

FRIDA Participatory Grantmaking Strategy (2020-2025)

In 2020, FRIDA launched its [Strategic Plan \(2020-2025\)](#), which was co-created through consultative processes with diverse representatives of the FRIDA community. This Grantmaking Strategy reflects the alignment of FRIDA's grantmaking goals with the vision and goals created collectively in the Strategic Plan. The grantmaking goals set out within this document honor FRIDA's commitment to the community to offer flexible grants through participatory grantmaking processes. Through this strategy FRIDA aims to proactively respond to the feedback and learnings already received from the community toward building grantmaking processes which are more participatory, inclusive, and accessible in every cycle. FRIDA also commits to embarking on a reflective period at the end of each grantmaking cycle which centers community members involved in grantmaking processes. This will create space for strengthening these processes and learning and analysing the trends and gaps in young feminist organising around the world. In this way, FRIDA remains responsive to the needs of the movement in all decision making and strategising related to grantmaking. This document is an overview of the Participatory Grantmaking strategy 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.

FRIDA's current participatory grantmaking process is the realisation of the work and activism of brave young feminist activists who have endeavoured to make every cycle more participatory, collaborative and feminist than the one before. From 2018-2021, past FRIDA staff member, Jovana Djordjevic, conducted research on FRIDA's participatory grantmaking model. This process represented a space for holistic reflection after a decade of dedication to ensuring care was at the center of grantmaking processes at FRIDA. Many of the reflections, discussions, and recommendations from the research and other key grantmaking research projects¹ have informed this Grantmaking Strategy, which will guide FRIDA's grantmaking work for the next five years.

More radical shifts to movement landscapes and social change trajectories will occur when young feminist groups have access to more financial and nonfinancial resources and opportunities to access leadership and to build the capacities which they have identified as critical to mobilizing progressive and political change. Building stronger feminist and social movements calls for generations of activists with intersectional and diverse experiences, identities and ideas. FRIDA supports young feminists and intergenerational leadership as a

critical strategy to expand, rejuvenate and sustain feminist movements and organizations, now and into the future.

Values and principles

This Grantmaking Strategy along with all decisions, practices, and relationships nurtured and sustained within the community are guided by FRIDA's five core values: **Flexibility, Resources, Inclusion, Diversity and Action**

Flexibility: FRIDA aims to be flexible in its strategies and approaches to supporting young feminist activism. Flexibility is key to responding to the challenges faced by young feminist groups and shifting social and cultural contexts. FRIDA is committed to employing flexibility during all stages of the grantmaking process and practicing case by case analysis and decision making when necessary. This flexibility, however, must not result in unfair practices within the FRIDA community and will be employed while FRIDA remains true to its non-negotiable values and principles and accountable to its community.

Resources: FRIDA is committed to mobilizing sustainable financial and non-financial resources to support young feminist activism. FRIDA approaches resource mobilization as a potential for advocacy, cooperation and relationship building with different funding sectors that typically do not support youth and young women. FRIDA operationalizes this by collaborating across women's rights movements and beyond. Resource mobilization decisions are informed by participatory conversations which include all members of the FRIDA community. In addition, recognizing that the community continues to co-create technologies and knowledge that can be useful and inspiring to others, FRIDA is committed to creating and holding spaces in which the community can connect and share the resources that already exist in feminist networks.

Inclusivity: FRIDA understands that participation is much more than inviting people to the room and is committed to making its processes meaningful, inclusive and accessible, to ensure that everyone who wants to participate in co-creating the feminist realities materialized within FRIDA, can do so without being drained of resources. This includes recognizing and actively acting to dismantle or at least minimize linguistic, regional, social, and accessibility barriers that prevent people from participating in processes.

Diversity: FRIDA believes that diversity in experiences, identities and opinions are crucial to a strong feminist movement. The realities which the FRIDA community wants to materialize are dreamed and built collectively and embrace diverse perspectives, identities, and experiences.

Diversity is welcomed both internally and externally as a fundamental element of FRIDA's vision and mission, including diversity around the notion of what feminism means². With this in mind, FRIDA aims to co-create spaces where varied approaches are welcomed, including the support of social movements which work on issues such as social, gender, environmental and/or racial justice, that prefer not to label themselves as feminists. As long as these movements are in line with FRIDA's non-negotiable values and respect all identities, diverse approaches to feminism are welcome and will be considered to inform FRIDA's strategies.

Action: FRIDA works to mobilize, co-create, and have the resources and conditions in place for the FRIDA community to be safe and cared for on the ground. FRIDA is prepared to share the risks involved in resisting and transforming oppressive structures and systems. Action is as important to materialize feminist realities as spaces to rest, reflect and dream. FRIDA understands the importance of finding the balance between being accountable and responsive to the needs of groups and collectives and to the feedbacks and demands shared with us, while also taking the time to reflect and ensure that our actions are informed by participatory conversations.

In addition to these five values, this grantmaking strategy is also guided by the value: **Care**. All aspects of FRIDA grantmaking processes are guided and informed by the collective care for the FRIDA community. Ensuring that the conditions for collective care can exist and flourish is not just an individual responsibility but an institutional one. While the meaning and practices of Care are context specific, FRIDA is committed to playing its part in allocating space, time, and resources that allow happiness and the celebration of our connections to flourish in our community.

Recognizing that most of its grantmaking processes occur virtually, FRIDA is also committed to its [Data and Technology Principles](#), ensuring that online processes are safe, inclusive, respect privacy rights and are based on a collective care perspective.

While remaining guided by these core values, it is important to note that values such as Diversity and Flexibility should neither result in unfair practices nor compromise the creation and sustenance of a care-centered community. In this way, FRIDA is committed to ensuring current community members align with the vision, mission and values, as FRIDA's 2020-2025 Strategic Plan has outlined and defined.

² For more reading on how FRIDA has supported groups to become precisely who they are, celebrating differences rather than promoting a standardization of what feminist organising might feel or look like read [The Young Feminist Pluriverse \(2021\)](#)

FRIDA community members exist within their own contextual specificities and apply strategies which are diverse, intersectional and context-sensitive within their work. However, committed to FRIDA's vision, mission and values, FRIDA reserves the right not to support community members whose mission, activities or actions do not align with FRIDA principles as per the Strategic Plan. These are, but not limited to:

- Building a radically accessible world where young women, girls, trans and intersex youth are recognized as experts of their own reality, enjoy their human rights and build a more just and sustainable world through collective power and transformative leadership.
- Connecting and resourcing young feminist activists who exist at the intersections of globally and context specific marginalising and oppressive forces including racism, capitalism, colonialism, homophobia, ablesim and transphobia
- Fostering the well being of the whole planet by ensuring the community is embodying their fullest, vibrant selves
- Actively creating and fostering a community which is non-violent and replacing systems of violence in all its forms with youth-led landscapes of joy, trust and love
- Building a culture of collaboration, agility, flexibility, adaptability, co-accountability, radical care, planetary wellbeing, commitment to diversity and inclusivity

FRIDA will not support movements whose activities or actions are aligned with violence or oppression of any kind including but not limited to homophobia, transphobia, anti-sex work organising, racism or ableism.

From dream to action: our policies

The grantmaking strategy is a space for FRIDA to reflect on and honor its roots, dream together, and make long-term commitments. Yet, it is through transforming these ideas into our policies that our dreams and commitments can inform how FRIDA carries out processes on a daily 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. One of the key policies that guide our activities is the FRIDA Grantmaking Policy.