

FRIDA'S STRATEGIC MEL FRAMEWORK

BRIDGING

connections, co-accountability
and accessibility

QUEERING

creative disruption and strengthening
diverse feminist movements

FLOURISHING

radical care and
planetary wellbeing

co-creating

culture of collaboration

moving

agility, flexibility and adaptability

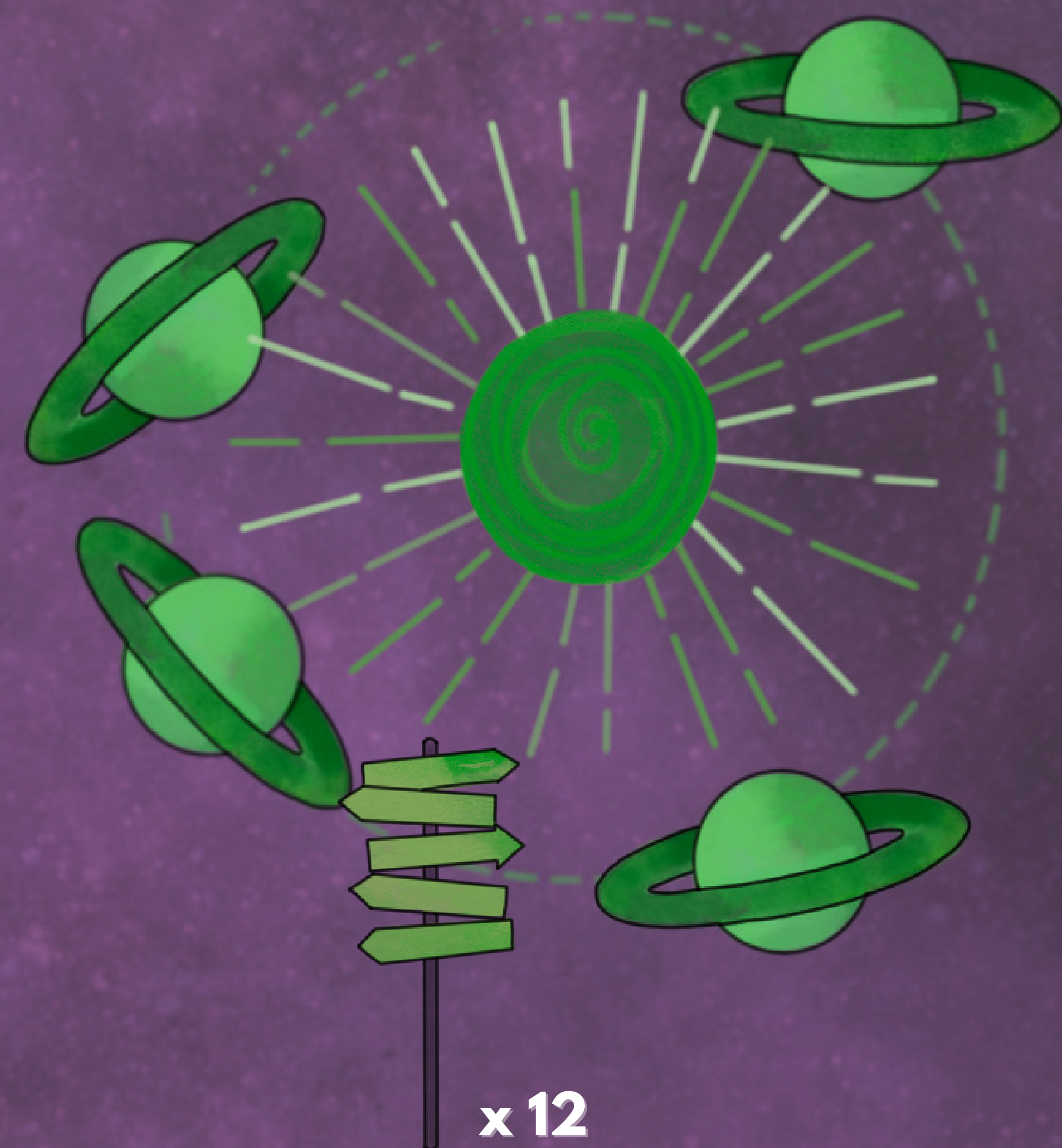
x 12

x 9

x 15

x 6

x 10

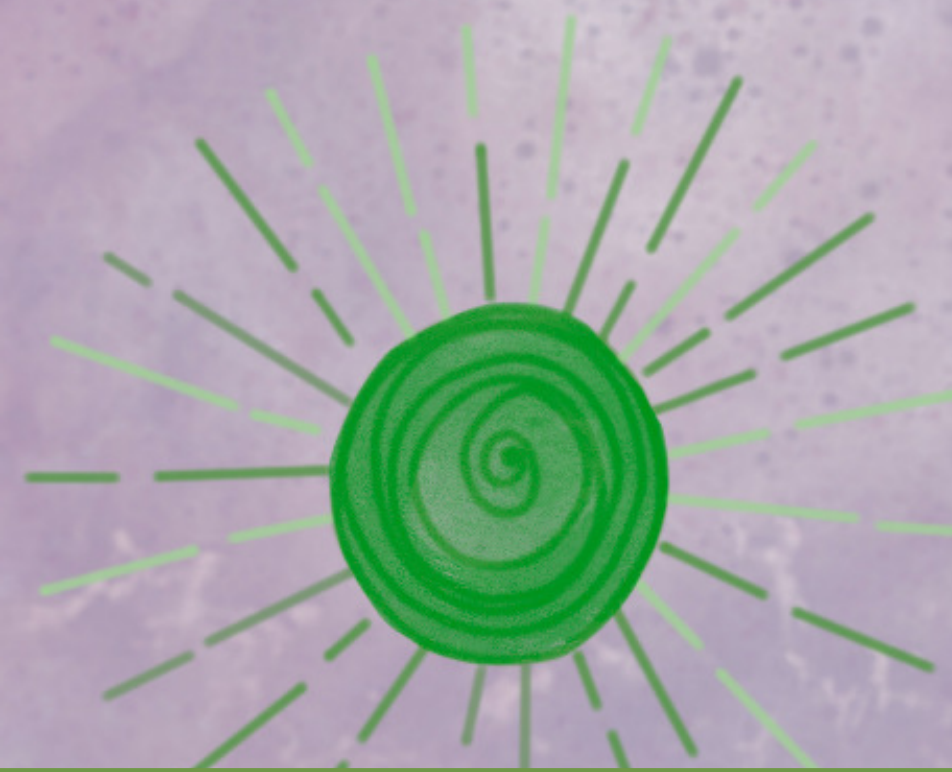


The

BRIDGING

Constellation

1 Dream, 4 Planets, and 12 Signs of
Change **Facilitating Connections,**
Co-accountability, and Accessibility



Dream #1

FRIDA funnels more and better resources to young feminist organizers, strengthening their activism in a sustainable and safer way and building participatory systems that respond to the needs of their communities.



Planet #1

Young feminist organizers are more resourced and better connected, their leadership is collectively, strategically and successfully promoted.



Planet #2

Support to grantee partners is amplified and deepened to create meaningful resources to build their capacity for feminist organising.



Planet #3

Support to advisors is magnified towards a meaningful engagement, so they strive with their capacity strengthened, with their time and effort compensated and their voices and views centered.



Planet #4

Promotion of young feminist organizers' autonomy, embracing multilingualism, and bettering our work across local and regional contexts in FRIDA's strategies and collective practices.



The **FLOURISHING** Constellation

**3 Dreams, 5 Planets, and 15 Signs
of Change **Focusing on Radical
Care and Planetary Wellbeing****

x 15

Signs of change will be disaggregated by year and group member of FRIDA Community.



Dream #2

FRIDA encompasses happiness, wellbeing, mindful technology, and data usage through radical care and security strategies.



Planet #5

Happiness principles, policies, and practices related to wellness and care are vibrant in everyday work. Shared pauses are purposefully instigated to acknowledge and celebrate milestones.



Planet #6

Streamlined tech, data policies, and practices prioritize holistic security, co-accountability and accesibility to strengthen "the FRIDA experience" in every day work.



Dream #3

FRIDA's work blossoms and deepens, allowing the organization to conduct its work and fulfil its mission in a more strategic and sustainable way.



Planet #7

Feminist governance, organizational strengthening and community consultations in decision-making processes deepen, ground and create cohesion and balance with work plans .



Planet #8

FRIDA is adequately resourced to allow for creativity, care and innovation while ensuring institutional sustainability and resilience.



Dream #4

FRIDA embodies planetary wellbeing for young feminist organizers, activists, and staff.

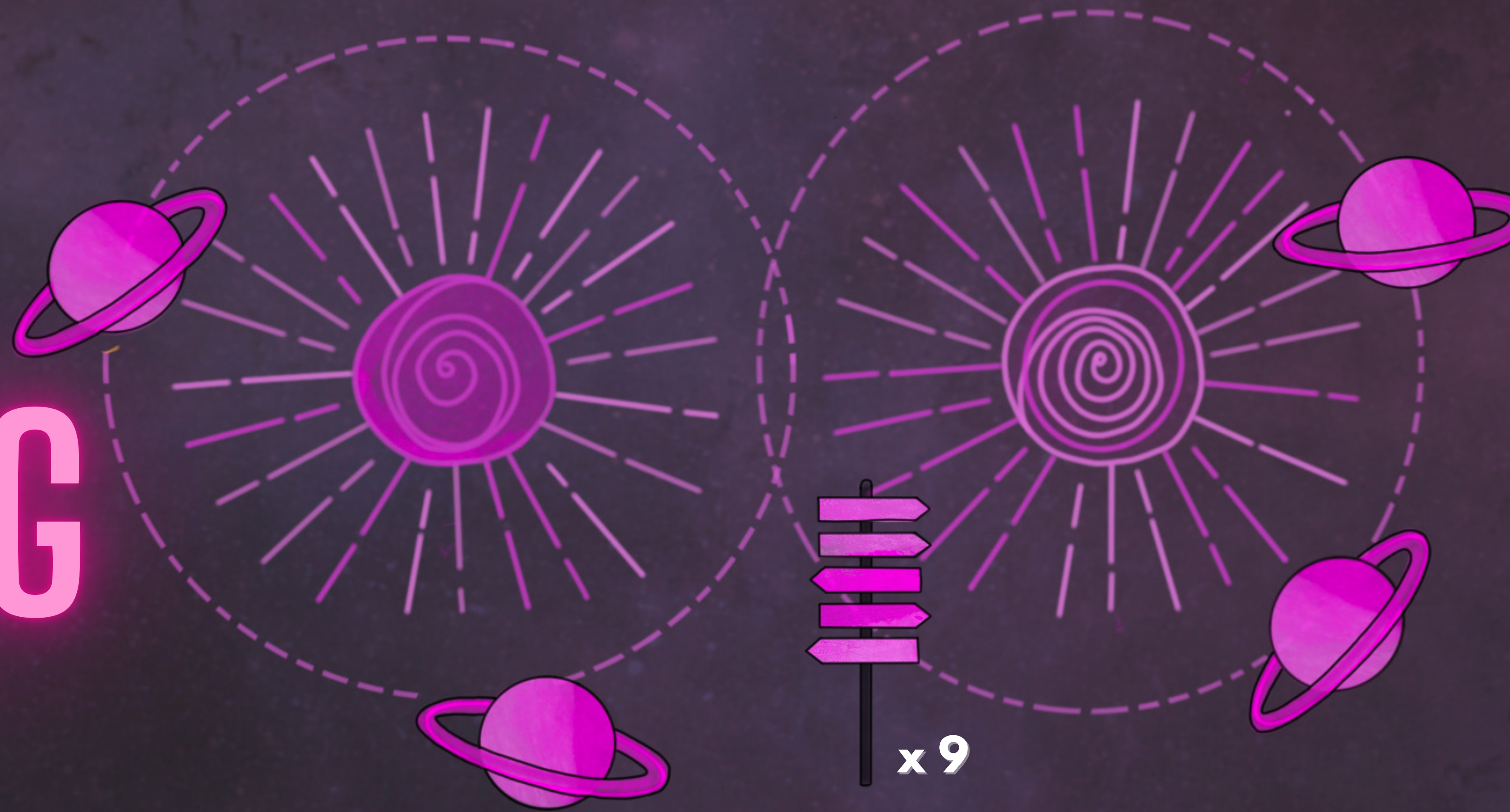
Planet #9



Environmental stewardship policy is in place, with FRIDA's practices environmentally sustainable.



The **QUEERING** Constellation



**2 Dreams, 4 Planets, and 9 Signs of Change to
Foster Creative Disruption and Strengthen
Diverse Feminist Movements**



Dream #5

FRIDA exemplifies and celebrates diversity and inclusivity for young feminist organizers and its organization.



Planet #10

A feminist organizational culture blossoms with feminist HR and the full diversity of the FRIDA community is centered and celebrated.



Planet #11

Tailored, participatory strategies to better support trans youth, indigenous youth, adolescent girls, migrant youth and outreach to sex workers.



Dream #6

FRIDA advocates for more safe spaces for creative disruption and meaningful community-centered engagement for young feminist organizers.



Planet #12

Philanthropic advocacy to shift mainstream discourses and conventional practices for young feminist organizers' engagement.



Planet #13

Support of meaningful and intentional engagement of young feminists organizers in advocacy spaces and investment of resources.

The *co-creating* Constellation

2 Dreams, 4 Planets, and 6 Signs of
Change **Nurturing a Culture of
Collaboration**

x 6

Dream #7

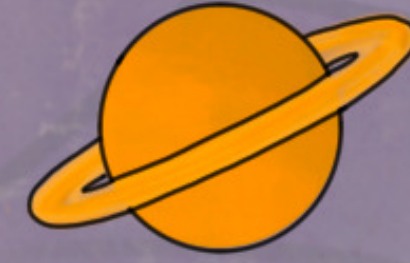


FRIDA embraces a feminist ethos sustained by cross-community solidarity and bonds of trust to reinforce a participatory ecosystem.



Planet #14

Active collaborations and connections across the FRIDA community, centering solidarity, building collective leadership and co-conspiring for change.



Planet #15

Spaces and moments of cross-team work are celebrated with roles and responsibilities clarified for each shared work stream and clear decision making processes.



Planet #16

Participatory culture based on accountability and clear decision making ensures constant learning and ability to move swiftly through processes.



Dream #8

FRIDA surrounds itself with purposeful alliances and a broader ecosystem of peer organizations.



Planet #17

Broader, stronger partnerships across sectors with allies that align with FRIDA's mission and values.



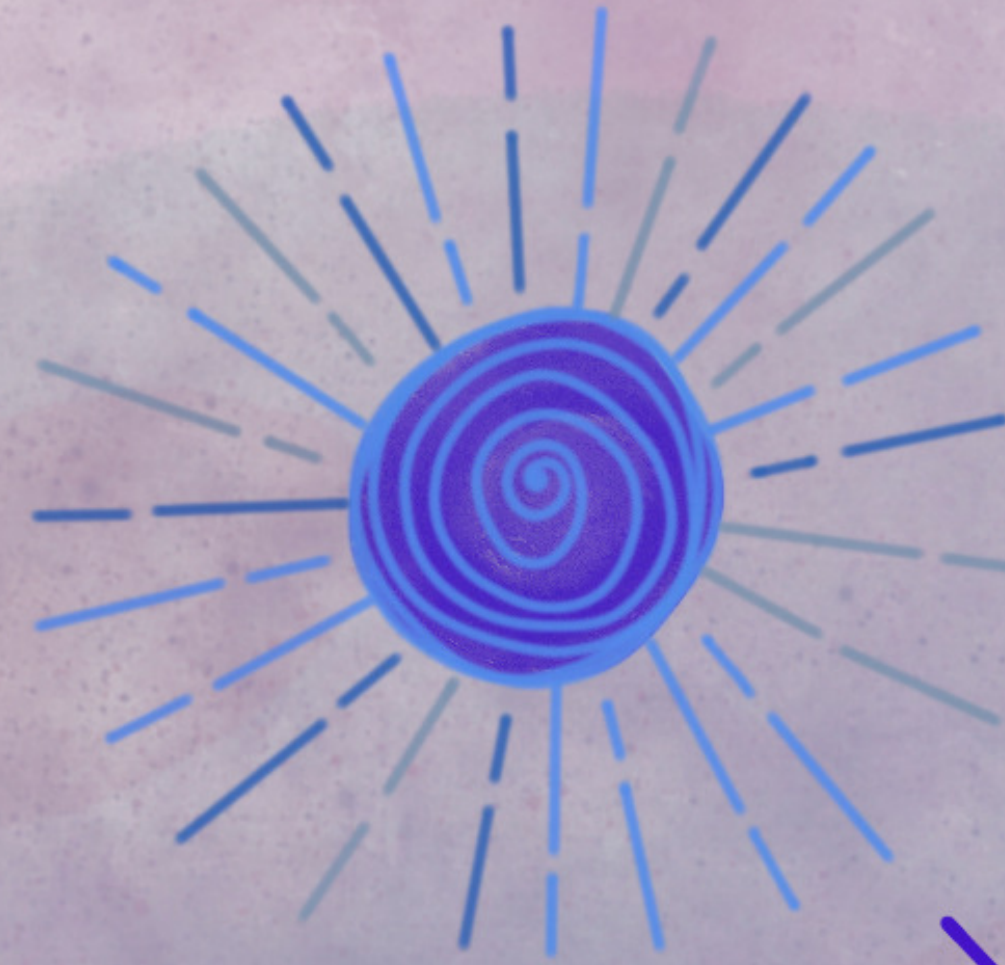
The

Moving Constellation

2 Dreams, 3 Planets, and 10 Signs of
Change **Cultivating Agility,
Flexibility, and Adaptability**



x 10



Dream #9

FRIDA fosters both organizational learning and an open, accountability-centered community.



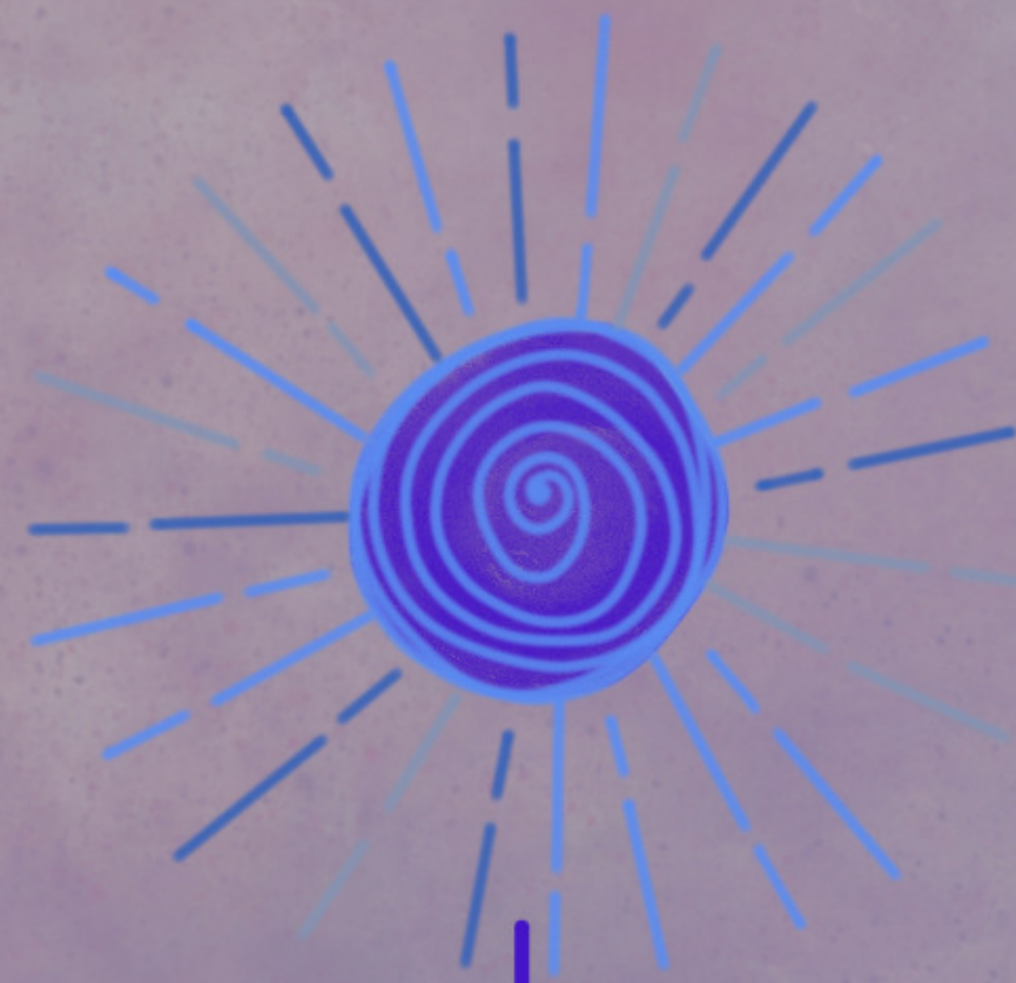
Planet #18

An organizational culture of learning is nourished through collective commitments and agile systems that make smarter data regularly available and facilitate the seamless flow of knowledge across the FRIDA community.



Planet #19

The most significant changes, learnings and challenges of both young feminist activism and FRIDA's participatory strategy are shared and made visible to illuminate and continue countering patriarchal violence.



Dream #10

FRIDA responds to crises and restrictive, volatile contexts in a timely and empathetic manner.



Planet #20

Empathetic responses and resilience processes are included in FRIDA's Emergency Assistance and Solidarity Strategy for better support in times of crisis and restrictive environments.

