

# Feminist Power in Action

awid

2021  
ANNUAL REPORT



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# Feminist Power in Action

## vision

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



## outcomes

- 1** Feminist, women's rights and gender justice movements are thriving, with stronger collective power to challenge patriarchy and advance feminist agendas
- 2** Feminist, women's rights and gender justice movements are better able to challenge, disrupt and delegitimize the consensus and influence of actors promoting patriarchy in connection with corporate power, fascisms and fundamentalisms within international spaces and systems
- 3** Feminist realities, proposals and narratives flourish, are amplified and become increasingly influential.
- 4** AWID is a thriving learning organization with an enabling work environment grounded in intersectional feminist principles, that facilitates high-quality, impactful work.

## mission

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

## areas of work

- Membership & constituency-engagement ●
- Advancing universal rights and justice ●
- Resourcing feminist movements ●
- Building feminist economies ●
- Co-creating feminist realities ●

# From the co-Executive Directors

In 2021, AWID, along with many other organizations, was coming to grips with the implications of the on-going global pandemic for how we work and our role in this particular time. The year taught us three critical lessons about navigating this moment as a global feminist movement-support organization.

## 1. Community is key.

2021 was a year to ramp up relationships, connections, and community-building across our work. Plans and timelines had to be adjusted, as we and our partners were dealing with illness, grief, climate and other emergencies. Supporting each other within the movement through this moment was among the most meaningful work that we could do. We leveraged virtual technologies to hear from, bring attention to, and connect across geographies feminists embedded in different struggles and crisis response. We heard resoundingly from our members that the not-so-simple act of surviving the current context is in itself an achievement and an act of resistance for many. Community is the soil in which feminist activists are nurturing and growing alternatives, recognizing that the solutions we need will not come from within existing systems.

## 2. Broken as they are, we can't abandon the institutions we have.

Multilateral institutions have largely lost legitimacy and the semblance of efficacy. Many states are unmoved by the demands of their people. The old levers of influence seem to have little impact on the power structures around us, telling us that we need to find new ways to engage with what is now a very different system. This imperative produces significant dissonance for many feminists, but we can also see that some of the successes of recent years are thanks

to longstanding persistence, even against the odds. And we know that when feminists move out, anti-rights groups move in. So AWID is present in the international human rights system that we have, while knowing that it is only one step among many towards the changes that we need.

## 3. We must hold to "feminist" as a politic, not a label.

As we build community with a beautiful diversity of activists from across the world, and explore strategic advocacy opportunities, it is especially important to be explicit and unapologetic in the values and ideology that drive us. Increasingly, "feminist" is being embraced as a label for an organization, a policy, or a practice; but behind the label are agendas devoid of transformative aspirations. We are keen to build bridges with allies who truly share feminist ambitions for dismantling all oppressions and building just, sustainable societies.

In this time, our actions, not just our rhetoric, must speak to our feminist values. And our organizations need to function in ways that challenge rather than reinforce oppressive dynamics. This is a constant work in progress, and it is why attention to organizational culture and practice is also mission-critical work. An important element of AWID's feminist politic is a strong commitment to leadership renewal and we are pleased to continue this tradition as we 'pass the baton' in 2022 to our successors, new [AWID Co-EDs Faye and Inna](#).

Thank you to all who have been part of our journey of building community and learning together.

**Cindy and Hakima**

# Co-Creating Feminist Realities

Feminist realities are about articulating the worlds that feminist movements believe are possible as well as the small and large transformative practices that can help us get there. Without these aspirations, we stay mired in the challenges we're up against, unable to rally energy for what we want to build.

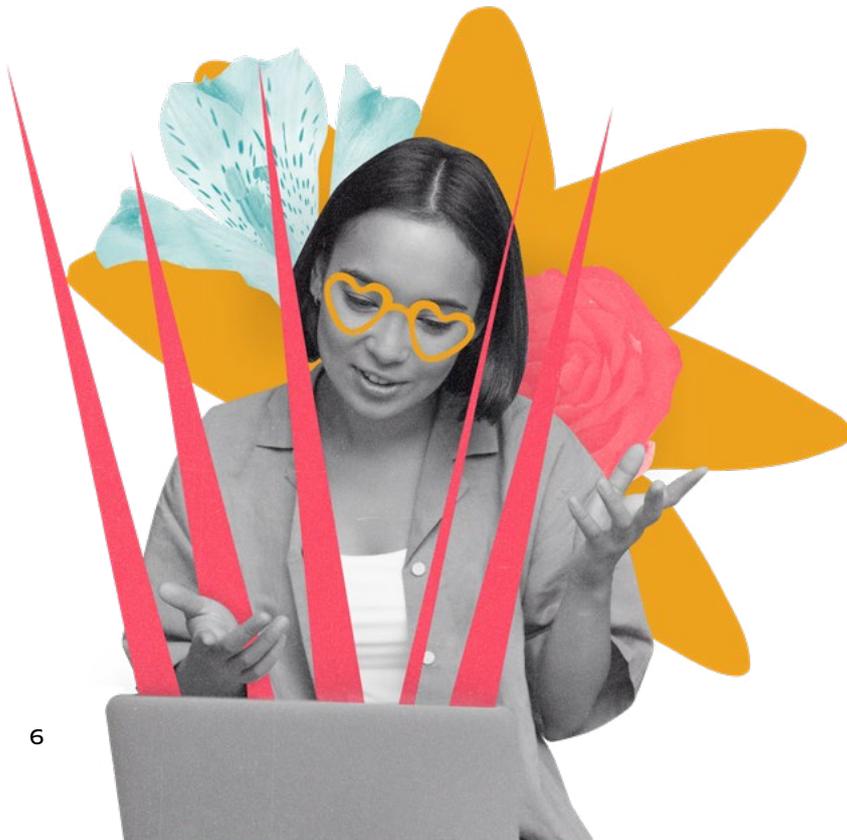
# Celebrations and joy are acts of resistance

Hope and mutuality are critical fuel for activists engaged in long term struggle to realize feminist realities. In response to pandemic restrictions to travel and limitation to the virtual world, AWID created A Festival For Feminist Movements - [Crear | Résister | Transform](#).

[Crear | Résister | Transform](#) was a month-long festival to re-energize friends and allies, comrades and companions. 130 activists from 43 countries across different time zones came together as performers and speakers, hosts and presenters to co-create a 40-session convening.

Many feminist activists are in survival mode. “Unconventional resistance”, bodily autonomy and pleasure featured heavily as part of the resistance and despite the difficult context and the exhaustion, we remain hopeful for the long haul and hold deep appreciation for opportunities to come together in mutual support and solidarity.

Speakers and participants deeply valued the opportunity to connect across contexts and struggles at a time when holding on to relationships and ties across movements was more precious than ever.



## Read

[Sexting Like A Feminist: Humour in a Digital Feminist Revolution](#)

[A Super Short Guide to Organising Global Festivals and Online Events](#)

[It's Not Sex-Based Unless It Is a One-Night Stand](#)

[Crear | Résister | Transform - A Walkthrough The Festival](#)

## Watch

[Crear | Résister | Transform: a festival for feminist movements](#)

[Liberated Land & Territories: A Pan-African Conversation](#)

[Resisting criminalization: Feminist organizing for Sexual and Reproductive Justice and bodily integrity](#)

[Voices from the frontlines: Bolstering collective power to end the incarceration of women worldwide](#)

**A multi-lingual, global virtual festival presented and viewed by people in their offices, at home, alone, with colleagues, with friends gathered in private living rooms and patios/gardens.**

**Simultaneous interpretation**

made it possible to have interaction among participants in seven languages (English, Spanish, French, Portuguese, Russian, Mandarin & Arabic)

**2,800 views** on our YouTube channel

**1,424 people** connected directly to Festival sessions

The hashtag **#Feminist Festival** reached two million people over a six-month period (including the lead up and post festival period)

**Platforms used:**

virtual meeting and webinar format, Instagram Lives, Twitter chat to engage our audience on social media



“

The pandemic has been painful for many ... . From my experience, the Festival fostered many other ways of going through these pains. The art saved our lives, it put us in a different place. Finding these spaces is greatly appreciated.

*Workshop facilitator*

“

I really didn't know how inclusive and diverse feminism could be. We were always taught that feminism is from the west and basically associated with white feminism, so I didn't know how to feel. There was a lot about transgender experiences being involved and centred- and this attracted me the most and I felt like I belonged.

*Participant*



A highlight from the festival was when AWID, feminist blog Adventures From, and Pan-Africanist digital queer womanist platform AfroFemHub asked:

What does it mean to sext like a feminist? How can we safely and consensually explore our pleasure, desires and fantasies via text? How do feminists sext?

**The responses were joyous, cheeky and fun.**



Nobody: ...

@AWID: let's [#SextLikeAFeminist](#)

Us: I like my orgasms like I like my feminist politics - fierce, radical, consistent and liberating. [#feministfestival](#) (via Adventures @adventuresfrom\_)



Leave your biases, preconceptions AND your clothes at the door! [#SextLikeAFeminist](#) (via Isabel Marler @IsabelMarler)



Decolonize this, decolonize that, DECOLONIZE THESE THIGHS! [#SextLikeAFeminist](#) (via [#PROTECTQUEERKENYANS @JoyceSabali](#))



# Bringing Feminist Demands into multilateral processes

Historically, multilateral spaces were sites for important gains by feminist and social movements. They were spaces where we called out violations and put pressure on states to uphold their human rights commitments. Nowadays, many states are increasingly unresponsive to multilateral mandates, but because of anti-rights backlash and corporate capture, it is still important for feminists to keep pushing back, lest these processes be harnessed in ways that directly counter human rights.

During 2021, AWID continued selective and strategic participation in key multilateral processes and spaces, including at the Human Rights Council. The reliance on virtual participation in these processes, while equalising possibilities of access for activists not based in New York or Geneva, further distanced civil society from the halls of power, likely with long-lasting reverberations for our influence.

One process taking place in 2021 was the UN Women-led Generation Equality Forum.

AWID engaged through participation in the Civil Society Advisory Group, contributing to a system of checks and balances for the process to improve its alignment with feminist values and movements. We also represented the Count Me In! (CMI!) consortium<sup>1</sup> in the Feminist Movements and Leadership Action Coalition, working with our allies to ensure that resourcing for feminist movements was squarely on the agenda.

In parallel to our engagement on the official spaces of the Generation Equality Forum, we held space in our [Beijing Unfettered](#) project for the transformative agendas and messages of young feminists in response to the question “What kind of bold feminist propositions can we put forward and implement in a world free from the restrictions endemic to an intergovernmental process?” Beijing Unfettered was a welcomed opportunity for young feminists to convene and disrupt, to speak their truth uncensored by the conventions of diplomacy, and to articulate and voice their positions with firmness and clarity.

## How AWID supported

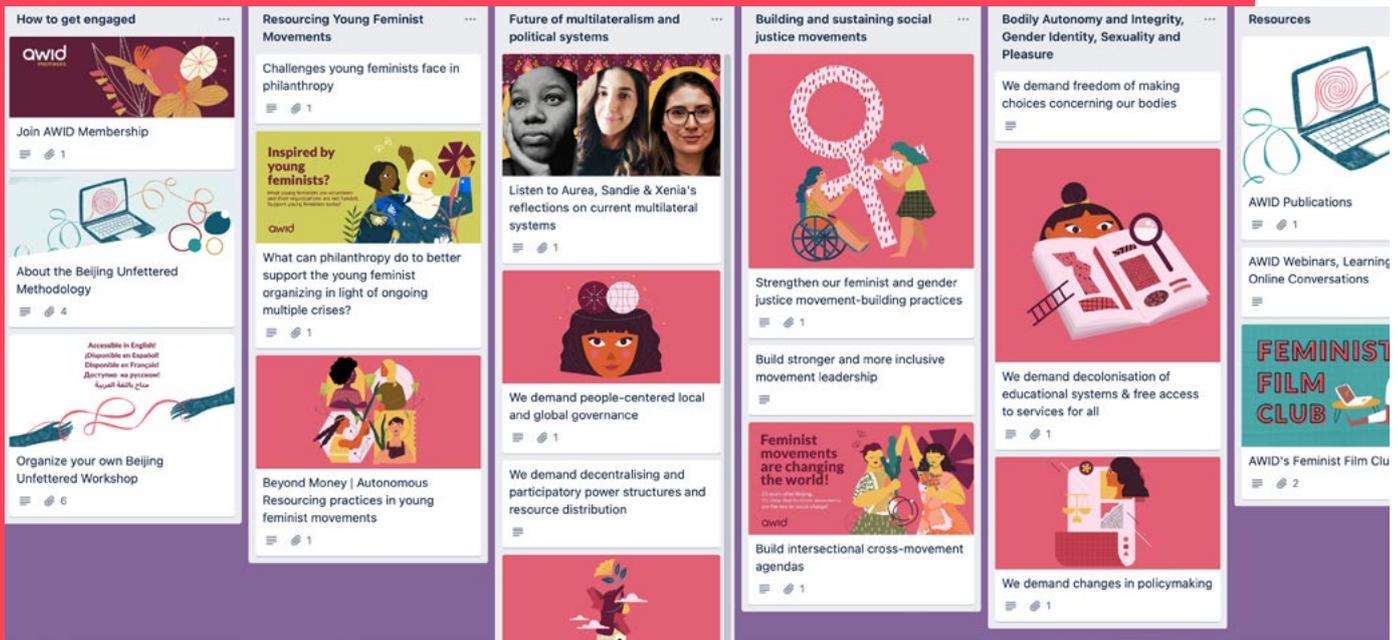
**150 young feminists** across the world in deep multi-lingual conversations

**Collective** thinking, dreaming, imagining and exchange

**Facilitated** virtual and in-person workshops in partnership with young feminist activists and youth-led organizations to reflect on current contexts and articulate radical voices, visions and agendas that include:

- resourcing activism
- climate justice
- decriminalization of abortion and tackling HIV stigma

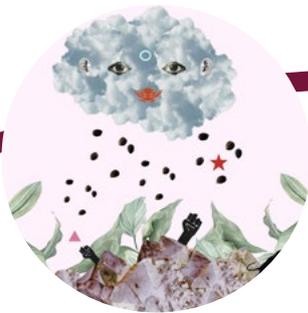
<sup>1</sup> The Count Me In! (CMI!) consortium is a strategic partner of the Dutch Ministry of Foreign Affairs. CMI! consists of member organizations Mama Cash, AWID, CREA, Just Associates (JASS), and the Sister Funds Urgent Action Fund (UAF) and Urgent Action Fund Africa (UAF-Africa). The sex worker-led Red Umbrella Fund and the Dutch gender platform WO=MEN are strategic partners of the consortium.



We develop a beautiful multilingual [Beijing Unfettered trello board](#) to articulate and document the radical propositional young feminist agendas and perspectives on transformative changes. Visit and use it in your own advocacy!



**The Young Feminists** who participated in the Beijing Unfettered process demand we build **intersectional cross-movement agendas**



**Young feminists** demand **people-centered multilateralism and political systems**



**Philanthropy** needs to provide **better support for young feminist organizing** in light of ongoing multiple crises, from soaring economic inequalities to climate crisis



**Young feminists** demands to policy makers for **bodily autonomy and integrity, gender identity, sexuality and pleasure**

**We balance  
engaging  
within the  
system, with  
pursuing  
other spheres  
of influence**





# At the Human Rights Council we...

## Read

[What's Feminism Got To Do With It?](#)

[Young Feminist Manifesto](#)

## Engage

[Beijing Unfettered: the Power of Young Feminist Movements](#)

[Trello board - Beijing Unfettered Project: Young Feminist Agendas In Making](#)

**Delivered joint statements during 47th and 48th Regular Sessions (HRC47 and HRC48) demanding urgent attention from the UN to stem anti-rights mobilisation and impact as it relates to the right to information, comprehensive sexuality education (CSE) and the COVID-19 pandemic.**

**Convening expert and high-level meetings to put forward feminist analysis and explore opportunities to act collaboratively with a wide range of civil society and UN allies.**

**Submitted thematic reports to counter efforts to erode key frameworks and language**

- **With SRI (Sexual Rights Initiative) for the thematic report “Gender, sexual orientation and gender identity”.**
- **A submission on the “sex-based rights” discourse that is being used to undermine the human rights of trans people.**

We expanded our work with **journalists and “digital disruptors”** with the goal of supporting more visible, powerful feminist narratives as a counter to the prominence of anti-rights messaging.

We brought together 15 fierce feminist journalists from across the globe for networking and learning opportunities to cultivate their connections with feminist movements. This has been a community-building experience for the journalists, who are keen to continue collaborating in solidarity. By engaging and connecting journalists as part of feminist movements, we aim to contribute to strong and compelling reporting that highlights the

perspectives of feminist activists can contribute to changing public perceptions, and in turn influence policy makers and funders.

Similarly, social media is a critical field for pushing back on anti-rights influence. We organized two virtual workshops with online activists - the digital disruptors - who shared their strategies and challenges for resisting fascisms and fundamentalisms via social media. Online protection emerged as a key priority; there can be no ‘counter-narratives’ work if progressive voices are hounded out of the online space or forced to self-censor.

# Advancing Universal Rights and Justice

Feminists, women's rights and gender justice movements and allies require space and resources to recognize, strategize and take collective action to counter the influence and impact of anti-rights actors, and advance feminist frameworks, norms and proposals, and to protect and promote the universality of rights - the principle that human rights are for *everyone*.

# Rights at Risk: Time for Action

Ultraconservatives, fundamentalists and other anti-rights actors are operating with increased impact, frequency, coordination, resources, and support in human rights spaces that have historically been a site for feminist gains and human rights advancements.

Spaces like the Commission on the Status of Women (CSW) and the Human Rights Council (HRC) have become contested sites and feminists have persistently raised concerns that it has become harder and harder to advance rights because so much energy is taken up trying to hold ground against anti-rights backlash.

AWID works with allies to disrupt the threat of anti-rights actors through collective statements to raise awareness of this threat, standing in solidarity with key mandate holders when their powers are challenged and through submissions to reports, and faci-

tating convenings of allies and partners.

**Rights at Risk: Time for Action** - published by AWID and our partners in the Observatory on the Universality of Rights (OURs) - lifts the lid on how key anti-rights actors operate. We expose and demystify their discourses, strategies, and impacts, and offer counter-measures in the form of inspiring stories of feminist action and useful knowledge-building exercises to bolster our resources.

To widen the reach of this warning and call to action, AWID produced an online library that is a living collection of resources to support feminist movements, policy-makers, and allies to resist fascisms, fundamentalisms, and anti-rights trends.



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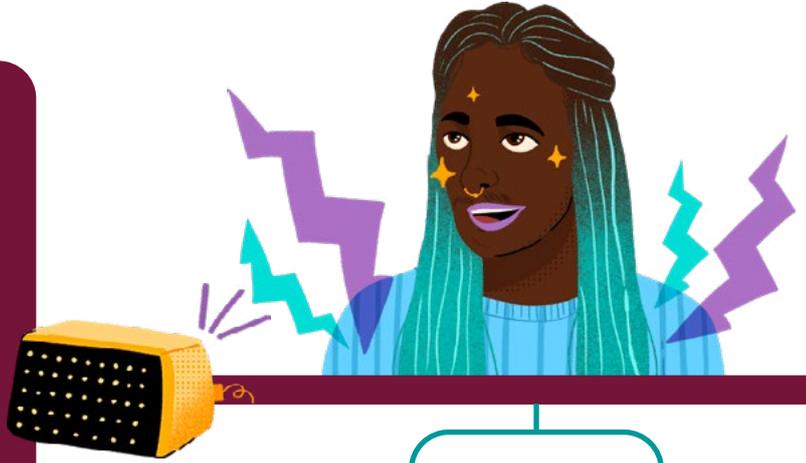
To stem the anti-rights tide, feminist and human rights movements need to build understanding across contexts, regions, issues and organize collectively, leveraging on different entry points, strategies and narratives.

(Umyra Ahmad, AWID)

“

We run a 10 country advocacy programme for SRHR for key populations, led by members of those communities (sex workers, LGBT+ people, people who use drugs). It would be great to use this in our advocacy against shrinking civic space.

*(a reader of the report)*



Eight page primer

“

I intend to use it as a tool for awareness and skill-building of NGOs and INGOs who are engaged in national and local advocacy programmes. I will help them strategize their advocacy plans for protecting rights.

*(a reader of the report)*



Comic

Animation video

Rights at Risk Resource Library (in English, French and Spanish)



### Read

OURs Side Event at HRC47: Rights at Risk Time for Action

Adolescents and young people have the right to access and receive comprehensive sexuality education

Trojan horses in human rights spaces: anti-rights discourses, tactics and their convergences with trans-exclusionary feminists



# Resourcing Feminist Movements

Through our research, analysis and advocacy for more and better funding, we influence changes in funding priorities, modalities and practices so they can better serve our movements. We critically explore the contradictions in funding social transformation. Above all, we build collective strategies to resource thriving, robust, and resilient movements.

# Shifting Resources to Feminist Movements

The COVID-19 pandemic pushed many funders to rethink their priorities. While women's rights organizations and feminist movements are often acknowledged as being on the front lines of crisis response (and among the most impacted) there are still major limitations in that resources - even those destined to support gender equality - rarely reach feminist groups directly.

AWID turned the attention of our resource-ing advocacy towards the Generation Equality Forum, in light of the attention it drew from bilateral, multilateral, and philanthropic funders. This engagement has prompted a new - and, we believe, exciting! - initiative for the creation of an

Alliance for Feminist Movements. The Alliance is a collaborative multi-stakeholder effort dedicated to increasing and improving the quality of resources, including but not limited to financial resources, supporting feminist movements, and mobilizing partnerships and political support for diverse feminist movements, agendas, and policies.

“

**It isn't just about more money, but about the power for feminist movements to shape how this money is spent, and to hold funders accountable for their tall promises.**

>> *(source)*



Alliance for  
**Feminist  
Movements**

AWID took an active part in the Planning Group that led a collaborative design process to give shape to the Alliance. Together with RESURJ and our CMI! partners, we led an array of consultations and briefings for feminist groups to learn about the potential for the Alliance and weigh in with their own priorities and notes of caution. AWID is currently hosting the Alliance's Secretariat as it prepares to launch its operations.

We are convinced that if the Alliance is able to live up to its potential, it could be a game-changer that would democratise access to funder relationships, sustainability, thinking and practice.

For funders, it will help them get more immediate (and diverse) perspectives on how different trends are impacting communities and how feminists are responding to the challenges they face. For feminist movements, the alliance gives them direct access to funders and opportunities to influence funder thinking around priorities and modality-design.



# We are still asking: Where is the Money?

AWID continues with our time-honored research to document, analyse and transform the state of resourcing for feminist organizations around the world.

Our research is an important resource that is widely used by our members and other allies to continue advocating for more and better resourcing.

AWID's knowledge products and analysis continue to be cited significantly by the entire funding ecosystem, from feminist and women's funds and human rights funds to INGOs, multilateral funds and feminist organizations.

"Only 1% of gender equality funding is going to women's organizations" (a much quoted advocacy line that started with an OpEd by AWID<sup>2</sup>), and more needs to be done.



## Read

[Moving More Money to the Drivers of Change:](#)

How bilateral and multilateral funders can resource feminist movements

[From US \\$40 Billion to US \\$2 Billion:](#) unpacking the real numbers behind Generation Equality funding pledges

[Want gender equality?](#) Then fund the real change-makers: feminist movements

[The Dire State of Funding for Black Feminist Movements](#)—and What Donors Can Do About

[Overlooked and underfunded:](#) The Fiji Women's Fund reflects on the struggle to resource women's rights and feminist organizations in the Pacific-womens

## Watch

[What's next after the Generation Equality Forum funding pledges?](#)

<sup>2</sup> More on that [here](#).



# Building Feminist Economies

Building Feminist Economies is about creating a world with clean air to breath and water to drink, with meaningful labour and care for ourselves and our communities, where we can all enjoy our economic, sexual and political autonomy. AWID continues challenging economic injustice and corporate power, while centering and amplifying feminist economic alternatives, climate and environmental justice and eco-systems of care and the sustainability of life.

# Expanding the cracks in the neoliberal system

The neoliberal model driving the global economy has repeatedly demonstrated its inability to address the root causes of poverty, inequalities, and exclusion. Policies driven by that model have wreaked havoc on lives and livelihoods, and sustained a trajectory of deepening inequalities, gendered injustices, and environmental destruction that the world can no longer afford to endure.

Feminists are coming together to not just offer critique and alternatives, but also forging cross movement relationships and building bridges to exchange experiences around challenging corporate power and building feminist economic realities.

AWID supported feminist movements on issues where systems of oppression overlapped and where the global pandemic compelled us to address and engage them with even greater urgency.

“

**There is an abundance of evidence that large-scale businesses and conglomerates are responsible for severe abuses of human rights in their supply chain and business operations. Their behaviour during the pandemic is a clear illustration of that. >> ([source](#))**

“

**The Covid-19 pandemic is a stark reminder that the dominant economic model is failing us. Government responses revealed that the status quo puts profit above human life - and particularly the lives of women, the poor/working class, the disabled and those in the Global South. >> ([source](#))**



We partnered with the African Center for Biodiversity, Development Alternatives for A New Era (DAWN), RESURJ, Treatment Action Campaign (TAC), Global Justice Now, and Transnational Institute (TNI), to co-organize a learning session on the ways philanthrocapitalists, Northern States and

corporations are impeding access to quality and accessible vaccines and healthcare more broadly, and why this is a critical feminist issue. We followed up with a closed-door strategy meeting that led to a joint statement calling on feminist and gender justice movements to demand that:



**All countries to unconditionally support the TRIPS waiver at the World Trade Organization (WTO) as proposed by India, South Africa and endorsed by other state**

**Support for a legally binding international treaty on business and human rights**

**States and multilateral institutions to safeguard public institutions and research facilities to preserve their independence**

We strengthened relationships and facilitated critical cross-movement dialogues at the intersections of gender, economic and climate justice and labor rights. AWID co-created a monthly edition of “Feminist Fridays: Conversations about Labour Migration from a Feminist Lens” - a collaborative initiative with Focus on Labour Exploitation (FLEX), Global Alliance Against Traffic in Women (GAATW), Solidarity Center, and Women in Migration Network (WIMN).

This has been a global space of learning and solidarity with migrant workers, interrogat-

ing feminist solidarity and the need to look at supporting migrant worker movements beyond conversations about vulnerability and “rescuing” workers from the conditions they face.

With the International Domestic Workers Federations (IDWF), we initiated a dialogues series between domestic workers (DW) and feminist allies across regions to share knowledge about domestic work and emancipation strategies, exploring some tensions and difficulties emerging out of alliance-building processes.

# Challenging Corporate Capture and Impunity

AWID is a committed member of the feminists for a Binding Treaty (F4BT) – a coalition of over 30 feminist and women’s rights organizations and 60 members worldwide representing a large and diverse network of women’s lived experience, shared analysis and expertise on gendered impacts of corporate abuses.

F4BT advocates for an international legally-binding instrument on transnational corporations and other business enterprises with respect to human rights at the United Nations HRC.

In 2021 AWID and our partners collectively developed [femi-](#)

[nist proposals](#) to lobby governments so the draft treaty instrument can better respond to the experiences of women and gender diverse people, and produced [short videos](#) as part of the digital campaign this session to highlight feminist demands to end corporate impunity.

“

**It is clearer than ever that we cannot keep relying on and hoping for our governments to take timely and politically adequate actions to deal with the climate crisis and its consequences, which is why we have no choice but to continue simultaneously articulating our struggles at all levels and geographies of resistance, until we build the feminist worlds we need and deserve. >> (source)**

The coalition also influences the other civil society mobilizations to pay greater attention to gender justice. AWID and our allies are seeing more feminist analysis and critiques reflected in wider civil society advocacy messaging in their campaign for a Binding Treaty.

## Read

[STATEMENT: Feminists Demand #VaccineJustice](#)

[We Demand A Feminist Recovery from COVID-19](#)

[COP26: Feminist Perspectives on the Climate Summit and Beyond](#)

[Feminists Demand An End To Corporate Impunity](#)

[Key Recommendations on the Third Revised Draft of the Binding Treaty](#)

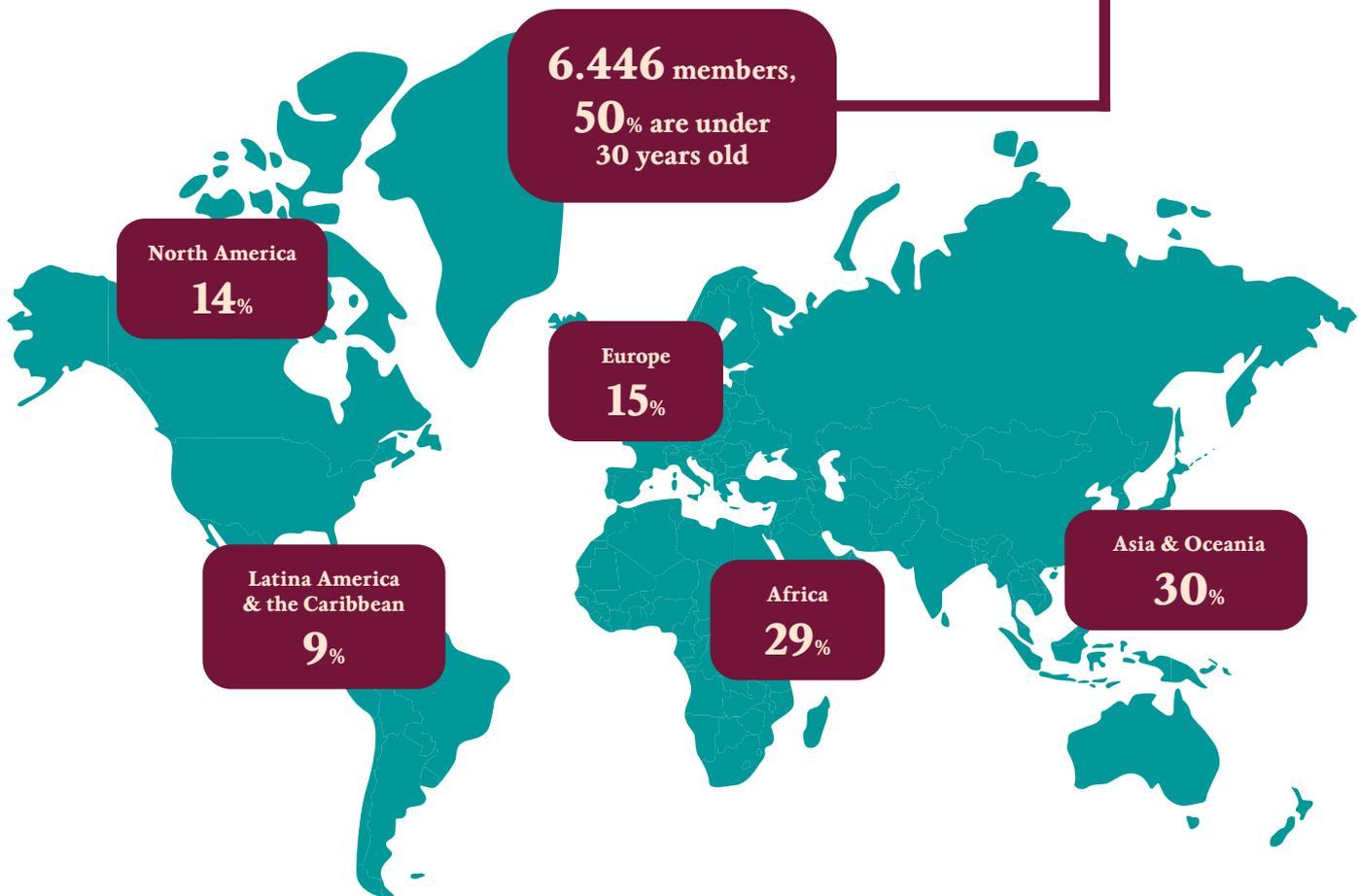
## Watch

[Vaccine Justice Teach In](#)

# Membership and Constituency Engagement

We significantly expanded our membership team and started laying the foundations for more engagement and interaction with our members. Tell us what you think and join the new AWID Community platform.

## AWID's membership as of 31 December 2021



## Solidarity through connecting and raising awareness

Through dialogue and exchanges critical to their work, AWID connected thousands to feminists from around the world. We responded to emerging crises, convening activists from Afghanistan, Ghana, Myan-

mar, Palestine, and Sudan who shared their experiences and analysis of the impacts on women and LGBTQI+ people, the strategies feminists are using to push back and the opportunities for international solidarity.

## March

### Civil Disobedience Movement in Myanmar

Activists from movements disrupting the efforts of the military to take over power in the country shared about how a successful military coup would lead to a rollback of rights for women and sexual minorities in the country.

**Reach: 25.400 people**

## May

### What's Happening in Palestine? Possibilities for Feminist Solidarity

The regional coalition for Women Human Rights Defenders in the Middle East and North Africa called on all feminist, women's rights, and human rights organizations to take action in solidarity with mass protests happening in all Palestine.

**Reach: 8.200 people**

## May

### Resisting Homophobia in Ghana: a Queer and Feminist Strategy

To commemorate International Day Against Homophobia, Biphobia & Transphobia we invited participants to learn about how queer and feminist collectives are organising to resist homophobia, and how they can be in solidarity with Ghanaian activists.

**Reach: 14.404 people**

## August

### Solidarity With Afghan Women

A live with FEMENA bringing together Afghan feminists to discuss their demands, in light of the Taliban violent takeover of the country. This webinar joined a wider discussion in social media around international solidarity with Afghan women and the feminist movement.

**Reach: 3.600 people**

## November

### What's happening in Sudan? Feminists Speak Out

This took place amidst the street protests against the military coup, where Sudanese feminists set out their demands for change and told us what feminist solidarity could look like at that very moment.

**Reach: 3.900 people**



# Organizational Sustainability and Resilience

AWID strives for an enabling work environment, grounded in intersectional feminist principles, so that we can deliver high-quality and impactful work in our mission to support feminist movements.

# Learning what we do best and what we need to work on

AWID completed a Strategic Progress Review and the report was an important insight into what our strengths are and what we need to factor into future planning and strategizing.

## What AWID has done well:

AWID's work is considered to be a **key reference point** for feminist and gender justice mobilization, and is an organization that is viewed as a thought leader on emerging issues, with strong relationships among movement actors and funders at the **global level**.

AWID's work has made clear and important contributions to **strengthening feminist, women's rights and gender justice movements** in terms of enhancing connectivity and promoting collaboration.

AWID's Initiatives have, on the whole, made **notable contributions to shifting power relations and structures**, in particular through the content and dissemination of knowledge products.

AWID is a credible actor who **brings together diverse actors and voices**, provides high quality analytical inputs and tools, and is trusted by movement actors, international organizations, funders and governments alike.

The review challenged AWID to build on our strengths while also improving how we communicate with members, partners and allies about our identity, impact and purpose as a global movement support organization. It also called on us to further address the opportunities and challenges present-

ed by the pandemic and by the continued strength of conservatism and increasing backlash on gender justice, as we enter into our next strategic plan.

We carry these lessons into our future work and strategic planning.

# Building on Built-In Resilience

At AWID we have always prided ourselves in strong, effective, and adaptive organizational processes and systems that respond and support our programmatic needs, contribute to the well-being of our staff while also dealing with difficult contexts and remaining resilient. As a learning organization, we continue to be introspective of our work and to improve on the lessons learnt.

As the need and demand for more frequent and more complex online convenings grew, AWID bolstered our language interpretation and translations systems, which is essential to our language justice goals. We adapted our digital security policies and guidelines for virtual meetings, and updated our Digital Security Guidelines for organising those sessions to keep activists safe. In support of our members, we created space for those who could not afford virtual convening platforms to engage through our zoom platform.

AWID's financial health has been strong for several years and we are grateful to our committed funders and supporters who support our mission.

To support staff through a still-difficult year, AWID continued certain mitigation measures (e.g. extra hours of "pandemic leave", flexible work hours, and a leave solidarity pool). We kept a close eye on work loads and introduced mid-year one-week office closures so that everyone is able to take the time to rejuvenate and look after ourselves. For feminists, rest, we know, is political and resistance too.

We continue to share and exchange with other feminist organizations regarding internal policies and practices so that we can learn together as we all strive to live to our values and principles.



# Looking forward to our 40th anniversary

Our experience in 2021 reaffirmed the importance of building and sustaining a global feminist community, and AWID's core mission to support feminist movements as a whole. We believe that at this moment, a strong community bound by a shared vision and collective care is the foundation of all social change and transformation.

As we prepare to celebrate AWID's 40th anniversary in 2022, we look forward to this important milestone as a celebration of feminist movement activism and achievements over the last 40 years. A moment to

acknowledge how we have come together across movements and borders, building different ways of relating and shifting power relations in societies and in our own movements. Imagine what might be possible in the 40 years to come.

Feminist movements are powerful. To celebrate AWID's 40th anniversary, we will feature the voices and stories of the many feminist activists and collectives who have changed the world in those 40 years. Stay tuned!



# Financials

<b>Contributions</b>	<b>\$US</b>
<b>DONORS</b>	
Dutch Ministry of Foreign Affairs	1,016,091
Ford Foundation	403,565
Foundation for a Just Society	425,000
Foundation to Promote Open Society	337,000
Oak Foundation	200,000
Sida	956,320
Wellspring Philanthropic Fund	628,587
<b>OTHER REVENUE</b>	
Contributed Services	72,023
Membership	8,634
Interest	6,460
Other revenue	1,029
<b>TOTAL INCOME</b>	<b>4,054,709</b>

<b>Expenses</b>	<b>\$US</b>
<b>AREAS</b>	
Advancing Universal Rights & Justice (AURJ)	839,29
Building Feminist Economies (BFE)	707,002
Co-Creating Feminist Realities (CFR)	926,705
Resourcing Feminist Movements (RFM)	740,636
Organizational Sustainability & Resilience (OS&R)	332,399
Management, Governance and General	315,110
Resource mobilization	184,528
<b>OTHER EXPENSES</b>	
Foreign Exchange (gain) loss	20,284
<b>TOTAL EXPENSES</b>	<b>4,065,954</b>

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

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