case study compilation with the broader community of human rights practitioners, development organizations, academics, women's rights activists and organizations throughout the world. In this manner we were able to contribute to enriching the debate and deepening knowledge on the impact of religious fundamentalisms on women's rights and explore the myriad of strategies women's organizations are using to challenge the influence of religious fundamentalism across religions and regions. As such, team members made presentations at eight major workshops and conferences organized by partners across the world, thus connecting with thousands of leading activists and academics.

Feedback from AWID subscribers to CF publications and e-newsletter:

“Thank you for this rich report. (October 2009 Facing Fundamentalism newsletter). Religious fundamentalism has played a big role in denying women their rights, yet we need to demand our rights and the states should be seen to act, after all these are enshrined in the international human rights instruments WOMEN’S RIGHTS AS HUMAN RIGHTS. Once again thank you for the report; I will use it as a tool for advocacy and empowerment (information).” (Violet Akurut - Uganda)

“Thank you also for the many excellent publications you produce at AWID. You’ve picked some very critical topics that no one else has been focusing on. Your research is broad and deep. And your write ups are very easy to read and informative and very thought provoking at the same time. We regularly put up links to your publications on our daily news round-up at <http://www.justicewomen.com>” (Marie De Santis, Women’s Justice Center, USA)

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Building Feminist Movements and Organisations / Young Feminist Activism Program (BFEMO/YFA)

In 2009 in order to recognize the centrality of young women and multigenerational relationships in strong feminist movements and organizations, the YFA and BFEMO initiatives began working as one. This alignment also reflects AWID's focus on movement building, organizational strengthening, and related advocacy activities with young women-led activism.

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Movement Building and Organizational Strengthening Tools and Resources: The BFEMO/YFA initiative expanded our action-research on [concepts and practices of women's movements](#) by commissioning new case studies of women's movements working either with specific constituencies of women, or in intensely challenging contexts. We also continued to generate discussion and debate re-examining and clarifying concepts related to movements, movement-building, and feminist movements in institutes, trainings and meetings of women's organizations. New and classic resources on movement building and organizational strengthening including articles and sessions from the AWID Forum were packaged with introductory synopses in as part of our [online resources](#) on www.awid.org

Feminist Approaches to Monitoring and Evaluation: To complement our research on concepts and practices of women's movements, we expanded our organizational strengthening work on feminist approaches to monitoring and evaluation. We know from the *Where is the Money for Women's Rights?* initiative that commonly used M&E tools are often too rigid or linear, and fail to effectively capture the depth, complexity, impact and value of women's organizing. This affects the ability of women's rights organizations to make the case for their work, and perpetuates donor-driven programming oriented to imposed 'results-based' frameworks. The initiative produced a draft paper entitled [Capturing Change in Women's Realities: The challenges of monitoring and evaluating our work](#). Based on a review of over 20 key M&E frameworks and nearly 100 publications, papers, and books on this subject, the paper presents a critique of current M&E frameworks as experienced by women's organizations and movements worldwide. This paper will be broadly available in different languages by the middle of 2010.

The BFEMO/YFA initiative launched a collaborative process to assess the experience of recipients of the Dutch Government's MDG3 Fund in monitoring and assessing the impact of their work. Currently the largest fund for gender equality targeting civil society organizations (and with women's organizations among the majority of grantees), the MDG3 Fund is a historic effort that we hope will provide a compelling case to other donors to expand their support for women's organizing. However, the common shortcomings of dominant M&E systems pose challenges for effectively reflecting both the diverse, complex contexts faced and the strategies that grantees are using to advance women's rights. This initiative aims to contribute to harvesting insights into how women's organizations contribute to making change happen as well as modeling a constructive process of engagement between donor and grantees to ensure that M&E systems meet the learning and accountability needs of both groups. This consultation process continues in 2010, with a dialogue meeting with grantees to share experiences and explore possible next steps.

"[Capturing Change in Women's Realities] looks great ... your analysis is both provocative and practical and makes a significant contribution to us and to the women's movement in general as we reflect on how social changes occurs and how best to assess and evaluate our efforts. Thanks for your leadership on this." (Leila Hessini, Ipas)

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Multigenerational Movement Building: In early 2009 we engaged in a detailed assessment of our strategy to promote multigenerational ways of working and reflected on our experience convening multigenerational dialogues at the 2008 AWID Forum. We have completed a consultation with both younger and older women participants in our multigenerational activities, and a review of existing literature and programs working on multigenerationality within women's movements. The results of this consultation will be published in a primer entitled [Building Alliances across Generations: Strengthening Women's Movements and Organizations through Multigenerational Organizing](#), to be available shortly on www.awid.org.

In collaboration with the Challenging Fundamentalisms initiative, the BFEMO/YFA team conducted a complete review of AWID's research findings, training outcomes and advocacy experiences on the issue of **young women and religious fundamentalisms**. Our conclusions will be presented in a report that documents the ways in which religious fundamentalisms target youth and young women, and makes the argument that cross-generational collaboration strengthens strategies to challenge and resist religious fundamentalisms. This report will be released in mid 2010.

Support for the Young Arab Feminist Network: As part of our strategy to develop support systems to foster and sustain young women's activism, the initiative has been assisting with the creation of a Young Arab Feminist Network (YAFN). The Network aims to strengthen the work of young women advocating for women's rights in the Arab world by connecting and supporting young women activists. AWID has conducted a review of organizations and initiatives working with young women's and youth activists and gathered information on the challenges faced by young women in the region. Working with young women interested in founding the network, we co-convened a series of online meetings, and supported a face to face strategy meeting in Cairo in December 2009. The Network founders, with AWID's continuing support, will be working on implementing the plan created at this meeting in 2010.

*"I believe that organized young feminist thought and activism is very powerful, I look around and see how it has already changed the lives of many young women around me. This is why I think the network is important; because we need to organize this huge energy."
(Hadil El-Khouly, YAFN participant)*



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Women's Rights Information (WRI)

The Women's Rights Information (WRI) strategic initiative is one of AWID's longest standing areas of activity. Based on the belief that information is crucial both to building understanding, setting agendas and amplifying marginalized voices, AWID produces weekly **jobs**, **announcements** and **analysis**, which are disseminated through **e-newsletters** and our website www.awid.org in English, Spanish and French to over 25,000 people worldwide.

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The Significant Growth of AWID's

Subscribership: Following a number of major changes to our information work in 2008, AWID developed a survey to better understand the role our information provision plays in supporting women's rights advocates and organizations to advance women's rights around the world.

Results of the **2009 subscriber survey** revealed that the number of people subscribing to our e-newsletters has grown by around 10,000 people in the last year, to a total of 25,000 at the end of 2009—significantly increasing the reach of our information. The subscriber survey affirmed the relevance and usefulness of the weekly English, French and Spanish information we produce and disseminate. Specifically, we learned that while AWID's information is put to a wide range of uses by subscribers, the three most common are: awareness raising, dissemination to colleagues or networks, and research. We have already begun including the learnings and recommendations from this survey in order to improve and strengthen our information provision work. One important focus will be to strengthen the reach of our information produced in Spanish and French, as well as increase our presence and information services to advocates and organizations in the Global South and Central and Eastern Europe.

Some highlights from the subscriber survey include:

- AWID's information is put to a wide range of uses by subscribers, but the three most common are: awareness raising (62%), dissemination to colleagues or networks (62%), and research (45%);
- 75% find the information we provide very useful in keeping up to date on the latest resources on women's rights;
- 72% find it very useful in keeping abreast of developments in women's movements around the world;
- 67% find it very useful in critically analyzing the trends affecting women's rights around the world;
- 65% find it very useful in becoming aware of new, important issues for their work;

- 88% share AWID's information outside of their organization which means we are reaching more than the current level of around 25,000 subscribers. If each subscriber shared AWID's information with only 1 other person, our information would be reaching 50,000 people weekly;
- There is also increasing interest in understanding more about the voices and concerns of young women, women with disabilities, migrant and refugee women and indigenous women. 65% of subscribers think that AWID should provide more coverage on issues relating to young women and/or girls, 47% on issues relating to indigenous people's rights, and 42% on issues relating to disability rights.

Providing a Feminist Lens on Current Events and Global Trends:

Through our weekly e-newsletters in English, Spanish and French, AWID provides a wide range of information on women's rights, from jobs, events, new resources and calls for participation to analysis and interviews. In 2009, AWID's analysis ranged from [climate change](#) to the [June Iranian elections](#) and from the [role of Google in restricting abortion rights](#) to [the impact of corruption on women](#). Subscribers are increasingly engaging with our analysis responding with feedback by email and highlighting and responding to our information on blogs and other communication technologies.

See: [AWID Knocks Some Sense Into the Google AdWords Discussion](#)



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Feedback from AWID subscribers and members:

*“Thanks for all of your fantastic work to keep the network up to date on resources available!”
(anonymous)*

*“We highly regard AWID’s communications work”
(Philippines)*

*“Thank you very much for these announcements you have been sending to me, without them I couldn’t know what is being done by AWID and other women associations, and the actions taken for some violent actions against women in the whole world”
(anonymous)*

“I don’t know whether I mentioned this to you before, but posting to the AWID resource list was hugely helpful for our Sexuality, Gender and Rights Institute in June. We got 175 applications (up from 80 the year before) and I’d say at least 1/3 of the applicants said they heard about it through AWID list!!” (NYC)

*“Make the website more interactive and make spaces for people to exchange views and ideas.”
(anonymous)*

“I would like to thank you for your work on AWID Newsletters. They have been an essential source of information and knowledge for me” (Egypt)

“I mostly like the AWID newsletter which I often share in my Facebook or in my organization’s Facebook to wider networks.” (anonymous)

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Influencing Development Actors and Practices for Women's Rights (IDeA)

Launched in 2008, the IDeA initiative seeks to promote the participation of women's rights organizations in international development spaces to ensure that gender equality and women's rights perspectives are central in development goals.

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In 2009 the IDeA initiative consolidated its alliances with feminist, women's groups and civil society actors in international arenas in order to promote women's and human rights issues in debates addressing development cooperation, aid effectiveness and financing for development. In response to the significant impact of the systemic crisis on women worldwide, IDeA embarked on a new area of work centered on building knowledge, promoting debates and disseminating analysis on the impacts of the crisis on women's rights worldwide.

Action-Research & Knowledge Building: To contribute resources to strategic advocacy spaces, the IDeA initiative produced papers, documents and policy positions, with a particular focus on fostering a women's rights perspective in analysis and responses to the crisis, aid effectiveness and development models.

Brief Series: *Impact of the Crisis on Women's Rights:* A total of 10 briefs were commissioned from academics, members of women's networks and activists representing Latin America, the Caribbean, Asia, Pacific Islands, Central Asia, Western Africa, Western Europe, Eastern Europe, Eastern Africa and the United States. The briefs provide a nuanced picture across regions on how women are being impacted by the crisis in different arenas such as unemployment and care economy, migrants and remittances, food sovereignty, rural development and violence against women.

The Global Crisis: Feminist Analysis and Information Portal In response to a need expressed by women's rights advocates, AWID launched a [portal dedicated to providing up to date feminist analysis and information on the global crisis](#). This section of our website includes resources on the impact of the crisis on women, responses to the crisis by a wide range of actors and ways to take action. We hope this portal will help our members and broader constituency to deepen their understanding of the Impact of the Crisis on Women's Rights and inform their response strategies as the crisis continues to unfold.

AWID organized the workshop '**Analyzing the impacts of the systemic crisis on women: Integration of women's rights in existing and future responses**' in New York City in November, where authors,

activists and women's rights advocates from different regions, exchanged perspectives and research on the global crisis and its impact on women. This workshop also facilitated collective strategizing to ensure the integration of women's rights in existing and future responses to the crisis, reflecting short, medium and long-term considerations; and provided a space for participants to debate how synergies can be built. While discussing feminist responses to the crisis, a conversation regarding alternative visions of development emerged as well, visions that put human rights, gender equality and environmental sustainability, amongst other goals, at the center of development.

Advocacy Position Papers on Development Cooperation and Aid Effectiveness: The IDeA initiative prepared several key position papers that were presented at international meetings. Our paper, [Gender Equality and Aid Effectiveness: Alternative Indicators for Monitoring Ownership and Accountability](#), was selected as a background document for the Conference entitled: "**Beyond Accra: Practical Implications of Ownership and Accountability in National Development Strategies**" (Co-convened by: London School of Economics, Swiss Confederation and Deutsche Gesellschaft für Technische Zusammenarbeit (GTZ) London, April 22-24, 2009)

Advocacy Engagement and Alliance Building Much of IDeA's strategic advances in 2009 have been a result of a joint effort with partners from the women's movement, in particular within the **Women's Working Group on Financing for Development (WWG on FfD)** and as a result of shared achievements from broader civil society platforms such as the **Better Aid Platform** engaged with the OECD debates on aid and development and the Global Social Economy Group (GSEG) engaged with UN debates. One of our main goals has been to consolidate the existing alliances and to amplify the voice of women's organizations in these spaces and in broader development debates.

An important channel for advocacy has been our participation as an active member and Co-Chair of the **Better Aid Coordinating Group (BACG)**; a civil society platform that engages in advocacy actions on development cooperation, particularly lobbying the OECD Working

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Party on Aid Effectiveness. AWID's representative occupies one of the two seats BACG holds to represent civil society at this OECD body. The other key platform for alliance building consolidation has been the **Women's Working Group (WWG)**. Facilitated by DAWN, AWID plays a supportive role within this platform, contributing content and directly participating in relevant venues along with other members. Within the collective efforts of the WWG, IDeA contributed to broad development debates within the UN system, providing women's rights perspective to the UN conference on the crisis, the G20 meeting and the 53rd session of the Commission of the Status of Women. We have also facilitated the creation of a list-serve (gender-in-ffd@googlegroups.com) as a tool to exchange information, updates and feminist analyses on financing for development issues.

An important goal of building alliances is to ensure that policy commitments are made by international actors that will advance women's rights and gender equality. To this end, IDeA, representing AWID and the WWG, participated in various international venues as panelists, co-organizers and moderators throughout 2009.

IDeA presented the theme of alternative development models from a feminist perspective as success stories of women's economic, social and political empowerment in contrast to the negative effects of the current economic model in panels it organized at both the **53rd Commission on the Status of Women** (NYC, March) and at the **World Social Forum** (Belem, January).

A culmination of advocacy efforts as part of the WWG has been to extend the scope of women's rights recommendations into a broader development demand that was circulated to government delegates at the **Special High-level Meeting of the Economic and Social Council with the Bretton Woods Institutions, the World Trade Organization and the United Nations Conference on Trade and Development, (IMF-WB-ECOSOC Special Meeting, NYC, April 27, 2009)**. In this manner, women's rights are not perceived as marginal or separate but are integrated as an essential and explicit component of development goals.

Likewise, a strong focus on women's rights and gender equality was maintained through our contribution to WWG's presence at the **June 2009 UN Conference on the World Financial and Economic Crisis and Its Impact on Development**. The WWG widely distributed a statement calling for a rights based approach to be used in addressing the financial and economic crisis. A very positive impact of WWG advocacy efforts is that the outcome document of the UN summit on the crisis contains language that recognizes women as facing "greater income insecurity and increased burdens of family care," and that woman and children had been mostly impoverished by the crisis. The document further recognizes that responses to the crisis need to have a gender perspective and that mitigation measures should take into account gender equality.



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The AWID International Forum

The AWID Forum is currently the largest recurring conference on women's rights in the world and considered by many to be the best, most strategic, and most effective. The Forum responds to the urgency to promote stronger and more coordinated engagement and action by women's rights advocates, organizations and movements. We also believe the Forum has the potential to set agendas for women's rights movements and organizations on key issues, identifying concrete initiatives they can engage with.

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The first AWID Forum was held in 1983 in Washington DC, the overwhelming response to which convinced the then-new AWID that it was fulfilling an important role. To date AWID has organized 11 international forums, held every 2-3 years, initially in DC, and then moving to different countries. The 11th Forum was held in Cape Town, South Africa. The next forum will be held in April 2012 in Istanbul, Turkey.

Forum 2008 Evaluation Process: Following the 2008 Power of Movements Forum, held in Cape Town, South Africa, AWID embarked on our most exhaustive evaluation process to date in order to learn from the experience and enrich future forums. We conducted an online evaluation questionnaire, which received a large number of responses – nearly one-third of total Forum participants! We held extensive debrief meetings with AWID staff and Board, and conversations with members from the International Planning Committee to reflect on successes and areas for improvement. We also carried out in-depth targeted interviews with a wide diversity of Forum participants. Evaluation results highlighting short-term outcomes were compiled in a report shared with funders that has also been a crucial input into planning the next Forum. A revised version of the evaluation report that integrates our monitoring of longer term impact on forum participating individuals and/or organizations is currently available on our [website](#).

Innovation Seed Grants:

Innovation Seed Grants: Dating back to the 2002 Guadalajara Forum, seed grants are an AWID tradition aiming to support Forum participants to turn creative ideas into action. In 2009 AWID supported 24 projects chosen from an astounding 250 applicants by an International Selection Committee. Each project received a grant of USD 5,000 to pursue movement building initiatives. All projects will be completed by the end of 2010.

Our Seed Grant support is reaching a diverse group of women's rights organizations with recipients coming from 20 countries representing most regions of the world including: Latin America and the Caribbean, Central and Eastern Europe, North America, the Pacific, Southern Asia, sub Saharan Africa, West Africa and the Middle East.

The projects encompass diverse initiatives and include: digital story telling workshops and filmmaking to profile the voices of diverse women, a Freedom Fone to end sexual violence against women in the Democratic Republic of Congo, workshops to strengthen women's movements in Cameroon, Lithuania, Bolivia and the Caribbean, a project to strengthen links and understanding between sex worker activists and broader feminist movements in Argentina, and a global online training course on disability, sexuality and rights. Please look for information on the projects being supported and their achievements on our website throughout the year.



Post Forum Publication: As we have done in previous years after AWID Forums, we have produced a publication in English, French and Spanish which presents snapshots of discussions and activities that took place over the four days and captures some of that tremendous energy, passionate debate and principled solidarity that are hallmarks of AWID Forums. This time we decided that instead of producing a single report on the Forum, we wanted to have a comprehensive website where many different types of materials, resources and Forum memories could be included in different languages. The compilation examines the approach, impact, and achievements of AWID's 2008 Forum as well as areas for improvement to build an even stronger, bolder Forum in 2012. The publication is available in CD format and online at <http://awid.org/eng/Forum-08-in-Review>. To receive a copy of the CD please inquire at contact@awid.org

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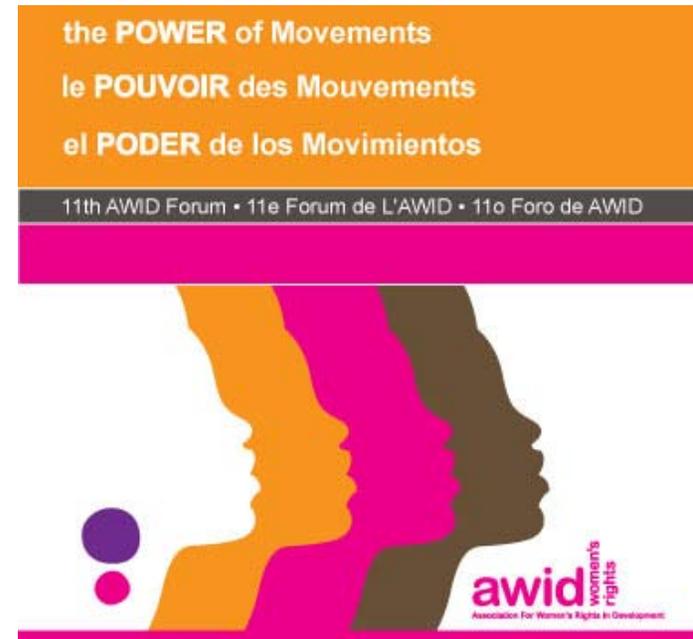
Online Trilingual Publication in the June 2009

Development Journal of the Society for International Development (SID), dedicated entirely to the 2008 AWID Forum. AWID commissioned the journal's translation into Spanish and French and has uploaded it to a password-protected website linked to awid.org which is available to all AWID members and Forum participants.

Initially set to take place in November 2011, the date of AWID's International Forum has been changed to April 2012, so as not to overlap with other important international and regional women's rights and feminist events. AWID has selected the theme of economics and development from a women's rights and feminist perspective for the upcoming forum as it is crucial for women's rights advocates to voice their opinions and be active in decision making on economic issues. We have and will continue to engage in a number of pre-Forum preparations to help make the Forum a space for feminist economic education for those who want it, and for others, a space that indulges not just in analysis of the problem, but in advancing feminist alternative approaches to development and gaining both strategic and political support for these.

In September 2009, AWID visited both Turkey and Hungary to inspect potential forum venues and infrastructure in order to assess the suitability of both Istanbul and Budapest. AWID's Board decided to hold our next Forum in Istanbul, Turkey as this location met all our criteria. As part of a comprehensive plan to strategically engage with local groups from the selected forum site, we visited local women's organizations in both Turkey and Hungary and have also started establishing relationships with relevant consultants and vendors for 2012 Forum.

Please visit awid.org for the latest news on preparations for the 2012 Forum and how you can get involved in learning about economics and development from a feminist perspective.



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Feedback from The AWID Forum Participants:

“So, I can say that this is what I took out of the forum 2008, that before being a sex worker I am a woman and a feminist and I belong to a larger movement. This has given me more confidence and a better perspective about the power of belonging to a movement. Now, I know I can work together with other women that even if they are not working on the same issues than me, we can find common agendas and have a larger impact if we work on joint actions.”
(Jorgelina Sosa Pisani, Argentina)

“The theme of the Forum and the discussions around the power of movements inspired our (Orgens) project « Lu fa Jiwu wa jeexul, jogu fa » which has the goal of capturing and capitalizing on the experiences of older actors and to transmit this knowledge to the younger generation to construct a movement and strengthen a movement that is fragmented.”
(Awa Fall Diop, Senegal)

“One thing that has happened as a result of the Forum is the increase in interest in disability issues. The Seed Grant from AWID has allowed us to create an on-line course in disability and sexuality. The forum demonstrated that there was an audience for what we had thought about doing. That has made us more hopeful and strengthened our sense that we could go forward.”
(Janet Price, CREA)

“I went to Cape Town, not necessarily for new knowledge, but to have creative energy, to be inspired by young feminists, and for inspiration in

general. In spite of intergenerational issues, there were lots of women that gave me new energy. In my country I see not many positive changes, so it is easy to become negative, so the Forum provided a space to reenergise.”
(Svetlana Shakirova, Kazakhstan)

“There are very few political spaces for women that are open and asking political questions- almost none.... [the Forum as a] space is not attached to the UN, there isn't any lobbying, it is not about a single issue, we don't have to dumb down our politics.”
(Gita Sahgal, UK)

“(The AWID Forum) is a space to build relationships- it does help with when you are doing regional work to have a group of women who have met each other ... because in the Pacific these women are so far apart. [The focus on] sustaining our movements and self-care was vital - the Pacific has activists who have been in it for 30 years and new activists - so spaces like AWID help to keep you working through all those issues...”
(Noelene Nobulivou, Fiji/Pacific)

“Oh my! The spirit of the AWID forum - there is nothing like it in the world, it's like a huge celebration. On one hand, it is a chance for us to celebrate our victories, to meet old friends, and to feel energized and recharged. On the other hand, it also brings together thousands of fragmented feminist efforts into one space - I think the forums ... will go down in global feminist history as an instigator of so many amazing connections for women's rights.” (Samah Said, Egypt)

AWID'S MEMBERSHIP FOR 2009

AWID BELIEVES THAT CHANGE TO ADVANCE WOMEN'S RIGHTS AND GENDER EQUALITY TAKES PLACE BY BUILDING COLLECTIVE POWER—WHEN WOMEN ORGANIZE AND MOBILIZE TOGETHER TO PUSH FOR CHANGES AT LOCAL, NATIONAL AND INTERNATIONAL LEVELS. THIS BELIEF AND COMMITMENT DRIVES OUR PROGRAMMATIC STRATEGIES AND IS TIED TO OUR IDENTITY AS A MEMBERSHIP ORGANIZATION.

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In 2009, our membership work focused on an extensive survey of our current and former individual and institutional members with the aim of building a profile of who our institutional and individual members are; assessing how our institutional and individual members currently engage with AWID and our Strategic Initiatives; exploring possible mechanisms for future institutional and individual engagement with AWID and our Strategic Initiatives; and assessing AWID's achievements during the first two years of our current strategic plan from the perspective of our members.

The survey results indicate that AWID members are diverse and engaged with women's rights issues in varied ways. The majority describe themselves as NGO activists or women's rights defenders and are predominately engaged in education, training and advocacy at a local or national level. Violence against women and community development are the primary issues of focus for most of the respondents' work.

AWID members highly value their membership and identify with AWID's values and vision. The majority also find AWID's work useful and relevant to their own work and believe that AWID has been very successful in achieving its mission and goals.

Through the survey, members also expressed an interest in increased interaction and engagement with AWID and additional networking and collaboration opportunities with other AWID members.

Based on the detailed survey results and following discussions with our Board of Directors, AWID has begun developing a **new membership strategy** that aims to fulfil the following objectives:

- A significant growth in AWID's individual and institutional membership base;
- AWID's membership base is diversified and more closely aligned with our current constituency through growth in our membership in the Global South, Central/South/Eastern Europe and the Commonwealth of Independent States and amongst young women, women with disabilities, migrant and refugee women and indigenous women;

- A more politically engaged membership base is built through involvement in our Strategic Initiatives, and;
- Networking and alliance building between AWID members is facilitated to build stronger women's movements worldwide.

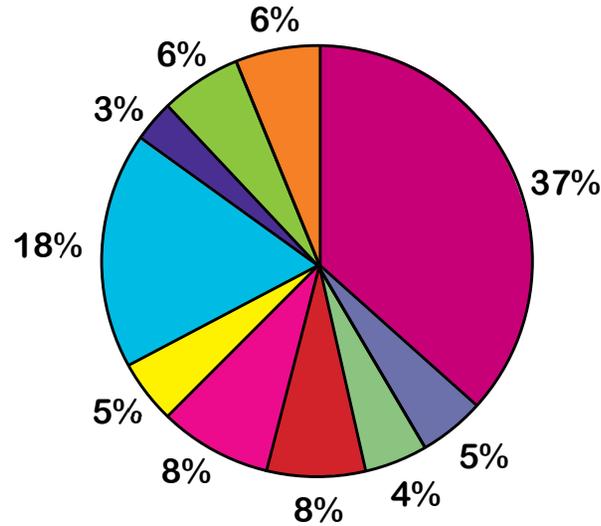
This strategy will form the basis for increased engagement with our members in order to fulfill our commitment to move from solely providing services to our members to building a membership that identifies itself as being part of our cause and forms an active part of our constituency to advance women's rights around the world.

At the end of 2009, AWID also undertook a redesign of the online membership sign-up and renewal system on www.awid.org, which has improved the robustness of the membership functionality and made it clearer and easier to use. For those members who previously experienced technical problems in using this system please visit our newly designed [membership page](#) and renew your membership today!

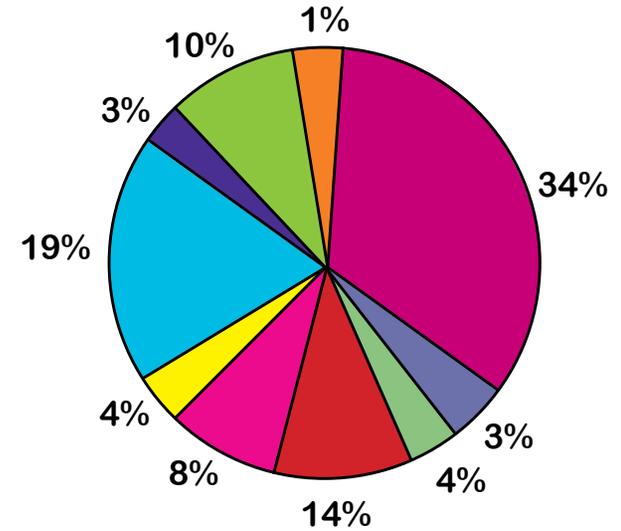
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Regional Breakdown of AWID Membership As of December 2009

Individual Members



Institutional Members



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Contributions for 2009

AWID gratefully acknowledges the generous contribution of our funding partners who believe in fostering strong women's movements to advance women's rights and gender equality worldwide.

Funder	Amount in US \$
AusAid	10,252
CORDAID	94,337
Levi Strauss Foundation	62,500
Ministry van Buitenlandse Zaken (MDG3)	1,734,956
Oxfam Novib	316,775
Sigrid Rausing Trust	278,987
Swedish International Development Agency	122,952
Swiss Agency for Dev. Coop.	107,099
Anonymous Contributor	124,448
Write down of Contributions Receivable	-16,014
Contributed Services	72,719
Donations	177
Membership	9,125
Interest & Sales	11,250
Total Contributions	2,929,563

Expenditures by Strategic Initiative for 2009

Expenses	Amount in US \$
Forum	409,579
Young Feminist Activism	176,300
Women's Rights Information	354,542
Building Feminist Movements and Organizations	194,245
Where is the Money for Women's Rights?	384,764
Resisting and Challenging Religious Fundamentalisms	347,858
Influencing Development Actors and Practice for Women's Rights (IDeA)	476,114
Fundraising	100,038
Governance	163,508
Management and General	318,077
Total Expenses	2,925,025

TO WATCH OUT FOR AT AWID IN 2010

MOVING INTO 2010, AWID WILL CONTINUE CONTRIBUTING TO BUILDING KNOWLEDGE, CONVENING STRATEGIC SPACES, CREATING CAPACITY AND BUILDING STRATEGIC ALLIANCES AND COLLABORATING WITH OTHER WOMEN'S ORGANISATIONS IN ADVOCACY INITIATIVES WITH THE OVERALL AIM OF STRENGTHENING THE VOICE, IMPACT AND INFLUENCE OF WOMEN'S RIGHTS ADVOCATES, ORGANIZATIONS AND MOVEMENTS INTERNATIONALLY TO EFFECTIVELY ADVANCE THE RIGHTS OF WOMEN.

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Our focus in the year ahead will be to consolidate the work of our Strategic Initiative teams in several key areas. To reach a larger and broader audience, we will increase and diversify our communication opportunities through www.awid.org, Facebook and Twitter. In order to address the challenges raised by the global crisis, we are setting out to ensure that responses integrate a women's rights and gender equality perspective, and that women are crucial voices at the decision-making venues where these issues are being addressed. Likewise we continue to produce and publish research on priority concerns such as resource mobilization for women's organizations, resisting and challenging religious fundamentalisms, young feminist activism and feminist alternatives to monitoring and evaluation approaches. **Here are some highlights of our work to come:**

Where is the Money for Women's Rights? (WITM)

- **On-line Publications Launch:** Visit the [WITM page](#) on our website for upcoming publications including briefs on trend analysis for funding sectors and the impact of the financial crisis and economic recession on women's organizations; updated information on women's funds, INGOs and private foundations, as well as on the financial situation of women's organizations.
- **Regional Meeting in South East and Central Eastern Europe and the Commonwealth of Independent States:** AWID is partnering with the many women's funds active in this region to organize a strategy meeting on resource mobilization for women's rights organizations and movements. Likely to be held in Tbilisi, Georgia in October 2010, this meeting will bring together close to 100 women's rights activists from the region and relevant donors to deepen analysis of regional funding trends and strategize together on possibilities for expanding resource mobilization for women's organizing in this particular regional context.

Resisting and Challenging Religious Fundamentalisms (CF)

- **Publications launch:** The CF initiative will launch case studies anthologies of research examining religious fundamentalist strategies and feminist strategies in response, as well as briefs exploring the nexus between religious fundamentalisms and neoliberal economics, funding of fundamentalist movements, secularity and international human rights standards;
- AWID's CF initiative will collaborate with [openDemocracy 50.50](#) online platform in order to reach a broader audience with information and debate on the impacts of religious fundamentalisms on women's rights and broader social justice issues;
- We will also be continuing our engagement in strategic venues and virtual spaces for critical dialogue. Visit our [CF page](#) regularly to read about our latest activities and access our publications.
- As a member organization of the International **Coalition on Women Human Rights Defenders (WHRDs)** since 2005, AWID is committed to working closely with the coalition to strengthen its overall effectiveness especially with regards to WRHDs at risk. AWID will be chairing the Coalition's Working Group on Responses for WHRDs at Risk, and advancing work to contribute to map out existing responses, analyze their challenges and limitations to appropriately respond to the needs of WHRDs and make available key resources in different languages to support WHRDs at risk.

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Building Feminist Movements and Organizations / Young Feminist Activism Program (BFEMO/YFA)

- **Feminist Approaches to Monitoring and Evaluation:** AWID is leading groundbreaking research on feminist approaches to monitoring and evaluation and will be collaborating with several groups including the Oak Foundation, a variety of women's funds, the MDG3 Fund and grantees to explore feminist approaches to M&E.
- **Online Activism:** The YFA program has just launched an online portal for young women working on women's rights and gender equality around in the world. [The Young Feminist Wire](#) will feature profiles of inspiring young women's initiatives, news about young women's activism, training opportunities, resources and special activities, providing a virtual meeting place for young women and their allies from different generations to support and learn about young women's activism.
- **Young Feminist Fund:** in partnership with the Central American Women's Fund, AWID will continue its work to support the creation of a fund that will address the specific challenges young feminists face in mobilizing resources for their organizing, and assist in fostering and strengthening young women's rights initiatives.

Women's Rights Information (WRI)

- **Find us on Facebook and Twitter:** In March 2010 AWID launched on Facebook and Twitter with regular updates on women's rights information and action.
- AWID's online coverage on the achievements, challenges and the road ahead for [Beijing + 15](#)
- **What's Next for Women's Rights?** An information series exploring future trends that will impact on women's rights designed to contribute to setting our collective agendas for the next 5-10 years.

- **Crisis in Haiti: Strengthening Solidarity Through Information:** a special section on our website that provides a wide range of information on the [context of the crisis](#), the latest analysis on the [aftermath of the earthquake](#), how the crisis is [impacting women and women's rights](#) and how you can [act in solidarity](#) with the women, men and children of Haiti.

The AWID International Forum

- **Preparations for the 2012 Forum:** The date of AWID's International Forum has been changed to April 2012, and we're delighted to share with you that the location and theme have been finalized. The next forum will be held in **Istanbul, Turkey**, on the theme of economics and development. Stay tuned for more Forum news as we launch the 2012 Forum website later in the year.

Influencing Development Actors and Practices for Women's Rights (IDeA)

- **New Publications:** [Cross Regional Analysis](#) of our brief series: Sub-Regional Impact of the Crisis on Women, and [contributions to Better Aid papers: An assessment of the Accra Agenda for Action from a Civil Society Perspective](#).
- Launching of a **multi-year economic education effort** through which we will aim to provide greater visibility to existing feminist economic education resources and collaborate with women's groups organizing economic literacy programs to develop complementary resources (particularly related to the current context) that can be used by women's rights advocates to strengthen their engagement in global processes linked to economic development concerns and to build momentum towards AWID's 2012 International Forum.

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Message from
the President

Brigid Inder - President,

(Women's Initiatives for Gender Justice, The Netherlands)

2

Message from the
Executive Director

Lydia Alpízar – Executive Director,

(AWID, Mexico/Costa Rica)

3

About AWID

Marilyn Waring – Treasurer

(University of Auckland, New Zealand)

4

Programmatic
Achievements

Lina Abou-Habib – Secretary

(Collective for Research and Training-Action, Lebanon)

5

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Membership
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Saida Ali

(Young Women's Leadership Institute, Kenya)

Angela Kuga Thas

(Knowledge and Rights with Young Peoples through Safer Spaces -
KRYSS, Malaysia)

6

Finances

Natasha L. Primo

(Association for Progressive Communications, South Africa)

7

To watch out for
at AWID in 2010

Sindi Médar-Gould

(BAOBAB for Women's Human Rights, Nigeria)

8

AWID's Board of
Directors and Staff

Tarcila Rivera Zea

(Chirapaq, Peru)

Sarah Costa

(Global Fund for Women, New York, USA)

Undarya Tumursukh

(MONFEMNET, Mongolia)

Monika Ladmanova

(International Gender Policy Network, Czech Republic)

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AWID's Staff 2009

Cecilia Alemany – Manager, Influencing Development Actors and Practice for Women's Rights, Montevideo

Lydia Alpizar Durán – Executive Director, Mexico City

Srilatha Batliwala – Associate Scholar, Building Feminist Movements and Organizations, Bangalore

Jessica Bokhout – Forum/Events Assistant, Toronto

Lucía Carrasco Scherer – Program Assistant, Where is the Money for Women's Rights, Mexico City

Cindy Clark – Director Operations & Programs, Washington D.C.

Massan D'Almeida – Moderator, Carrefour, Lomé

Gabriela de Cicco – Moderator, enLACes, Rosario

Verónica Delgado – Office Administrator, Mexico City

Bailey Duller – Office Administrator, Toronto

Valentín Ermita Figueroa – Administrative Assistant, Mexico City

Maria Erazo – Bookkeeper, Toronto

Shareen Gokal – Manager, Resisting and Challenging Religious Fundamentalisms, Toronto

Lina Gomez – Forum/Events Coordinator, Toronto

Fernanda Hopenhaym – Manager, Where is the Money for Women's Rights? Mexico City

Andrea Imada – Director of Finance and Administration, Toronto

Allison Jack – Executive Assistant, Toronto

Kathambi Kinoti – Moderator, Friday File ResourceNet, Nairobi

Michele Knab – Program Assistant, Influencing Development Actors and Practice for Women's Rights, Mexico City

Mindy Lee – HR/Operations Coordinator, Toronto

Ghadeer Malek – Program Assistant, Young Feminist Activism, Toronto

Lejla Medanhodzic – Moderator, ResourceNet Announcements, Berlin

Nadine Moawad – Program Coordinator, Young Feminist Activism, Beirut

Masum Momaya – Moderator, Friday File ResourceNet, Chicago

Sanushka Mudaliar – Manager, Building Feminist Movements and Organizations/Young Feminist Activism, Shanghai

Karen Murray – Program Assistant, Building Feminist Movements and Organizations, Toronto

Natalie Raaber – Research Associate, Influencing Development Actors and Practices for Women's Rights, NYC

Sarah Rosenhek – Monitoring and Evaluation Coordinator & Interim Manager, Where is the Money for Women's Rights, Toronto

Anne Schoenstein – Program Associate, Influencing Development Actors and Practices for Women's Rights, Nuremberg

Deepa Shankaran – Research Associate, Resisting and Challenging Religious Fundamentalisms, Toronto

Ritu Sharma – IT Manager, Toronto

Kim Sterne – Office Administrator, Cape Town

Anna Turley – Director, Communications and Information, Cape Town

Veronica Vidal – Research Associate, Where is the Money for Women's Rights? Mexico City

Zhanna V. Zhanabekova – Moderator, ResourceNet Jobs, NYC

Saira Zuberi – Program Coordinator, Resisting and Challenging Religious Fundamentalisms, Toronto

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