

FRIDA Grantmaking and Renewal Policy

About

FRIDA's Grantmaking Policy reflects actions that FRIDA takes to realize the dreams set out in FRIDA's Grantmaking Strategy. The Policy outlines the guidelines which inform how FRIDA approaches and takes decisions on grantmaking on a day to day basis. As FRIDA is committed to flexibility, FRIDA policies should not be understood as immutable rules, but instead, as the possible ways and paths that ensure our processes occur in a fair, participatory and safe way. This document is an overview of the grantmaking policy only made shorter to be more accessible to folks within the FRIDA-verse. If you have any questions, comments or would like to better understand anything in this document, feel free to reach out to FRIDA's grantmaking team via email.

Geographical Approach

FRIDA supports groups based in countries with limited support and access to funding for feminist issues in the following six regions:

- a. South, South East, East Asia and the Pacific
- b. Central Eastern Europe, the Caucasus, Central and North Asia
- c. Latin America: *Central America, Andean region, Brazil, Southern Cone*
- d. The Caribbean
- e. South West Asia North Africa
- f. West, East, South and Central Africa

While this division in geographic regions is used by the FRIDA community for logistic reasons and in the acknowledgement of the differences among the regions, it is by no means a way of homogenizing the contexts found within the regions. Knowledge of the differences within each region is part of the ever changing local analyses and recommendations of the FRIDA Advisory committees in each context. FRIDA's grantmaking, outreach processes and other policies remain ever responsive to this knowledge as well as learnings from FRIDA grantee partners and other community members.

FRIDA Funding Priorities

FRIDA provides small flexible grants and opportunities for capacity strengthening for initiatives led by girls, young women trans and intersex youth under 30 years old. In order to ensure adequate access to groups who have been traditionally marginalized or who do not often have access to funding, FRIDA has set funding priorities which guide decision making as it relates to which groups and collectives are eligible for FRIDA funding. These priorities were outlined in the [FRIDA Application Pack](#) which applicants would have accessed before applying to FRIDA. Aside

from these main priorities, FRIDA in particular supports:

1. Collectives using innovative ideas for coalition and movement-building engaging a broad and inclusive cross-section of young feminist activists.
2. Collectives and projects that work from a feminist perspective. We support work around core feminist concerns such as: gender-based violence, safety and security, economic justice (including labor rights and employment), reproductive justice, political participation, environmental justice and protection among others, even if the group or collective does not self-identify as feminist.
3. Core funding to cover overhead and general operating costs without percentage limitations on how the funding may be spent.
4. Start-up initiatives with a central focus on social justice; meaning that we will provide funding to help start a social entrepreneurship activity in the hope that it will then become sustainable.
5. Efforts to mobilize and amplify young women's, girls', trans and intersex youth's voices to become more integrated in broader women's movements.
6. Structured exchange of experiences, lessons and strategies towards sustaining vibrancy within feminist social justice movements locally and globally
7. Local, regional or international advocacy efforts to promote girl's, women's, trans and intersex rights.

FRIDA will NOT fund:

1. Groups or organizations that display an intolerant attitude or behaviour towards others on the basis of age, religion, sex, race/ethnicity, disability, class, sexual orientation or gender identity and expression. [1] This applies to potential, new and current grantee partners. For current grantee partners, in the event that FRIDA becomes aware of intolerant attitudes or behaviors within the group or among its members, FRIDA's *Protocol for groups who do not align with FRIDA mission, vision and values* is implemented and guides decision making on the funding relationship between FRIDA and the grantee partner.
2. Groups working with girls, young women, trans and intersex youth but primarily led and established by people over 30 years of age, particularly when they have most of the decision making power. Throughout a group's journey at FRIDA, group members will get older. FRIDA will work with the group to support the group's transition journey when the time comes and to also accompany groups through relevant succession planning. FRIDA is flexible and will make exceptions, particularly for vulnerable groups and group members.
3. Scholarships, internships, academic research or school fees for group members or folks groups work with.
4. Groups that focus only on the provision of direct services without some effort to engage in changing power dynamics, advocacy and/or sparking deeper change (e.g. community literacy, formal education, technical training, craft or health care etc.).
5. Groups that focus **only** on income generating activities which have no social justice focus and do not make some effort to engage in changing power dynamics, advocacy and/or

sparkling deeper change (e.g. opening a formal school, starting a small business, providing healthcare for profit)

6. Due to general access to resources and resource distribution in the following countries, at this moment FRIDA is not able to provide support to groups working in: Australia, Austria, Belgium, Canada, Denmark, Estonia, Finland, France, Germany, Greece, Iceland, Ireland, Israel, Italy, Japan, Luxembourg, New Zealand, Netherlands, Norway, Portugal, South Korea, Spain, Sweden, Switzerland, United Kingdom and the United States.
7. FRIDA does not support groups led by older generations of feminists, or youth programs designed by bigger NGOs that exceed budget or age criteria. If a group is formed out of or aligned with a bigger NGO, they should be autonomous and independent i.e. decision making power on leadership, activities and budgets should not be held, managed or influenced by the bigger NGOs.
8. FRIDA does not fund organizations led by cis-men groups even if they self-define as feminists. FRIDA acknowledges that some regional contexts necessitate the formation of alliances with men in order to facilitate the group's work and as always, will employ flexibility accordingly. Cis-men can be part of the groups we support, whether as members or allies, however, the limit for cis-men's participation is 30 percent of the entire membership.

Throughout the time at FRIDA, groups will be eligible for the renewal of their grant. While FRIDA is a flexible funder, there are some collectives and projects which are not eligible for FRIDA funding and some expenses which FRIDA funds cannot be used for. This is applicable for both new and existing grantee partners. If groups have questions about any of the following they may contact their focal point.

How we do Funding

FRIDA Flexible Grants

The first grant awarded to new groups is a flexible, core grant of up to 6,000 USD. FRIDA awards all grants as core, flexible support so as to allow groups to define their own budgets and dedicate the funding where it is most needed. In particular, FRIDA's grants can be used to cover traditionally and increasingly underfunded areas like:

- Overhead and general operating costs
- Rent of safe & secure office spaces & utility fees
- Stipends and salaries for staff and members
- Registration fees
- Workshops
- Digital media costs
- Holistic security costs

This list is not exhaustive as FRIDA grants are largely flexible and groups do not need to inform

FRIDA of all purchases and allocations beforehand. **However there are some restrictions. FRIDA will not support:**

- Usage of funds for purchases that are not in accordance with FRIDA values
- Usage of funds for purchases which benefit one person instead of the overall group.
- Purchases of vehicles or real estate
- Usage of funds for entrepreneurship or income-generating projects without a social justice foundation
- Sub-granting or re-granting the funds from FRIDA to other organizations or individuals
- Loan programs (giving small loans to community members)
- Usage of funds to provide direct services to community members (education expenses, food, health-related items) especially in cases where there is no social justice focus associated with the provision of these services

FRIDA is flexible and responsive to contexts and changes. In the event that grantee partners are unsure of whether a purchase can be made using FRIDA funds, they may first reach out to FRIDA staff. If a grantee partner wishes to use FRIDA funds for purchases outlined above, **this should be discussed with FRIDA staff. In some cases, the purchase may be approved. In ALL cases, grantee partners must receive this approval in writing before funds are spent.** These case by case decisions are made by FRIDA staff and Advisors considering the group's plan, context and the positive impact which the proposed project may have on the group's sustainability.

Ways of receiving the funds

Whether it is a group's first grant or their last, FRIDA prioritizes safety, security, flexibility and good communication in our grantmaking practices. Grantee partners at FRIDA work in communities globally and, in many cases, may not have easy access to organizational bank accounts. For this reason, FRIDA is flexible in how grants are received by grantee partners. See below the main ways groups may receive funds:

Organizational or Individual Account: Groups can receive FRIDA grants in their organization's bank account. Groups which are unregistered, non-formal or who may not have a bank account can receive grants in a group member's individual bank account.

If the group is receiving the grant in a member's individual account, two group members should sign an Individual Agreement form. The group members signing this form should be the group member receiving the funds directly as well as another group member. The Contribution Agreement (contract with FRIDA) must also be signed .

Fiscal Sponsor: In some cases, groups choose to receive the grant in the bank account of a trusted fiscal sponsor. In this case, FRIDA signs two contracts: one with the grantee partner and another with the fiscal partner organization. Additionally, the grantee partner must sign a separate Contribution Agreement with FRIDA which reflects the deliverables from their

application.

Other ways of receiving funds: FRIDA is committed to support the groups in the safest way possible for the group while keeping in mind FRIDA's legal commitment and financial audit. When possible, grants can be delivered to the group in person by FRIDA staff or a third party (advisors, another women's fund based in the same country etc.) via other money transfer facilities or in other ways which may be determined alongside a group. In this case, necessary paperwork including an Individual Agreement form must be signed by the FRIDA staff member or third party along with a group member. A Contribution Agreement must also be signed.

FRIDA can provide grants in small installments. For example, a core new grant of \$6000 may be sent in two installments of \$3000 each. In some contexts, this is best for groups who face safety concerns. If groups would like to receive grants in installments, this is confirmed within the Payment Information form and with their Focal Point.

In some contexts, due to the type of work carried out by collectives, receiving foreign transfers might create legal implications for the group and also put them at risk. In such contexts it is important that advisors and FRIDA staff support the group to better understand the legal and administrative implications of receiving foreign funding and help them investigate the best possible option of receiving the money to minimize negative repercussions. In cases where the work that the group does can expose them to risk, FRIDA as funder of such a group, should assist the group in developing risk minimization and security strategies. FRIDA is also currently in the process of strengthening its risk management processes as it relates to grant making and the grantee journey and updating internal policies as needed.

Funding Organizations That Don't Want to be Sustainable

While most groups at FRIDA are long term collectives whose work FRIDA hopes to catalyze, support and sustain during the time they are a grantee partner, there are some groups who organize temporarily at a key point in their activism, or in response to a specific event. In some cases, these groups are not necessarily seeking to establish a sustainable organization. FRIDA will fund these groups and not force these organizations to conform to mainstream organizational structures or to present long-term sustainability plans. FRIDA recognizes the autonomy of these organizations and their right to self-define what their form will be. However, FRIDA will support these organizations to contribute to some sustainable change, or to ensure that learnings from their work are in some way captured and documented for their movement. This ensures that even if they are responding to a key moment in history in their context, and the situation changes, some learning and experience is captured. Groups who choose to not establish a sustainable organization may discuss with their Focal Point at any point throughout their journey. These groups will be supported by FRIDA's Transition team.

Approach to groups who want to disband

In the event that a group decides to pause activities for the foreseeable future or disband completely, FRIDA will support the group as much as possible, especially in cases where this may be because of physical and mental health issues. In these cases, if groups wish to disband in the middle of a grant cycle and/or at the end of a cycle but still have unused grant monies, the use of the remainder of the grant should be discussed and agreed between FRIDA and the group. The use of the grant will look different according to the needs of the group but some possible options include:

- Individual or collective therapy for group members
- Salaries or stipends for group members
- Self-care or collective care practices
- Legal fees
- Safety & security
- Bureaucratic expenses associated with closing the group, if legally registered.

In the case that a group wishes to disband, the group members should discuss with their Focal Point. These groups will be supported by FRIDA's Transition team.