



**JOURNEY  
INTO THE  
FRIDAVEVERSE  
OF CHANGE  
FRIDA ANNUAL  
REPORT 2019**



# CONTENTS



0. Foreword	4
1. What Change meant to us in 2019	5
2. Building Change Collectively	7
3. Grant making Snapshot	13
4. Charting a Feminist Future: Claiming Space and Disrupting the Norm	20
5. The Value of Long Term Feminist resourcing	25
6. Emerging Trends, changes and discoveries along the path: Stories of Transformation	29
7. Counting the Stars	38
8. Gratitude and Affirmation	41

# FOREWORD

2019 was a year of transformation. It brought us multiple collective lessons. We believe in the radical power of honesty about what is difficult. Change within our organizations is not easy, and also necessary if we are to grow, explore, and remain adaptable and resilient. Change is challenging, as it can bring about instability and unpredictability. But, it can also lead us to lean into our shared vulnerabilities, if we are open to it, and to share, build trust, and learn collectively.

In 2019, FRIDA went through a significant leadership transition. After 6 years as Co-Executive Directors, Devi and Ruby transitioned out, and FRIDA welcomed Nino and Majandra. It was also the first year that FRIDA established a leadership team, made up of the team leaders at FRIDA - CELIA, which stands for Caring, Effective Leadership Intersecting for Action, as part of FRIDA's organizational growth journey. FRIDA's team grew along the way, supported 150+ young feminist collectives and organizations across the Global South, and carried out a collective process to determine our new strategic priorities.

FRIDA came out of 2019 with a new participatory strategic framework, which guides us towards new horizons to deepen our work. The collectively built 2020-2025 strategic priorities invite us to look within to flourish as a young feminist-led fund, and provide guiding constellations to continue to better support young feminist movements to blossom and disrupt colonial, racist, heteropatriarchal systems.

Ultimately, as a young feminist-led fund, and as a supporter of young feminist movements, **change is what we are all about:** deep, societal transformation in our communities, territories, regions and beyond. We are excited to share this annual report with you, to reflect on what change means to us, and to share how in 2019 FRIDA carried out work to change norms, break out of business-as-usual practices, and support the transformation that young feminists are leading across the Global South.

We change and we grow as part of a broader feminist ecosystem. We recognize ourselves as part of a web of accomplice organizations and individuals that support us, and of young feminist movements who accompany us, hold us accountable, and build us through their participation, input, voice and expertise. Thank you to all those who have been a part of this journey of transformation.

-The FRIDA team



# What change meant to us in 2019

This Annual Report is guided by the theme of transformation, and some of the key lessons we have drawn from change.

In 2019, change meant to us:

**Collectively building the change we want to see, by strengthening community and strategizing together.** In 2019, the Change Team, composed of FRIDA staff, board, grantee partners, and advisors, guided our participatory strategic planning process, centering collective reflection, multiple and diverse points of community input, and deep care. In addition, in 2019, FRIDA led and supported multiple community convening spaces to deepen our connections and continue to confabulate to create the change that young feminists want to see. Read more about how FRIDA collectively built change in section 2 of this report.

**Directly resourcing and supporting the strengthening of young feminist organizations and movements who are working to transform their communities and realities.** Explore how FRIDA provided direct resources, and strengthened its Funding+ model, guided by the priorities of young feminist activists themselves, to support young feminist activists who are working to bring about change in their communities, countries, regions and beyond in section 3 of this report.

**Claiming space & disrupting the norm to chart feminist futures.** In 2019, FRIDA focused on ensuring that the organisation emerged through change, and helped bring about change, clearer in its vision, purpose and commitment to the communities it serves. This entailed deepening FRIDA's political presence and amplifying its existing messaging to further catalyse young feminist activism. For more on what this looked like for FRIDA in 2019, see section 4 of this report.

**Taking time to reflect on how change, particularly social change, is a long-term process - and taking time to assess the value of the resources and support FRIDA provides.** Reflection and self-assessment are key to our work as changemakers and change supporters. In 2019, FRIDA led an in-depth research process to explore the value of long-term, core, flexible funding support to young feminist activists. For a sneak peek into our main conclusions from this research, see section 5 of this report.



**Highlighting the stories of transformation of young feminist activists across intersectional identities, in their own voices.** For stories of the change that FRIDA grantee partners are leading across diverse issue areas, see section 6 of this report.

**The importance of transparency and accountability.** At FRIDA we seek to generate a financial system which orbits around transparency, accountability and strong resource management for our shared resilience. We understand our purpose to be generating change through directly resourcing young feminist activism. Read more about our 2019 numerical journey and help us count the stars See section 7 of this report.

**The importance of centering care, gratitude & affirmation while we navigate change and transformation.** See section 8 of this report.

**“WE DREAM TOGETHER ABOUT FEMINIST FUTURES. WE COLLECTIVELY ARE TRANSFORMING THE WORLD AND CREATING THE FEMINIST FUTURES WE HAVE BEEN DREAMING ABOUT.” - HAPPINESS MANIFESTX**





# Building change collectively

## The Change Team and FRIDA's participatory strategic planning process

In 2018, FRIDA began our journey to co-create our strategic vision, and chart FRIDA's organizational course for the next five years (2020-2025). As a result, in 2019, FRIDA reaffirmed our commitment to transformation and growth, guided by five strategic principles: **flourishing**, **bridging**, **co-creating**, **queering**, and **moving**.

In close collaboration with the FRIDA community, we embarked on a dynamic, participatory process to help us explore how we can evolve to meaningfully and continuously support emerging feminist initiatives led by girls, young women, trans, and intersex youth across the globe (Middle East and North Africa, Sub-Saharan Africa, Asia and the Pacific, Latin America and the Caribbean, Central Eastern Europe, Caucasus, Central and North Asia).

The process officially kicked off at FRIDA's staff retreat in India in March 2018, and continued throughout 2019. First, the FRIDA team began visioning the participatory framework process.

The team "cooked" up a recipe for FRIDA's special sauce



We defined change and transformation, and what that means to us as a young feminist fund and finally, the team envisioned what meaningful participation from FRIDA's community could look like.

**The Change Team was created to amplify FRIDA's values around shared leadership, co-creation, collaboration, dreaming, growing, and learning.** The Change Team, comprised of FRIDA staff, board, grantee partners, and advisors, and supported by facilitator Ingrid Benedict, was charged with designing and co-leading the planning process, including designing and leading in-person and virtual consultations, a community survey, feminist participatory research review, interviews with targeted communities, and ultimately the drafting of the participatory framework and strategic principles.



Between 2018-2019 the Change Team led 12 consultations, 1 community survey, multiple interviews, hosted a virtual multilingual community-wide check-in, as well as a participatory donor-activist dialogue with key partners and donors supporting feminist movement building.



From August to December 2019, FRIDA also carried out a complementary process to **review and evaluate the impact of its previous Strategic Plan**. This evaluation was led by an external consultant, Shamillah Wilson, and its main learnings and recommendations were incorporated into FRIDA's final new Strategic Framework.

Ultimately, this participatory planning process led to FRIDA's new Strategic Framework, anchored in five key growth areas, or constellations of change: **flourishing, bridging, co-creating, queering, and moving**, with specific community mandates identified in each one. These five areas of growth do not chart a radically different direction for FRIDA, but rather, move us to look deep within to strengthen our impact and support to diverse young feminist movements.

The Strategic Framework was finalized in 2019, and will be publicly launched in 2020. In 2020, the FRIDA staff team is working to collectively develop a monitoring, evaluation and learning framework for these five areas of growth, to ground our operational planning and guide our work to flourish, bridge, co-create, queer and move to better support young feminist movements in the coming years.

## **FRIDA-LED COMMUNITY MEETINGS:**

In 2019, FRIDA convened spaces to connect as a community, building and strengthening bonds within the FRIDA pluriverse. We bridged virtual spaces with in-person meetings in community spaces, nurturing local and cross-regional connections. We created “brave” spaces to discuss, learn from and with each other and external partners, share experiences and challenges, and continue to confabulate together.

**Sri Lanka meetings:** In March 2019, the FRIDA staff team traveled to Sri Lanka for its annual staff retreat. The meeting focused on team building, building a vision for a feminist virtual office, a feminist human resources model, collective care and holistic security. The team also hosted a staff open mic night, had a river safari with FRIDA grantee partners based in Sri Lanka, and spent special moments honoring outgoing staff members on the beach.



- ★ **CREA Reconference in Nepal.** In April 2019, FRIDA supported 22 grantee partners to attend the CREA Reconference, and held an **in-person gathering** for all attending FRIDA community members to learn more about the projects that grantee partners are working on, and the challenges that they face in their work. Additionally, FRIDA, Mama Cash, Empower, and With and For Girls organized a meeting for young feminists activists to connect with donors, funders, and allies of the movement.
- ★ **Community connections at Women Deliver:** In June 2019, two FRIDA staff members and a number of FRIDA grantee partners, including members of Beautiful Hearts from Mongolia, attended the **Women Deliver Conference** in Vancouver, Canada. FRIDA organised a **community gathering** prior to the conference, where participants discussed current issues and challenges faced by young feminist organizers in their communities, as well as strategies and opportunities for the event. Kinga Wisniewska, FRIDA's Senior Resource Mobilization Officer, also participated in a **panel on #FundHer** to present FRIDA's work in strengthening the capacities of young feminist organizers in resource mobilisation.
- ★ **Global LBQ conference.** In July 2019, the first Global Feminist LBQ Women's conference was held in Cape Town, South Africa, with over 500 participants from 100+ countries, and under the themes of leading, healing and transforming. FRIDA supported eight grantee partners to attend the conference, who leveraged the space to connect with other activists within their region, network with donors and build relationships. During the conference, FRIDA hosted a **community convening** of all attending FRIDA staff, advisors and grantee partners.
- ★ **Donor-activist dialogue.** In September 2019, FRIDA and the Ford Foundation co-organised a **dialogue between feminist activists and funders**, to create space for open and meaningful reflection and discussion on feminist funding practices and support to feminist movement building. The space gave donors and activists a unique opportunity to connect on a deeper level through movement, sharing personal stories, and asking challenging questions, guided by the objective of transforming the typical donor-grantee relationship that is often perpetuated in philanthropy.

- ★ **MENA Advisory meeting:** In September 2019, advisors from the **Middle East and North Africa (now SWANA) regional advisory committee** met in Tunis, Tunisia for a 3 day retreat. Participants identified key priorities for the advisory for 2019-2020, to continue to connect and agree on ways of working together, and design opportunities for meaningful engagement across the FRIDA community. Advisors also co-hosted a **community event** with activists in Tunis, to discuss challenges and opportunities for young feminist activists in Tunisia through art and storytelling.
- ★ **Ayni Climático - Climate Justice Camp.** In October 2019, FRIDA supported grantee partners from Colombia, Bolivia and Chile to participate in the Climate Justice Camp or Ayni Climático held in Callejones, Chile. Ayni is an Aymara term that means **reciprocity and communal organizing**. The Ayni convened 60 activists and socio-environmental leaders from throughout Latin America, and addressed issues of water, agriculture and land; extractivism; gender and ecofeminism; indigenous rights and decolonization; art for transformation, and more. It enabled the pollination of knowledge, stories, practices and strategies among participants, strengthening shared narratives of systemic change in Latin America.
- ★ **COP25 UN Climate Summit.** In December 2019, FRIDA supported grantee partners who had attended the Ayni, as well as the four fellows from FRIDA's Climate and Environmental Justice Media Fellowship, to attend the UN Climate Change Conference in Madrid, Spain. FRIDA attendees **converged to work alongside** other young feminists to deepen an intersectional analysis of gender and climate and environmental justice at the COP, by organising and participating in side events, panels, press conferences and workshops. Additionally, FRIDA participants joined peer organizations from the **GAGGA** alliance, to connect and exchange practices and strategies in an informal gathering.



# Grant making snapshot



## NUMBER OF GRANTS AWARDED

★ Core support grants 151

★ Funding+ through special grants:

Capacity strengthening grants 156

Travel grants: 50

Collaborative & Exchange Grants: 31

Post convening grants: 6

Accompaniment program grants: 26

Exit & Transition grants: 5

## TOTAL AMOUNT AWARDED PER TYPE OF GRANT

★ Core support grants 979,000 USD

★ Total Special grants 1,132,233 USD

★ Funding+ through special grants

Capacity strengthening grants 298,000 USD

Travel grants 88,418 USD

Collaborative & Exchange Grants 176,641 USD

Post convening grants 42,350 USD

Accompaniment program grants 63,938 USD

Exit & Transition grants 60,000 USD

## 2019 AT A PROGRAMMATIC GLANCE

2019 was a powerful year characterized by the cultivation and deepening of the relationships with existing grantee partners and the strengthening of internal documentation processes and systems.

In 2019, FRIDA committed to keep supporting grantee partners by providing them with tailored, care-driven and flexible resources and tools to enhance their activism, make an impact in their communities, sustain their organizations and catalyze movements.

**Here are a few highlights of what that looked like this year:**

### CORE SUPPORT

In the two renewal cycles that took place in 2019, FRIDA was able to support 151 young feminist led groups with core grants. Grantee partners received 979,000 USD in core flexible funding in total in 2019.

### FUNDING+

In addition to core grants, since 2018, FRIDA has been dedicating more resources to strengthening young feminist movements through special grants to support networking, knowledge building, advocacy, travel and capacity strengthening initiatives. These grants are designed to support members of the FRIDA community to realise innovative ideas of working together; building solidarity, learning and strategy sharing. In 2019, FRIDA provided a total of **1,132,233.47 USD** in Special Grants.

Along with the core renewal process, in 2019 FRIDA offered grantee partners special Capacity Strengthening Grants of **2,000 USD**, to support groups to focus on organisational strengthening, according to their self-determined priorities. FRIDA was able to award a total of 298,000 USD in capacity strengthening grants to all renewed groups in 2019. Self and collective care; hiring consultants to provide institutional strengthening support; as well as organising and attending workshops for networking and capacity strengthening, were some of the main focus areas for groups who received this grant in 2019.



For example, TransAction, a group that works to ‘break barriers for sexual and gender minorities in conservative Pakistan’, used the Capacity Strengthening Grant to host an holistic security workshop, as a strategic response to the backlash experienced for leading trans and intersex rights advocacy in Khyber Pakhtunkhwa. The group organised this workshop to “help transgender activists identify tools and techniques to improve their emotional health and wellbeing and enable them to make informed decisions about their work and security challenges both physical and online.”

FRIDA’s **Accompaniment** Program, a key component of FRIDA’s capacity strengthening strategy and Funding+ Model, aims to further build meaningful connections and support systems for grantee partners, cultivate relationships of trust, and support grantee partners to access diverse learning opportunities, resources and networks. Through the second cycle of the Accompaniment Program in 2019, FRIDA was able to support **26** grantee partners, representing every FRIDA region, to work with companions (FRIDA advisors or other grantee partners). Through this program, companions and groups co-create a project, detailing the steps they will take together to enhance the skills of the collective over a two-year period. The Accompaniment Program is designed on a feminist and political solidarity model, and built on a commitment to equal, honest, and open communication.

In addition, a total of **88,418 USD** was awarded to 28 groups as **Travel Grants**, supporting them in their mission to show up, advocate, learn and network in key regional and international philanthropic spaces.



**Rainbow-o-men from Bhutan, an SRHR advocacy group that participated in the Women Deliver Conference 2019 with the support of a FRIDA travel grant, describes being able to join as an experience that helped, “...bridge us with many amazing feminists who have inspired us to boost our efforts.” During the conference, the group was inspired by activists working on eco-friendly menstrual hygiene projects in their community, and the impact of their work. Upon their return, the group decided to start two projects to tackle a similar issue within their community. The two projects are Reusable pad Bhutan and Pad free Bhutan, which focuses on the use of menstrual cups.**



**Collaborative & Exchange Grants:** In 2019, a total of **176,641 USD** was awarded to **31** groups, as a means to encourage and support young, feminist co-creative work and foster deeper community bonds that contribute towards sustainable, meaningful, young feminist movement-building.



**Msichana Empowerment Kuria, Kenya & Making A Difference (MAD) Sisters, Kenya.** This is a collective project is a girl-led and focused exchange project dubbed **BINTI** (Igniting the power and potential of the adolescent girl) aimed at addressing issues affecting girls living in urban slums or rural areas, including sexual violence and the lack of policies or accountability to protect girls within the community. The exchange focused on strengthening the capacity of girls on advocacy through workshops in Kuria and Kibers, and on creating a platform for stakeholders at the community level in Kuria; for local government officials, teachers, health professionals, and community groups to strengthen referral linkages, enforce laws & better implement programs affecting girls and children in general, by facilitating community meetings.

**Post-Convening Grants:** After having spent time connecting in person and exchanging ideas, strategies and challenges in convenings; FRIDA grantee partners and advisors can apply for post-convening grants to foster the relationships built and carry out some of the ideas they dreamed up during the gathering. FRIDA's 2018 annual report featured the exciting **Central Eastern Europe, Caucasus and Central and North Asia (CEECCNA) Convening** held in Tbilisi, Georgia. In early 2019, FRIDA supported **6** groups who attended the convening with a post-convening grant of up to 8,000 USD each. A total of **42,350 USD** was provided in CEECCNA post-convening grants, as a way to help make it possible for groups to implement their convening-inspired work.

Drustvo Kvartir, Slovenia & Queer Trans Youth, Czech Republic  
Inspired by the CEECCNA convening and discovering commonality in both issues and strategies used, with the post-convening grant the groups launched a bi-country project **Beyond Binaries: Next Generation of Queer Feminism**. **Beyond Binaries** focused on the increasing number of youth who identify on the bisexual and non-binary spectrum, and how these identities relate to feminism. The two groups used their skills in youth activism, bisexuality, movement building, transgender issues, and self and collective care to bridge gaps within their local organising and empower queer/trans youth, as well as build inter-generational links, learning self-care and sustainable movements. The first part of the project took place in Prague, Czech Republic, and the second in Ljubljana, Slovenia. The project concluded with an international zine reflecting some of the skills, dilemmas, political discussions and activist methods covered in the project, alongside art by Eastern European queer youth. You can read the zine [here](#).

**Online Learning:** In 2019, FRIDA conducted a series of **three webinars** on **“Storytelling for Leadership”** with the collaboration of RESONATE. The aim was to learn to connect your personal story (story of self) to your work; to leverage the power of storytelling to create change and action, to gain an understanding of how to use storytelling to connect with others and drive action. In addition, over 50 grantee partners participated in a **Resource Mobilization webinar** led by the RM team at FRIDA. Finally, in Latin America and the Caribbean FRIDA piloted a targeted regional project on online learning. From the beginning of 2019, conversations with grantees and advisors took place, to learn about their Capacity Strengthening priorities and engage them in the design of learning opportunities in the region. In early December, a **webinar on fundamentalisms** was held in Spanish, with the collaboration of two grantee partners and two advisors as panelists.

**Exit and Transition Process:** Finally, as FRIDA expands, we are challenged to increasingly pay attention to groups that are ready to transition out of a funding relationship with FRIDA. The **Transition/Exit process** allows FRIDA to honour the long term relationships that flourished with grantee partners over the years, whilst making space for new groups to enter the FRIDA universe and benefit from the support offered through the grantee partner journey. This allows FRIDA to continue to center the support to young feminist activists who have no or minimal access to other sources of funding, and who are recently established. In 2019, FRIDA strengthened the exit process by providing transition core grants of 12,000 USD to 5 groups that have been part of FRIDA since 2012 and 2013, and mapped out the co-creation of a tailored and sustainable exit process and strategy.

**FRIDA's partnership with a former grantee partner, Women's Initiative for Equal Rights (WHER) Nigeria is a powerful example of how strategic transitions could look like at FRIDA. FRIDA and WHER co-applied for and were consequently awarded a 3 year long, 'Power-Up' Grant from Comic Relief. The project is centred on 'strengthening the LBTQI movement in Sub-Saharan Africa, by funding and amplifying the capacities of young activists and their organizations'. This is the first partnership of its kind at FRIDA!**





# Charting a Feminist Future: Claiming Space & Disrupting the Norm

Throughout 2019, FRIDA focused on ensuring that the organisation emerged from our internal change processes clearer in its vision, strengths, purpose and commitment to the communities it serves. A major part of this process was deepening FRIDA's political presence and amplifying its existing messaging to further catalyse diverse young feminist activists. FRIDA was deliberate in our community claiming and participating in diverse spaces which focused on feminist philanthropy, participatory grantmaking, holistic security, young feminist impact, climate and environmental justice and teenage girl-led organizing. With our social media having more reach than ever before, FRIDA leveraged its digital presence in 2019 to connect with our growing community of global young feminists at unprecedented levels, in order to continue deepening our commitments to supporting girls, womxn and trans and intersex youth activism.

## AMPLIFYING THE WORK, CONTRIBUTION, AND INFLUENCE OF YOUNG FEMINIST ACTIVISM WITHIN SOCIAL JUSTICE MOVEMENTS

Young feminist organizers have historically led intergenerational and intersectional movements. In 2019, FRIDA worked to support young feminists activists in their autonomy and capacity to continue and strengthen this work.



- ★ In April 2019, FRIDA launched its **Climate and Environment Justice (CEJ) Media Fellowship**, in partnership with OpenGlobalRights (OGR). The fellowship was created to highlight collective, grassroots, young feminist organising in the face of the climate crisis, through the lenses of diverse, young feminist climate activists themselves. The Fellowship provided expert accompaniment and a paid opportunity for four fellows, to support the development of their writing and journalistic skills. Their final solutions-based articles evidenced the type of resistance and alternatives that grassroots activists and communities are putting forward to confront the current climate and environmental crisis.

- ★ **FRIDA's Young Feminist Media Fellowship** in collaboration with the young feminist platform the FBomb, continued into 2019 with work from four Young Feminist Media fellows from Pakistan, Sierra Leone, Mexico and South Africa, focused on fostering space to elevate stories about young feminists by young feminists. This work challenged the underrepresentation and invisibilization of Global South womxn in media, and the importance of funding young feminist media in an era of rising patriarchal fundamentalism. The fellowship harvested reflections from the fellows on Girl Empowerment, Sexual and Reproductive Health and Rights and more.
- ★ Adhering to FRIDA's political commitment to center self and collective care in everything that we do, as outlined in our Happiness Manifestx, FRIDA staff Majandra Rodriguez Acha, Ledys Sanjuan Meija and Maria Alejandra Escalante explored the ways in which **feminism, care practices and climate justice connect**, and how critical it is to center care in climate justice activism.



- ★ Part of FRIDA's mandate as an activist fund, is to make sure that when we take up space in traditional Philanthropic spaces, we are subversive and bring our communities with us. Throughout 2019 FRIDA's advocacy strategy focused on making space for young feminist perspectives, methodologies, ideas, demands and, even, our bodies and presence. Frida's advisors and staff participated in different events where their presence elevated and shifted conversations. **Ledys Sanjuan Meija explored all the ways that FRIDA's advocacy connects back to one of our core Mandates. Changing the Philanthropic game.**

In June 2019, FRIDA staff Mbali Khumalo took part in the **'Claiming Our Space: Emerging Feminist Voices for Peace'** global convening hosted by the Nobel Women's Initiative and the Gbowee Africa Peace Foundation in Monrovia, Liberia. She brought conversations about self care and young feminist leadership to forefront of the convening.

On the International Day Against Homophobia and Biphobia (IDAHOBIT) FRIDA reaffirmed its commitment to **Fighting Phobia, Embracing Freedom #IDAHOBIT2019**.

**At FRIDA, we believe in the transforming power of teenage girl activists to fully participate in the movement.** Teenage girl activists are experts in their own reality and in their own work. FRIDA Staff Saadat Baigazieva along with FRIDA's girl advisors Anu Bazarragchaa and Ludmilla Catinari explored **How To Engage Teenage Girls Meaningfully In Our Work As Donors** and how to bring their ingenuity into decision making spaces.

## FRIDA IN SPACES

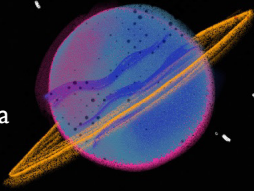

In 2019, as a young feminist fund, FRIDA's presence in key spaces visibilised young feminist voices in movement building, philanthropy and the collective creation of alternatives to systems riddled in climate chaos, gender discrimination and rising fundamentalisms.

**In addition to the conferences and convening spaces mentioned** in (FRIDA-led community meetings), in 2019 FRIDA **participated in:**

**"An intergenerational Dialogue on Feminism"**, organised by MATCH International Women's Fund (now the Equality Fund) and Global Affairs Canada on International Women's Day.

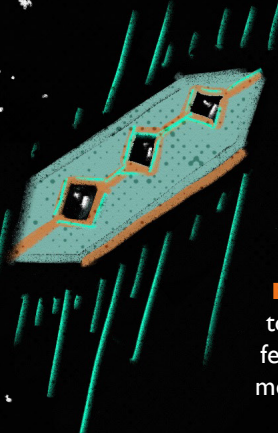
The **Internet Freedom Festival** held in Valencia, Spain. FRIDA team members, Saadat Baigazieva and Eka Gejadze, held a very well attended workshop on cyberfeminist threats to young feminists in Central Asia and Caucasus. Ledys Sanjuan, alongside the Engine Room, Urgent Action Fund LAC and MariaLab, also held a conversation on organisational processes of digital care.






**Prospera African Chapter Regional Meeting.** At this regional meeting of women's funds, FRIDA, along with Mama Cash and Global Fund for Women, presented on a panel on how we are working within the region, as well as on opportunities for solidarity and sisterhood between regional and global funds.

**2nd Novo's Annual Girls Funds convening and preparatory Girl Storytelling Project meeting.** Two FRIDA staff members, and a FRIDA girl advisor participated in these spaces. The FRIDA girl advisor was the only girl present at the meetings, which sparked conversations around the need for an increased meaningful participation of girl organizers in philanthropic spaces.




**2019 ARIADN Grant Skills Day masterclass.** Majandra Rodriguez Acha, FRIDA Co-ED, co-led a masterclass on 'How climate change intersects with human rights' with Tessa Khan of the Climate Litigation Network, for representatives of European human rights funds convened in Amsterdam, Netherlands.

**EDGE Global Engagement Lab:** FRIDA contributed to this space with a focus on feminist technology and feminist responses to the increased weaponisation of media and technology to target activists.



# The value of long-term feminist diverse resourcing





Since 2012, FRIDA has funded diverse young feminist groups across the Global South using feminist principles, directly supporting innovative emerging groups, some of which had never before received institutional funding. Many of these groups work in restrictive and regressive contexts, face backlash and yet continue to carry out initiatives which address the power inequalities and rights violations in their diverse manifestations locally. Despite all of their work, the impact of young feminist organizing is still not recognized, and their work continues to be underfunded.

In 2018, FRIDA decided to embark on a research process aimed to demonstrate the value of providing quality (long-term, core, flexible) funding and funding+ support to emerging young feminist-led groups, as well as to highlight the meaningful change catalysed by their work. In addition, it served as an opportunity to reflect on the theories, principles, approaches and impact of our funding and funding+ initiatives. Throughout 2019, FRIDA staff and consultants visited 5 groups to engage with them in the spaces and communities they work in, holding two day workshops to reflect on their journeys thus far. We also captured their reflections through video, so we could go beyond sharing what we've learnt, and also create an opportunity for others to hear their stories in their own voices. (see the videos from each visit below!)

**Through this process, we have learnt as well as confirmed our foundational theories and beliefs that:**



**SMALL FLEXIBLE FUNDING CAN MAKE BIG WAVES, PARTICULARLY ALONGSIDE FUNDING + SUPPORT.**



**YOUNG FEMINIST ORGANISERS (YFOS) VALUE THE FREEDOM TO SHAPE THEIR OWN ORGANIZATIONAL GROWTH; DEFINING THE DIRECTION, PACE AND TRAJECTORY OF THEIR EVOLUTION.**



**FIRST-TIME FUNDING, AND CONTINUOUS FINANCIAL AND NON-FINANCIAL SUPPORT DIRECTLY BOOSTS THE CONFIDENCE OF GROUPS AND ENCOURAGES THEIR AUTONOMY.**

**OUR PARTICIPATORY GRANTMAKING APPROACH AND THE PROVISION OF CORE / FLEXIBLE FUNDING HAS ENABLED US TO SUPPORT UNDERFUNDED THEMATIC AREAS.**

**YFOS VALUE BEING ABLE TO CONNECT WITH OTHER YFOS, WOMEN'S RIGHTS CSOS AND WOMEN'S FUNDS AT REGIONAL AND INTERNATIONAL LEVELS THROUGH FRIDA. ALLOCATING RESOURCES TO CONNECT, LEARN FROM EACH OTHER AND COAGITATE IS IMPORTANT.**

**INTENTIONALLY ENGAGING WITH GRANTEEES IN A WAY THAT DISRUPTS TRADITIONAL DONOR - GRANTEE PARTNER HIERARCHIES BUILDS TRUST AND SPACE FOR HONEST ENGAGEMENT WHICH HAS CONTRIBUTED TO FRIDA'S GROWTH AS WELL AS THE GRANTEE PARTNERS.**

The full report, titled the 'Young Feminist Pluriverse' with case studies and reflections on the change that the grantee partners have catalysed, will be launched in late 2020.

FRIDA produced the **Feminist Pluriverse Video Series** in collaboration with **What Took you So Long** and **Recrear**, which highlights the incredible and transformative work of five long term FRIDA Grantee Partners in **Georgia, Lebanon, Mexico, Afghanistan** and **Nigeria**. The series follows these Grantee Partner organizations in their own communities and where they share what long term, flexible funding has meant for their movements.



# Emerging trends, changes and discoveries along the path: Stories of Transformation



## CLIMATE JUSTICE

FRIDA increasingly realizes the importance of focusing on the climate crisis and environmental degradation as a key issue that affects and will determine the future of younger generations. These are some the young feminist organisers who we are leading the call for climate justice.

### **Kaiso Women's Group, Uganda**

In 2019 the group led awareness-raising & capacity building programs through radio talks, theatre, music, and in-person meetings on the impact of the oil industry on the local fishing community, climate justice and HIV/AIDS. Kaiso believes knowledge is power, and exemplifies this through their community-led co-learning model. The group organised experience-sharing visits on making eco charcoal briquettes made from home waste, thus reducing the reliance on firewood as a source of energy and also reducing the labour intensive, time-consuming, unsafe search for firewood by women and girls. Kaiso also started a nursery where schools and community members are encouraged to start growing trees on available land, they also offer an educational programme on the different tree species, their lifespans, and their ideal growing conditions.



### **Grupo Semillas de Libertad, EL Salvador**

In 2019 the group's work included legislative advocacy and tracking bills related to environmental laws and food sovereignty, in partnership with other local organizations. Within this collaboration, they supported the organization of marches, occupations and other direct advocacy actions against the privatisation of water in their community. The group also held a series of capacity-building workshops which covered topics such as ecofeminism, environmental justice, water and women, agro-ecology and water rights, aimed at girls and young

## **ORGANISING BEYOND/ACROSS BORDERS**

Migration is a young feminist issue. According to the UNDP 32% of all international migrants are under the age of 30 and globally, 46% of migrants aged 15-24 are young women or girls. Read more below on how FRIDA grantee partners are crossing the line in migration advocacy

**Mesewat, Lebanon** was founded by young Ethiopian migrant domestic workers in Lebanon. The group supports migrant domestic workers by providing financial and legal services, and leading capacity building activities aimed at supporting self-sufficiency. The group also works on raising awareness on the adverse working condition of migrant workers in Lebanon, including the lack of access to financial and legal services, abuse and torture, and wrongful/arbitrary imprisonment. Mesewat does this through social media campaigns, and through hosting a series of multi-stakeholder forums with state actors, civil society organisations and community members, focussed on addressing the challenges of the Kafala system and improving the conditions of migrant workers.



**Brigada Migrante Feminista, Chile** works on issues of migration within an anti-racist feminist framework. In 2019 the group focussed on the consolidation of the feminist popular education school which works with migrants of afro-descent including Haitian migrants in Chile. The feminist popular school offered weekly courses and conversation centred around Kreyol-Spanish exchange, building community with migrant young women and girls, and organising against anti-immigrant and racist policies and discrimination. It included the Ann Koze (Let's Talk) learning community, where participants learnt Haitian Kreyol with a curriculum focused on sensitizing and making visible the situation of migrant women and Afro-descendants in Chile, as well as Spanish classes aimed at Haitian women/gender non-confirming people/youth and girls. The programs reached 40 people, and generated a safe space in which participants could connect and support each other. They also included childcare, to support the attendance of those with children.

**Handhala pour l'humanité & Women of Budapest, Hungary-Tunisia**

Temporarily based in Hungary, the Tunisian group works to promote human rights and engaged citizenry with a special focus on women and children's rights. In 2019 the group worked with a community of migrants and refugees in Budapest focussing on developing and running a language school that supported over 60 people to learn basic Hungarian. In forming the language school the group recognises that access to language for recent migrants and refugees allows for improved communication, can foster forms of connectedness and belonging, and increases opportunities for socio-economic mobility. Alongside the language school the group also supported migrants and refugees by running workshops related to acquiring employment in Budapest, creating and updating CVs, How to write a motivation letter, applying for jobs online, and more. The group also hosted sport-related events to strengthen the sense of connection and community in the diverse group of migrants.



## DISABILITY RIGHTS

FRIDA's approach to disability rights is rooted in feminist theory of disability and intersectionality with premises that disability, like gender and race, is not a natural state of physical inferiority, but part of a social construct and cultural assumption that systemically discriminates people in all cultural aspects: Institutions, cultural praxis, political participation, among many others.


In 2019 FRIDA has supported groups led by young feminists with disabilities in different contexts.

**Movimiento Feminista por la Accesibilidad Universal, Chile** was founded in 2017 with the mission to create safe feminist spaces for women, lesbians and trans people with functional diversity and/or disability from an inclusive perspective through participatory methodologies with universal accessibility, thus questioning the exclusive hegemonic model. In 2019 the group's work focussed on researching and documenting the lived experience of young lesbian, trans and non-binary people with disabilities in Chile. The data collection journey was also used to foster a deeper sense of connection and community between the group and its members. The finalised research report has been crucial in deepening the groups understanding of the issues affecting people with disability and or functional diversity in their context, with the findings being used as part of the group's advocacy towards universal accessibility.

**Miss Deaf Pride, Zimbabwe.** Founded in 2017, the group's work focuses on raising awareness and advocating for the rights, inclusion and empowerment of deaf young women and girls. They do this through strengthening capacity and building leadership of deaf community members, so that they can act as ambassadors in the fight against gender-based violence.

## MISS DEAF PRIDE





Along with their annual Miss Deaf Zimbabwe Pride, in 2019 the group produced the My hands, My voice documentary, which details the experiences and challenges of young deaf Zimbabwean women. The documentary has supported the group, increased the visibility of issues that affect persons with disabilities in Zimbabwe and has led to bridging a partnership with both the government and the private sector.

**FKM BKA, Indonesia.** The group is located in Aceh, a region of Indonesia which is especially affected by earthquakes and tsunamis. The group organises disaster training for persons with disabilities and emergency volunteers/workers. In 2019, they trained over 200 people. FKM BKA also focuses on advocacy and awareness raising efforts with the regional disaster management agency, and provides training to the agency's staff on disaster management as it links to women with disabilities, thus ensuring more inclusive evacuation strategies in their region.

## LGBTI+ RIGHTS

It is especially important for us, as a feminist fund, to come together and defeat homophobic, transphobic and biphobic forces. Through our existence, we are #ChangingTheGame in philanthropy in transformative ways and moving resources towards sustaining young feminist organizing. To work for a just future for all, we must address the root causes of fear and hatred of anyone who doesn't fit the 'norm', which have caused deep inequalities for historically marginalized communities like the LBTQIA\*. Our activism is deeply connected to our identity, one that must exist without any fear, hatred or judgement. Happy IDAHOBIT, today and everyday!" - FRIDA's organizational statement on IDAHOBIT 2019

**Atlek Dildoa , Turkey** The group focuses on using sports as a tool for activism, using queer theory as a critical perspective to tackle discrimination. In 2019, the group hosted an annual Queer Olympix attended by over 400 people, one of the biggest LGBTI+ gatherings within their city. It was an act of reclaiming public space to create dialogue, raise awareness, engage in community building and challenge stereotypes. The group believes sports are a great instrument for social justice, and is committed to transforming the configurations of sports spaces.



### **I am one, Trinidad and Tobago**

The group works with LGBTQIA communities in Trinidad and Tobago and the Caribbean to create safe spaces, movement building and education. In 2019 the group hosted their first-ever international King's Conference and Show, which builds on the legacy of the national annual King Show and the Caribbean King conference previously held as separate instalments. In 2019, the International King Conference and Show saw 12 participants from the Caribbean, Venezuela, Belize, and eSwatini. The conference focussed on trans and lesbian masculinities' psycho-social and physical health, capacity strengthening for movement building and advocacy within participants communities. They also created a film documenting the experiences of the participants during the conference and show.

**FemPoint, Kazakhstan.** Based on requests from the group's community and members, FemPoint focussed on providing psychological support, and during 2018/2019 held 10 support group meetings and 8 psychology focused training sessions, attended by 114 people overall. The group also hosted multiple awareness-raising events around IDAHOT, International Trans Day of Visibility, and International Trans Day of Remembrance, with a combined attendance of 193 people. The events covered LGBTI rights in Kazakhstan, gender-based violence, feminism and discrimination via theatre, photo exhibitions, panels and other interventions. FRIDA's support allowed the group to increase their permanent volunteer base by 4 people.

**International King show participants during awards ceremony (Trinidad and Tobago 2019).**



## ADVOCATING FOR SEXUAL REPRODUCTIVE HEALTH RIGHTS

**Grupo de Mujeres XITLALI, Nicaragua.** This group's activism is focused on gender-based violence. In 2019, they conducted an educational campaign aimed at changing individual attitudes on sexual abuse in two rural communities of the Masaya municipality, where the occurrence of sexual abuse against girls and adolescents is normalized by society and family. They did this by hosting 10 public talks around sexual abuse, how to pursue justice, and around women's rights more broadly. The group further provided psychological support by hiring an on-site psychologist to support victims of sexual abuse during the various public talks and beyond. Overall, the project sensitised over 200 young women on their bodily autonomy and rights.

**Think Young Women, The Gambia.** The group used their core grant for staffing and office space rental, which allowed them to increase the scale and impact of their work. In 2019, they launched a girls mentorship program aimed at supporting the development of young leaders; conducted workshop and awareness-raising activities on FGM and child marriages; and continued sitting on the National Steering Committees on FGM and GBV in The Gambia. Whilst a member of the steering committee of the group previously successfully lobbied and contributed to the drafting of the Prohibition of Child Marriages and FGM act, the group is now lobbying for more comprehensive bills on the issue, and believe that the new bill will close the gaps that exist within the current laws.



**Unprotected, Romania** works to address the lack of comprehensive sexuality education in Romanian schools. Over the last few years, the group has worked on developing and producing a play based on research on sexuality education and the experiences of young persons. The play addresses the consequences of the lack of comprehensive sexual education on the lives of girls and boys. In 2019, the play was staged over 20 times in various cities, and watched by approximately 1000 people.

## MAKING THE INVISIBLE VISIBLE

For almost 10 years now FRIDA has been supporting young feminists organizing across the global south. This support has also included groups and collectives whose activism has resulted in them being targeted by the powerful and being at risk of harm.

As a measure to mitigate the risk of retaliation, arrest, harm, violence and backlash these groups' work is often anonymised and not publicised. Nonetheless, this is critical work.

We wanted to acknowledge these young feminist activists. Their courage, commitment, drive, and their work. It's not only the work that is visible that matters or is valid.

We wanted to take this space to acknowledge the numerous feminist & organizations who continue to organise in hostile contexts. We wanted to use this space to acknowledge the invisible, to honour their continuous efforts towards change.

A luta continua.



# COUNTING THE STARS



BLACK  
LIVES  
MATTER

## Total 2019 FRIDA Expenses



●	Grants	2,134,233 USD
☾	Grants Management	225,901 USD
☾	Capacity Building	236,956 USD
☾	Knowledge and Advocacy	433,695 USD
☾	Monitoring Evaluation and Learning	332,051 USD
☾	Resource Mobilization	279,139 USD
☾	Administration and Governance	596,935 USD
●	Total	4,238,910 USD

## Total 2019 FRIDA Expenses by Area



●	Total Programs	3,362,836 USD
☾	Total Resource Mobilization	279,139 USD
☾	Total Administration and Governance	596,935 USD
●	Grant Total	4,238,910 USD

"THERE IS NOTHING  
NEW UNDER THE  
SUN, BUT THERE  
ARE NEW SUNS."  
OCTAVIA  
BUTLER



### Eastern Europe and Central Asia

Renewal Core Support

**216,000 USD**

### Asia and the Pacific

Renewal Core Support

**221,000 USD**



### Latin America and the Caribbean

Renewal Core Support

**240,000 USD**



### MENA

Renewal Core Support

**103,000 USD**

### Sub-Saharan Africa

Renewal Core Support

**222,000 USD**



Renewal Core Support

**1,002,000 USD**



Special Grants Support

**1,132,233.47 USD**



An illustration on a dark purple, starry background. Four stylized figures are depicted. In the top left, a person in a purple jumpsuit is upside down, with circuit lines on their body. In the top right, a person in a pink jumpsuit is upside down, also with circuit lines. In the bottom left, a person in a white and black patterned robe with arms outstretched. In the bottom right, a person in a dark hooded robe with hands clasped. A dashed line of stars connects the two figures in the bottom right. The text 'GRATITUDE AND AFFIRMATION' is centered in orange.

# GRATITUDE AND AFFIRMATION

FRIDA holds deep love, gratitude, solidarity and feminist sisterhood. We appreciate the entire FRIDA community tremendously - including FRIDA Staff, Consultants, Advisors, Board Members, and Contributors to this Annual Report, as well as Donors, big and small.

## CORE TEAM IN 2019

### Beatriz Nuñez

Mexico

Pisces

***"Still, like air, I'll rise." - Maya Angelou***



### Darcelle Lewis

Trinidad and Tobago

Virgo

***"I am deliberate and afraid of nothing."- Audre Lorde***



### Deepa Ranganathan

India

Pisces

***"No black woman writer in this culture can write 'too much'. Indeed, no woman writer can write 'too much'...No woman has ever written enough." - bell hooks***



### Devi Leiper O'Malley

Morocco

Leo

***"Breathe in your courage, exhale your fears." - Jonathan Lockwood Huie***



### Jessica Alejandra Sampayo (intern)

Puerto Rico

***"What you pay attention to, grows"***



### Jovana Djordjevic

Mexico

Leo

***"The principle is to cross borders, persistently" - Zarana Papic Jovana***



### Kinga Wisniewska

United Kingdom

Taurus

***"Nothing can dim the light which shines from within." - Maya Angelou***



### Ledys Sanjuan Mejia

Columbia

Scorpio

***"and when we speak we are afraid our words will not be heard nor welcome. But when we are silent, we are still afraid. So it is better to speak, remembering we were never meant to survive."* - Audre Lorde**



### March Bermúdez Fong

Mexico

Leo

***"Somos esas cicatrices que no pudieron matarnos. Por dónde se van a colar los rayos si no es por las grietas que no cerraron. En esas grietas habita el monstruo que nos hicieron ser, el mismo que luego nos ayudó a sobrevivir"* – Valentina Viettro**



### Maria Alejandra Escalante

Colombo

***"...we must learn to focus on warm energy. always. soak our limbs in it and become better lovers to the world. for if we can't learn to be kinder to each other how will we ever learn to be kinder to the most desperate parts of ourselves."* – Rupj Kaur**



### Maria Eugenia Olmos

Argentina

Gemini

***"Sororidad es la amistad entre mujeres diferentes y pares, cómplices que se proponen trabajar, crear y convencer, que se encuentran y reconocen en el feminismo, para vivir la vida con un sentido profundamente libertario"* - Marcela Lagarde**



### Maria Diaz Ezquerro

Spain & South East Asia

Aquarius

***Self-love is where self-care starts***



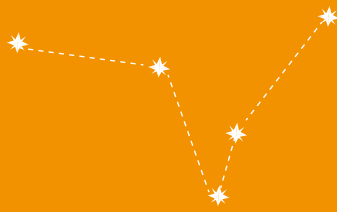
### Majandra Rodriguez Acha

Peru

Capricorn

***"Brothers, sisters! The times are urgent; let us slow down!" - Bayo Akomolafe***





### Mayra Zamaniego López

México

Sagittarius

**"To survive the Borderlands, you must live sin fronteras, be a crossroads." - Gloria Anzaldúa**



### Mbali Khumalo

South Africa

Sagittarius

**"The flavour of life is love"-Mariama Bâ**



### Min Zhu

Canada

Aquarius

**"The two hardest tests on the spiritual road are the patience to wait for the right moment and the courage not to be disappointed with what we encounter "**



### Nadia Elboubkri

Tunisia

Scorpio

**"If not now, when?" - unknown**



### Nino Ugrekheidze

Georgia

Aquarius

**Draco Dormines nunquam titlandus ("Never tickle a sleeping dragon" – Motto of Hogwarts)**



### Ruby Johnson

Australia

Virgo

**"Feet, what do I need them for, if I have wings to fly" - Frida Kahlo**



### Saadat Baigazieva

Kyrgyzstan

Capricorn

**"Every day, every hour, turn your pain into power."**



### **Senda Benjebara**

Canada

Gemini

***"It is only with the heart that one can see rightly ; what is essential is invisible for the eye " - The little Prince, Antoine de St-Exupery***



### **Sumaiya Mir**

Canada

Gemini

***"Let go and Trust the Universe"***



### **Tatenda Muranda**

Sagittarius

South Africa

***"Raise your words, not your voice. It is rain that grows flowers, not thunder" – Rumi Tatenda***



### **Towfika Sultana**

Leo

United Kingdom and Bangladesh

***"The wound is the place where the light enters you"- Jalaluddin Rumi***



### **Valerie Bellande**

Libra

Ghana

***"I believe I can sing anything" - Miriam Makeba***



### **Veronica Veloso**

Libra

Brazil

***"Caring for myself is not self-indulgence. It is self-preservation, and that is an act of political warfare." – Audre Lorde***



### **Zazi Dlamini**

Pisces

South Africa

***"I Believe In The Fire Of Love And The Sweat Of Truth" - Assata Shakur***



## ADVISORS

**“WE WILL EMPATHIZE WITH EACH OTHERS NEEDS AND DESIRES”~ Frida Happiness Manifestx**

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**“FRIDA COMMITS TO STAYING AWESOME”  
~ Frida Happiness Manifestx**

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## INSTITUTIONAL RESOURCE ALLIES

***“REVOLUTION IS NOT A ONE TIME EVENT” ~***

***Audrey Lorde***

NoVo Foundation  
Bill & Melinda Gates Foundation  
Children Investment Fund Foundation  
Climate Justice Resilience Fund  
Wellspring Philanthropic Fund  
The Kendeda Fund  
Oak Foundation  
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Open Society Foundation  
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Levi Strauss Foundation  
Mize Family Foundation  
WeTrust  
Comic Relief  
Oxfam  
Ford Foundation  
Sierra Club



## INDIVIDUAL RESOURCE ALLIES

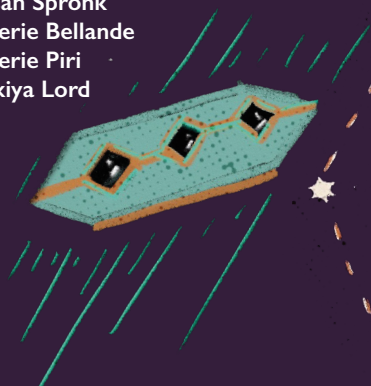
***\*FEMINISM IS THAT REVOLUTION THAT SHOWED ME  
HOW TO DANCE” Sarah Mukasa***

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Anonymous donor at Seattle Foundation  
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## ANNUAL REPORT SUPPORT

Design by Upasana Agarwal

### *FRIDA 2019 Annual Report Staff Working Group:*

Maame Aku Kyerewaa-Marfo, Majandra Rodriguez Acha, Mbali Khumalo,  
Nadia Elboubkri, Ro-Ann Mohammed, Valerie Bellande and Zazi Dlamini



*We want to express our gratitude to our great teacher  
and ancestor Octavia E Butler whose genius and lessons  
around change has been our north star in these parable  
times.*

**“ALL THAT YOU TOUCH YOU CHANGE.  
ALL THAT YOU CHANGE CHANGES YOU.  
THE ONLY LASTING TRUTH IS CHANGE.  
GOD IS CHANGE”  
- OCTAVIA E BUTLER**



