

FRIDA Annual Report | 2023

A constant becoming:

A Year of Transformation and Generative Growth



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Executive Summary

For FRIDA 2023 was a year of transition and adjustment both internally and externally. After a catalyzing 2022, it became clear that FRIDA needed to dig deep into its ecosystems and culture, to make it responsive to the needs and shifts of the organization. 2023 required us to respond in a way that was reflective of the needs of the FRIDA community and the movement spaces at the heart of what we do. As we continue to work on emerging from this transformational year, we recognize the joy, hard work and dedication that went into its navigation.

We discovered along the way that these moments of change, pause, and reflection often have lent themselves, in our eyes to images of cocooning, chrysalis, and impending re-emergence. 2023 required us to look beyond and be brave in the new futures we continue to seek to build. Brave enough to meet ourselves and our movements in the ways they need us to, and brave enough to build ourselves into the organization we need to be.

Much like the movements we support, FRIDA's internal ecosystems require careful consideration and the same care to ensure sustained and generative growth. Unrooting, Unraveling, rerooting, planning and rebuilding became the signposts we planted in 2023 to set us on the path of regeneration. Globally, young feminist movements are in the same position across various sectors as they work towards galvanizing change in the midst of difficult and competing crises (the roots of which are grown from capitalism and colonialism). It was important that we listened deeply to ourselves and the communities we support and generated resources and resourcing strategies that had the flexibility that was clearly needed.

More than emergence from a cocoon [as yet] – we are imagining the regenerative effects within the cocoon. The metamorphosis, shadow, healing, and growth that happen in retreat, away from bright lights, in the sometimes warm, sometimes cold, sometimes soothing container of the chrysalis. In this space, we have been able to do work that whilst often unseen and unspoken, makes us strong enough to do everything else. It is in reflection, that adaptation and true transformation occurs.



Some of what you can find:



Beyond Traditional Grantmaking

Supporting a Grantee partner's journey is FRIDA's number one priority and FRIDA's holistic funding strategy is guided by its community and rooted in the belief in collective care and wellbeing practices which enable young feminist groups to organize, resist, sustain, and thrive. FRIDA also realizes that young feminist activists and movements require a diverse pool of resources to catalyze change and be sustainable. FRIDA's Beyond Traditional Grantmaking model provides a range of financial and non-financial support for young feminist groups. In 2023 FRIDA's expansive support of grantee partners saw materialization in transition grants, referral strategies, capacity strengthening and dedicated focal point work in which grantee partners have dedicated support from a FRIDA staff member who has contextual and political understanding of their region. In this way, we commit to the continued nourishing, sustaining, and vibrancy of a growing young feminist ecosystem.

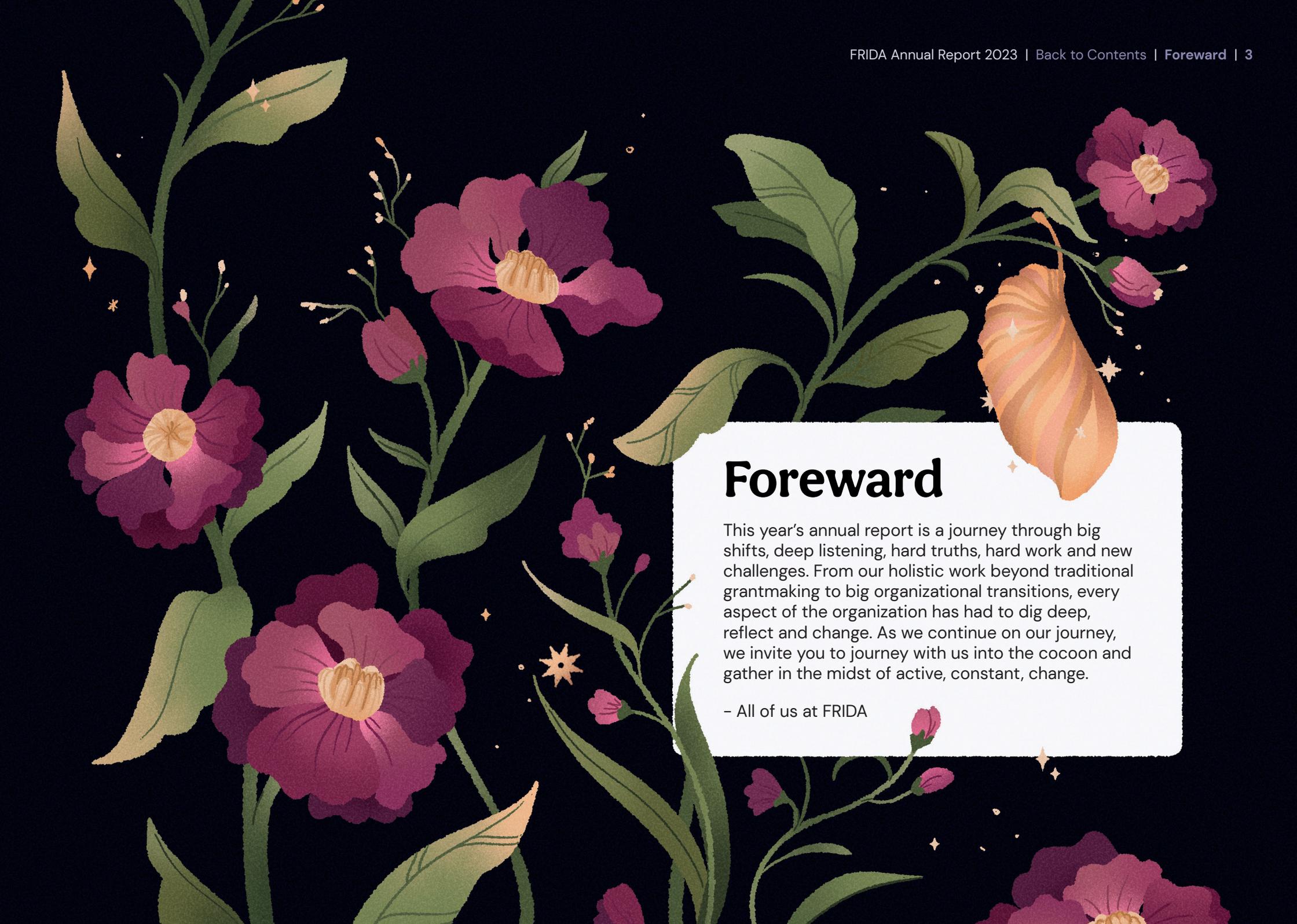
WESCA Toolkit

FRIDA has committed to strengthening the LGBTQIA+ movement in West, East, Southern, and Central Africa (WESCA), by resourcing and accompanying young activists and their organizations to co-create powerful African feminist futures. Over the last four and a half years, FRIDA has been on a collaborative journey with former grantee partner WHER Nigeria (a model traditionally rooted in fiscal sponsorship), in a partnership that has been pivotal for us to imagine and envision the future of grantee partner transitions. Under the jointly awarded Power Up grant from Comic Relief, FRIDA and WHER co-created and published the Young Feminist Leadership Toolkit for WESCA LGBTQIA+ organizers.

The Racial Equity Report + Transitions

In 2022, FRIDA commissioned The Better Organisational Consultancy (The Better Org) and The Racial Equity Index (REIndex) to undertake a racial equity audit to assess the degree to which racist and anti-Black practices were present within FRIDA's operating environment. The demand for the Race Equity Audit was driven by experiences of marginalization, discrimination, and harm experienced by some Black-identifying and Black-presenting staff at FRIDA.

The Race Equity Audit was an intentional, intersectional, anti-racist, and care-rooted attempt to mirror back to FRIDA and its' staff an informed and grounded assessment of observations pertaining to racism and anti-blackness at FRIDA and then provide recommendations to support staff and FRIDA's continued movement towards building an anti-racist organization.

The background of the page is a dark, textured black. It is adorned with several large, vibrant purple flowers with yellow centers, interspersed with green leaves. A prominent feature is a glowing, orange and yellow cocoon with a textured, ribbed surface, positioned on the right side. Scattered throughout the scene are small, white, star-like sparkles, adding a magical and ethereal quality to the composition.

Foreward

This year's annual report is a journey through big shifts, deep listening, hard truths, hard work and new challenges. From our holistic work beyond traditional grantmaking to big organizational transitions, every aspect of the organization has had to dig deep, reflect and change. As we continue on our journey, we invite you to journey with us into the cocoon and gather in the midst of active, constant, change.

- All of us at FRIDA

Core Grant-Making

Central Eastern Europe,
Caucasus and Central and
North Asia (CEECCNA)

\$715,000

Latin America (LA)

\$726,000

South, Southeast, East Asia
and the Pacific (SSEAP)

\$614,000

South, West Asia &
North Africa (SWANA)

\$490,000

The Caribbean

\$275,500

West, East, Southern and
Central Africa (WESCA)

\$805,000



Total number of core support grants awarded **233**

Total sum of all grants awarded **\$3,625,500**

*Read more about why we use an inverted map on [our website](#).

Details of Core-Grant Making

Regions	Total Core Grant	Total Transition Grant	Total Additional Grant	Total Risk Reserve Grant	Total All Grants
Central Eastern Europe, Caucasus and Central and North Asia (CEECCNA)	\$280,000	\$150,000	\$82,500	\$112,500	\$715,000
Latin America (LA)	\$316,000	\$120,000	\$90,000	\$102,500	\$726,000
South, Southeast, East Asia and the Pacific (SSEAP)	\$224,000	\$165,000	\$70,000	\$87,500	\$614,000
South, West Asia & North Africa (SWANA)	\$197,500	\$90,000	\$62,500	\$77,500	\$490,000
The Caribbean	\$135,500	\$15,000	\$40,000	\$42,500	\$275,500
West, East, Southern and Central Africa (WESCA)	\$335,000	\$150,000	\$97,500	\$125,000	\$805,000
Grand Total	\$1,488,000	\$690,000	\$442,500	\$547,500	\$3,625,500

Beyond Grant Making

Special Grants, Capacity Strengthening and Accompaniment

Young feminist activists and movements require a diverse pool of resources to catalyze change and be sustainable. At FRIDA, a grantee partner's journey takes off when the group receives the initial funding, but our grantmaking does not stop at just core financial funding. FRIDA's Beyond Grantmaking Model provides a range of financial and non-financial support for young feminist groups. This model not only supports grantee partners' self-defined sustainability but also the establishment of meaningful connections with broader social movements and beyond. Aligned with our work beyond traditional Grant Making, the FRIDA Grantee Partner Journey is one of learning, unlearning, exploring, exchanging and responding to the changing needs of the community.



BEYOND GRANTMAKING

Capacity Strengthening

In 2023, we focused on Care centered conflict restoration processes.

Aligned with its [Strategic Plan 2020–2030](#), FRIDA is committed to deepening its work and understanding its community's needs in order to provide support that is intentional, flexible, and responsive. FRIDA was created to support young feminist groups in the early stages of their journey; and to provide critical seed funding and as such FRIDA has often been the first funding source for newly established groups. In resourcing newly established young feminist groups, we've learned that conflicts are normal in the journey of movement building and organizational growth. Conflicts often arise due to the lack of clear organizational and institutionalized systems, and processes. As a young feminist fund ourselves, we experience this within FRIDA as well and in supporting groups who are facing various conflicts or changes in organizational priorities and directions.

Guided by our Grantmaking Policy and our commitment to care, in 2023, community care consultants, a third party that conducts assessments of matters that arise and then facilitates a restorative process between FRIDA and the grantee partner, facilitated the development of internal community care facilitation guidelines.

Throughout the process, the following pillars of collective care are centered:



Contextual engagement



Hearing all sides



Respecting time considerations for all parties



Accountability



Collaborative



Horizontal (respects the autonomy of the GP)



Finding equitable ways forward



Honoring emotions and experiences



Creating a safe container for the process

BEYOND GRANTMAKING

Dedicated Focal Point Accompaniment: Latin American Healing Sessions

Following our [Strategic Plan 2020–2030](#), FRIDA’s guiding constellations (bridging, flourishing, queering, co-creating and moving) shape our organizational path. They are transversal and cross-cutting in all of FRIDA’s work, and integral in the accompaniment of Grantee Partners. Within the vision of the flourishing constellation, burnout is replaced with value, energy, love, and balance for everyone, and internal systems of resilience as well as self- and collective care. One of the community mandates under the flourishing constellation is to support more young women, girls, trans, and intersex activists in developing or implementing happiness practices and principles. From the COVID-19 pandemic, the understanding of radical care gained a different dimension as many activists in majority countries faced shrinking of public and civic space, manifestations and protests were banned, isolation undermined community organizing and burnout from sustained emergency state eroded young feminist mobilizing. In Latin America specifically, FRIDA grantee partners reported facing an increased need to support systems, practices and tools of collective care and healing to sustain young women, trans and intersex activists working across the region.

In 2023 FRIDA Focal Points in Latin America organized a series of healing sessions in response to the needs and challenges expressed by grantee partners’ as well as the context of the region’s political environment.

These sessions covered:



Care and self-care from a sociopolitical perspective,



Healing body, mind and spirit through sound,



Care through ancestral and herbal medicine, and



Healing and psychoemotional support spaces



“Thank you for sharing and opening spaces like this since they are fundamental aspects of activism. By prioritizing the emotional, physical and spiritual well-being of all comrades, resistance is strengthened, promoting a more sustainable movement. These practices also challenge system norms that tend to ignore or minimize women’s self-care needs and foster a culture of mutual care and support within collectives, movements, and all struggles. We exist because we resist.”

– FRIDA grantee partner,
Latin America

BEYOND GRANTMAKING

Learning Visits

FRIDA's work as an intersectional participatory grantmaker extends into our Monitoring, Evaluation and Learning practices and in 2023, we reflected on the mechanisms used when conducting learning visits, historically called "monitoring visits" or "field visits" in the development space. Through our consultations and reflections, our moments of pause brought many lessons. Some of our learnings include:

- As funders we have a responsibility to dismantle unequal power imbalances in our relationships with grantee partners. This does not only extend to flexible funding but also to participatory monitoring frameworks. This involves creating space for grantee partners to report using arts-based evaluation methods, with consideration of accessibility and language barriers.
- We have a responsibility to change the narrative around learning visits from a monitoring exercise to a learning exercise for both the funder and grantee partner.
- Lastly, we need to ensure learning visits can act as a space for grantee partner co-learning by conducting convenings and peer circles to act as shared learning spaces.

BEYOND GRANTMAKING

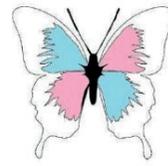
Grantee Partner Spotlight



Новый Ритм/Feministter, a FRIDA grantee partner since 2018, has been doing fantastic work in the field, providing awareness-raising activities for girls and young women. They have conducted thematic camps, exhibitions, and creative spaces such as “Kel, chai icheli” (Come, let’s have some tea) to discuss girls’ and women’s rights and gender-based violence and discrimination, including sexual and reproductive health rights and self-care. With FRIDA’s support, the group was able to research the impact of border conflicts on girls and women and additionally supported girls and women in Batken (a region with borders with Tajikistan where conflicts occur from time to time) with hygiene products and food. The group’s work has introduced feminism to many girls and young women in rural areas, helping to dispel the negative connotations that sometimes come with feminism and feminist activism.



HER Pakistan created Pakistan’s first animated series on menstruation, “Fatima & Baba – A Period Story”. Fatima & Baba is an animated series that encourages open communication between parents and their children around menstrual health. The series empowers adolescent girls with knowledge about their bodies; promotes healthy practices; changes their attitude towards menstruation; and debunks myths and stereotypes surrounding menstrual health.



OTRAH – Trans Organisation of Haiti provides psychosocial and physical health support to trans people in their community who have faced generalized transphobic and gang displacement violence from political unrest and social hostility.



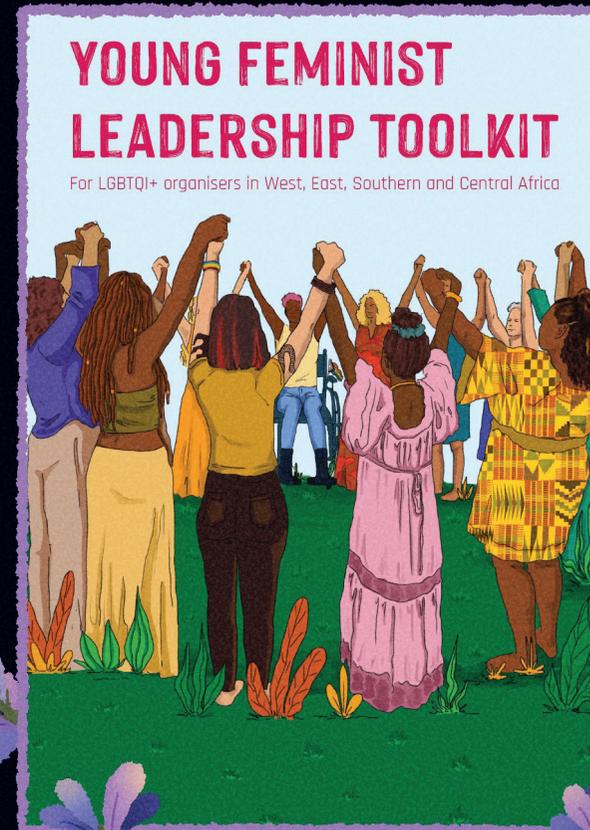
GirlsCARE – Climate Action for Resilience and Empowerment from Jamaica is a group that centers their work on climate justice, resilience and empowerment for their community. GirlsCARE runs a Climate Justice Mentorship programme which provides a community space for capacity building, sharing, learning and co-creation of knowledge around topics related to climate change, gender equity and justice, advocacy and movement building. In 2023, GirlsCARE engaged 10 young women and 10 mentees from across the Caribbean including St.Kitts, Antigua, Jamaica, Trinidad and Guyana in mentorship, storytelling and community building in an effort to build capacity and empower the next cadre of women climate justice activists in the Caribbean. The program supported the group in advocating for the adoption of gender sensitive and climate just approaches to youth engagement in adaptation and resilience-building strategies; as well as the promotion of women’s and girls’ economic, social and environmental rights and the promotion of an integrated approach to climate/gender justice in youth engagement and development planning.

BEYOND GRANTMAKING

Young Feminist Leadership Toolkit

Over the last four and a half years, FRIDA has been on a collaborative journey with former grantee partner [WHER Nigeria](#) under the jointly awarded [Power Up](#) grant from [Comic Relief](#). This partnership is the first of its kind at FRIDA and has been pivotal for us to imagine and envision the future of grantee partner transitions. FRIDA has committed to strengthening the LGBTQIA+ movement in West, East, Southern, and Central Africa (WESCA) by resourcing and accompanying young activists and their organizations to co-create powerful African feminist futures. In May 2023 we published the Young Feminist Leadership Toolkit for WESCA LGBTQIA+ organizers.

The toolkit was created for young, feminist organizers from WESCA who are at the forefront of their movements, tirelessly working towards radical systemic change for LGBTQIA+ people in their communities. The toolkit is a collective labor of love, co-led by the [Creative Action Institute](#) and designed by Lynn Atieno. It represents an amalgamation of research and consultations with current FRIDA grantee partners from the WESCA region who are part of the LGBTQIA+ community and whose organizations focus on this area of work. The toolkit is available in English, French, and Portuguese, and for the first time in FRIDA's history, it is also available in Swahili. With Swahili being the most widely-spoken language on the African continent, this is a momentous step for FRIDA and our commitment to language justice. The toolkit is available in [English](#), [French](#), [Portuguese](#), and for the first time in FRIDA's history, it is also available in [Swahili](#).



What you will find in the Toolkit:

Feminist Leadership & Collaboration:

- What is Feminist Leadership?
- The Personal Informs Leadership and Collaboration
- What is power and what is feminist power
- Non-Hierarchical Decision-Making and Movement Building
- Communicating With Your Team and Community Stakeholders

Intersectional Practices for People and Culture

- Self Care for Leaders and Movement Reflection
- Self and Collective Care are Radical Political Acts of Resistance
- Consultation and accountability in review
- Equity and transparency in pay and benefits
- An Intersectional approach to center People and Culture

Cyber Security

- Cyber security and digital security
- Identifying Threats and Coordinating Responses
- What a cyber attack might look like
- Proactive Responses to Cyber Security Threats

Regional Rights of LGBTQIA+ Organizers

- Legal Advocacy

BEYOND GRANTMAKING

Final Funding Year Support

A. Transition Grants

Transition grants, an extra-flexible funding support that groups can apply for in the last year of their funding journey with FRIDA, are one of the ways FRIDA expands its support of Grantee Partners. Groups have, for example, requested these grants to:

1. Obtain legal recognition that make it easier to receive donations;
2. Develop fundraising plans and crowdfunding campaigns; and
3. Acquire resource mobilization skills and knowledge to strengthen their sustainability.



\$690,000

was provided by FRIDA to
46 transitioning groups in 2023

Groups expressed gratitude and underscored the need for other donors and funders to have transition grants and transition processes to support them navigate their sustainability:

“Le processus de transition pour nous faire partie des méthodes de FRIDA que nous apprécions énormément. FRIDA fait partie de rares bailleurs de fonds utilisant cette approche et nous l’apprécions.”

– Group from Ivory Coast



“We are so honored to be part of the FRIDA universe, which kept us empowered and dignified through all these extraordinary years. We are grateful to your care and support that accompanied us so far. Without FRIDA, our change-making journey would have been unimaginably harder!”

- Group from China

“We believe the transition process remained very supportive and participatory by FRIDA. The flexibility of grants offered and resources shared kept us feeling connected and a close partner with FRIDA, which has been the only support for us.”

- Group from Pakistan

“We appreciate your openness to feedback and the opportunity to share our thoughts on the transition process. This type of ongoing dialogue is crucial to ensuring the process is as effective and supportive as possible for all involved. Our experience with the transition process has largely been positive. We value the clarity of communication, the resources provided to aid in the transition, and the flexibility granted in using the Transition Grant. We especially appreciate the trust-based approach you take, allowing us to decide how best to use the grant based on our own unique needs and circumstances.

- Group from Lybia

“El proceso de transición ha sido y es realmente impecable, y este subsidio final de transición nos permitirá pararnos firmes rumbo al futuro y planificar cómo seguir adelante teniendo en cuenta fortalezas, debilidades, amenazas y oportunidades gracias a las herramientas que hemos incorporado con la ayuda de Frida Fund a lo largo de estos años”.

- Group from Argentina

“It has been extremely smooth so far, and we experienced your deep engagement in many ways. [...] We are a bit worried about the future - what comes next after this - since Frida had been our sole donor so far. We try to diversify and look for other sources. We were very happy to see that you are willing to assist us in this process of matching us with feasible donors which suits our profile and activity. Once again, a big big huge huge thank you to all of you. It has been amazing to work with you and opened to us unforeseen opportunities to engage in much more meaningful activities and projects and also to work in a more professional and organized way. Thank you from the bottom of our hearts.”

- Group from Hungary

BEYOND GRANTMAKING

B. Referral Strategy

In order to deepen our transition work and make it truly reflective of the needs of our community, FRIDA has gathered information through our end-cycle reports and a survey for transitioning grantee partners. After analyzing and understanding the needs of three cohorts of transitioning Grantee partners, it became clear that one of the main needs was to connect transitioning GPs to a wider donor network. FRIDA was supported by a social justice consultant and feminist movement building consultant in crafting a referral strategy. We were also able to extend reference letters to transitioning collectives to support their applications to other funds.

So far 14 transitioning groups or Alumni members have successfully been connected and referred to other donors.



FRIDA, a year of transitions

2023 was a year of transition and adjustment both internally and externally. After [a catalyzing 2022](#), it became clear that FRIDA needed to dig deep into its ecosystems and culture, to make it responsive to the needs and shifts of the organization. Much like the movements we support, FRIDA's internal ecosystems require careful consideration and the same care to ensure sustained and generative growth. This work of unrooting, unraveling and rebuilding featured several moments of reflection and transition.

An illustration of a bee with yellow and black stripes flying towards a large yellow flower. There are also several smaller pink flowers and green leaves on the left side of the image.

Sept 2022 The Racial Equity Audit

The first was a Racial Equity Audit, led by the Organizational Strengthening Committee (OSC) – a cross-sectional body of FRIDA's staff component who support organizational developmental goals via participatory mechanisms, and contribute to the continued strengthening of FRIDA in practice, policy, and process.

FRIDA commissioned [The Better Organisation Consultancy](#) (The Better Org) and [The Racial Equity Index](#) (REIndex) to undertake this racial equity audit to assess the degree to which racist and anti-Black practices were present within FRIDA's operating environment. The demand for the Race Equity Audit was driven by experiences of marginalization, discrimination, and harm experienced by some Black-identifying and Black-presenting staff at FRIDA.

The Race Equity Audit was an intentional, intersectional, anti-racist, and care-rooted attempt to mirror back to FRIDA and its' staff an informed and grounded assessment of observations pertaining to racism and anti-blackness at FRIDA and then provide recommendations to support staff and FRIDA's continued movement towards building an anti-racist organization.

As an organization with staff rooted in Global Majority countries and whose staff population are majority Black and People of the Global Majority, much of our work as an organization has been to examine the ways in which internalized systems of racism, oppression and white supremacy have been embedded within our structures and thus reproduced within the organization.



Sept 2023 Reading the Audit and Taking Action

FRIDA held an all-team organizational retreat in Kenya where the observations of the Racial Equity Audit were shared. An in-person 'reading' of the Racial Equity Audit ensured not only that there was a physical manifestation of FRIDA's community, for collective care and holding, but also ensured staff were able to jointly begin to understand and place the larger socio-political and shared context[s] of racism and anti-Blackness and thus the observations of such within the organization.

Since September 2023, FRIDA has continued its journey towards building an anti-racist organization - one which we continue to move through rooted in our Feminist politics and care practices. As a young feminist-led organization and an intermediary intersectional funder, we hold a greater responsibility to ensure our internal ways of working match our external commitments. As such we remain committed to sharing our learnings with our wider community to support and promote greater commitment to anti-racism within global development. We urge the sector to continue to resource racial justice work and anti-racist practice within organizations to support both the rooting and flourishing of this much needed and sector-wide work.

We are in gratitude to all our Grantee Partners, Advisors, current and former Staff, and former Board members who supported and took part in the Racial Equity Audit. We extend this gratitude to The Better Org and The Racial Equity Index who conducted this Racial Equity Audit with care and deep rooting with which we have been able to continue to build upon.

Oct 2023 Leadership Changes at FRIDA

This month saw the transition of former Co-EDs Majandra and Anahita, and the initiation of a hiring process for an Interim Executive Director to support FRIDA to move through and complete this period of transition. In line with FRIDA's commitment to participatory approaches, a cross-sectional representation from across the organization gathered as the Transition Team to support the hiring of this role.

Dec 2023 Reflecting on the way forward

We announced that FRIDA would not be holding a call for applications for new grantee partners in 2024. While FRIDA continues to support a vibrant community of over 200 Grantee Partners, we recognized that we lacked the internal capacity and space to support a complete call for applications process. Over the last few years FRIDA staff have collectively reflected on our ways of working, as well as on the organizational processes, structures and individual capacities that make the work we do with young feminist Organizers, as well as in the philanthropic landscape possible. We have learned the importance of space and pause during moments of reflection and change. And as difficult and as counter-intuitive as it has felt for us to pass the Call for Application process, we understand that creating space and giving ourselves permission to pause ensures that decisions made come from a space of long-term strategic thinking rather than quick responses to urgency culture. We continue to learn and practice the importance of caring for all members of the FRIDA community and ensuring that this care is visible in everything we do.



FRIDA, A YEAR OF TRANSITIONS

Team Reorganization and Experimentation

In the 14 years since its establishment, FRIDA has experienced myriad shifts and changes reflective of the movements we serve and are embedded in. These shifts have presented and necessitated several opportunities for change. While our feminist and intersectional politics serve as a steady lighthouse for the day to day work of feminist funding, we are constantly needing to reassess and adjust our strategies for constantly changing societies, as well as systems and institutions of oppression that are also being adapted to maintain the status quo. As presented earlier in the report, some of the ways that FRIDA's internal workings are meeting this challenge is through the Racial Equity Audit and the various transitions that have taken place in 2023. Another way that FRIDA has nurtured its ability to be flexible is through the ways in which teams at FRIDA are able to experiment with the way they are structured. FRIDA values the ability of our internal teams as well as our grantee partners to be able to play and experiment with structures and ways of working that work best for young feminist activists and activism. We view the 'how' of the team as an integral part of carrying out FRIDA's mission.

FRIDA's co-management model is one of the ways we have experimented and played with different structures and ways of organizing and organizations.



In 2023 a few of our teams expanded on this and embarked on reorganizing processes to meet increased and changing workloads:

“...there was a space, with new people joining, to think about whether or not the team was best structured to meet the needs of the organization as a whole. It was decided, therefore, that we would be much more of a more dynamic and capable team if our work was less solid”

“The idea was to have a tri-leadership model to hold different streams of work; organizational strengthening, holistic security and the advisory”

“The set up of the team didn’t allow for enough strategic work and knowledge building needed to inform the long term work - We were missing key elements needed for our work namely”

The reorganizing of each team gave us some gifts:

“The opportunity to have a dream and then watch it come to fruition”

“We held each other accountable and were deeply accountable & transparent with our teammates. This really allowed us the space to learn and lean into our own styles of leadership while feeling supported”

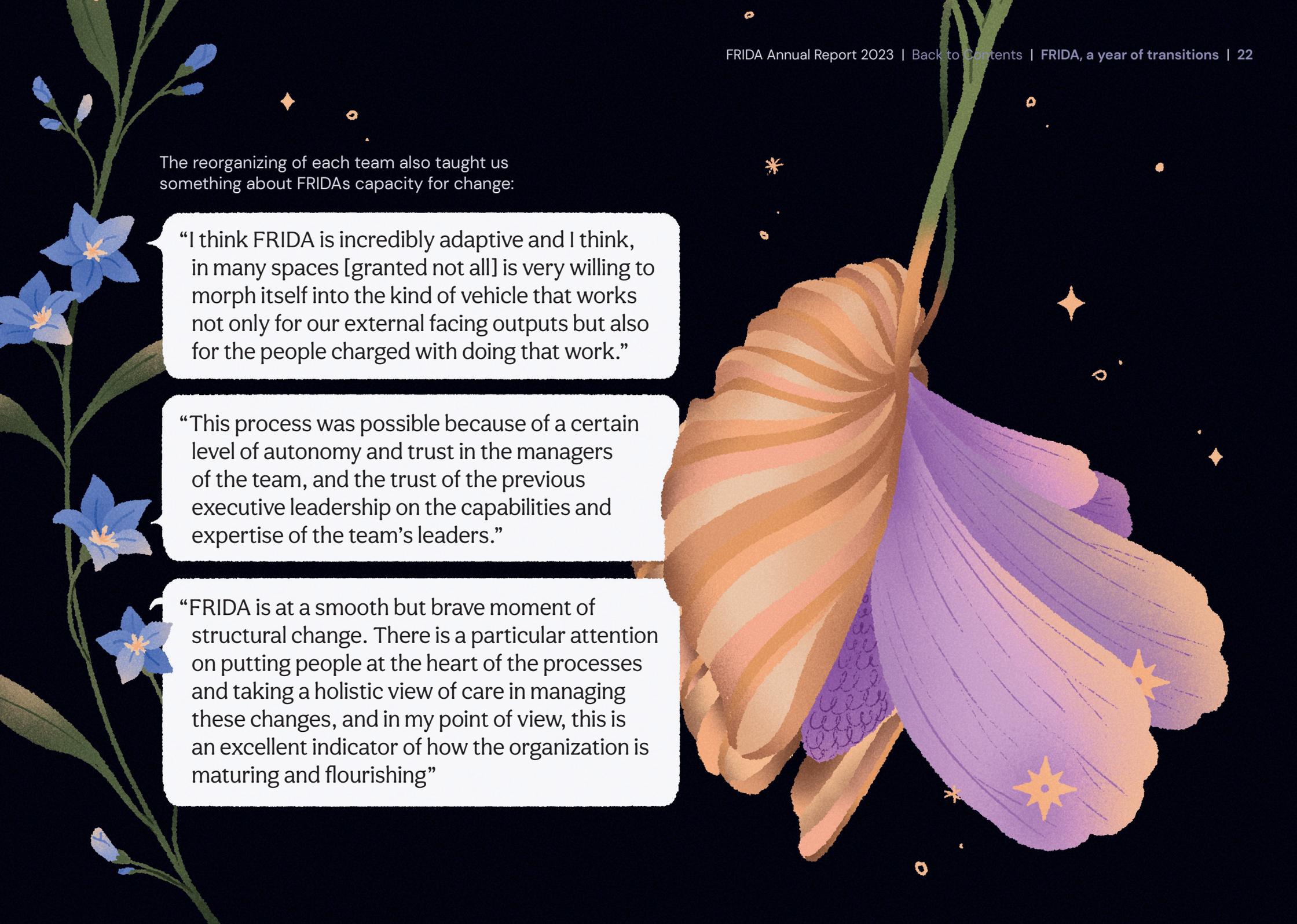
“We learned to slow down; the process took much more time than anticipated but also showed us the value that that time brought”

The reorganizing of each team also taught us something about FRIDA's capacity for change:

"I think FRIDA is incredibly adaptive and I think, in many spaces [granted not all] is very willing to morph itself into the kind of vehicle that works not only for our external facing outputs but also for the people charged with doing that work."

"This process was possible because of a certain level of autonomy and trust in the managers of the team, and the trust of the previous executive leadership on the capabilities and expertise of the team's leaders."

"FRIDA is at a smooth but brave moment of structural change. There is a particular attention on putting people at the heart of the processes and taking a holistic view of care in managing these changes, and in my point of view, this is an excellent indicator of how the organization is maturing and flourishing"



Data and Learning Systems

As a learning organization where knowledge, insights, and experiences are continuously gathered, shared, and used to drive strategic decision-making and improve outcomes for young feminist movements globally, we have reworked our approach to learning. FRIDA's new Learning Strategy aims to continuously enhance FRIDA's impact and contribution to social transformation by fostering a learning, adaptive, and innovative culture. One that is committed to the decolonization of traditional learning practices and continuously adapts strategies and actions based on real-time learning and feedback from grantee partners and the broader feminist movement. It supports FRIDA's mission to provide accessible, strategic and responsive funding for young feminist activists and collectives by ensuring that learning informs all aspects of its work.

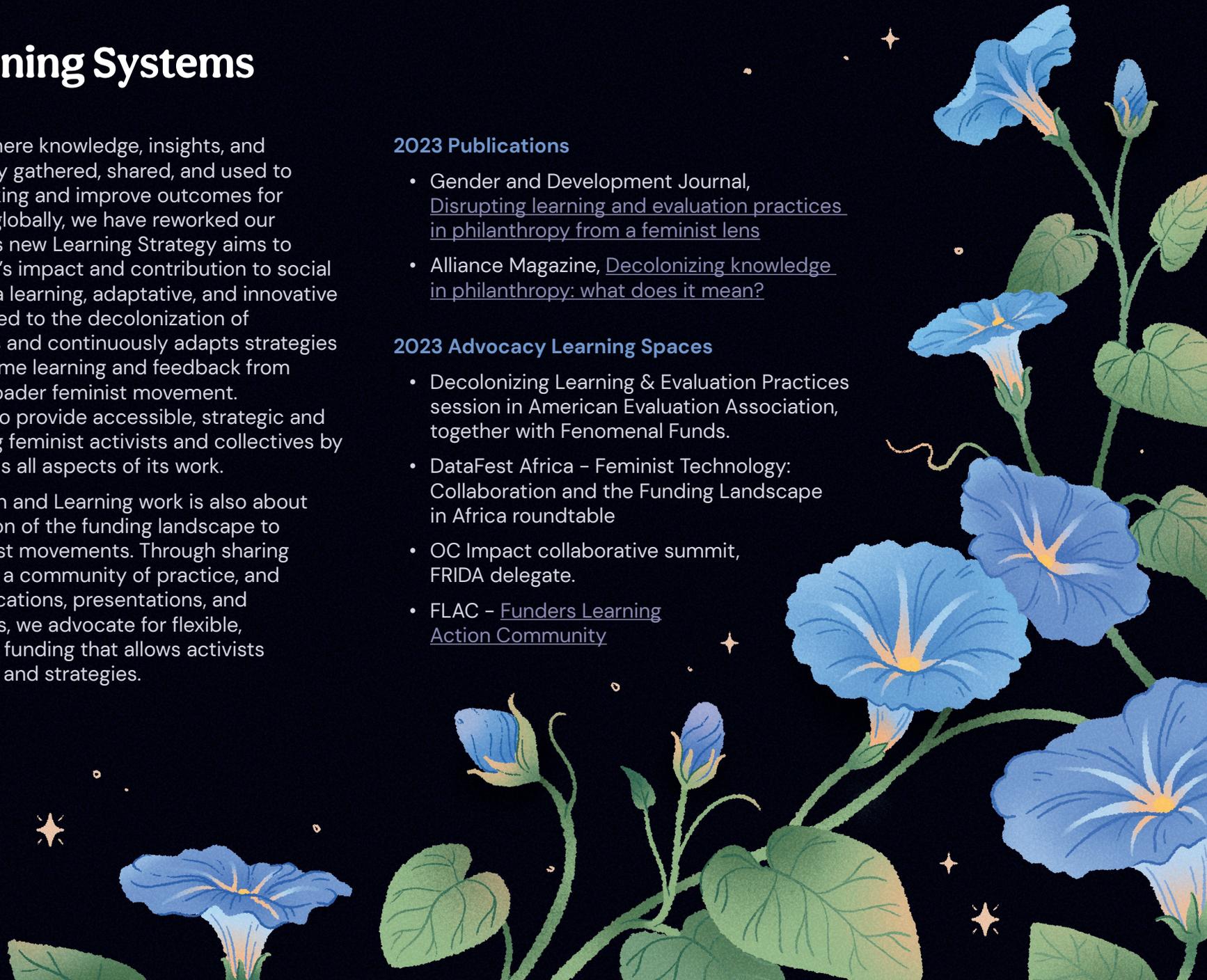
FRIDA's Monitoring, Evaluation and Learning work is also about supporting the transformation of the funding landscape to better support young feminist movements. Through sharing best practices, being part of a community of practice, and highlighting impacts in publications, presentations, and participation in global forums, we advocate for flexible, long-term, and core support funding that allows activists to define their own priorities and strategies.

2023 Publications

- Gender and Development Journal, [Disrupting learning and evaluation practices in philanthropy from a feminist lens](#)
- Alliance Magazine, [Decolonizing knowledge in philanthropy: what does it mean?](#)

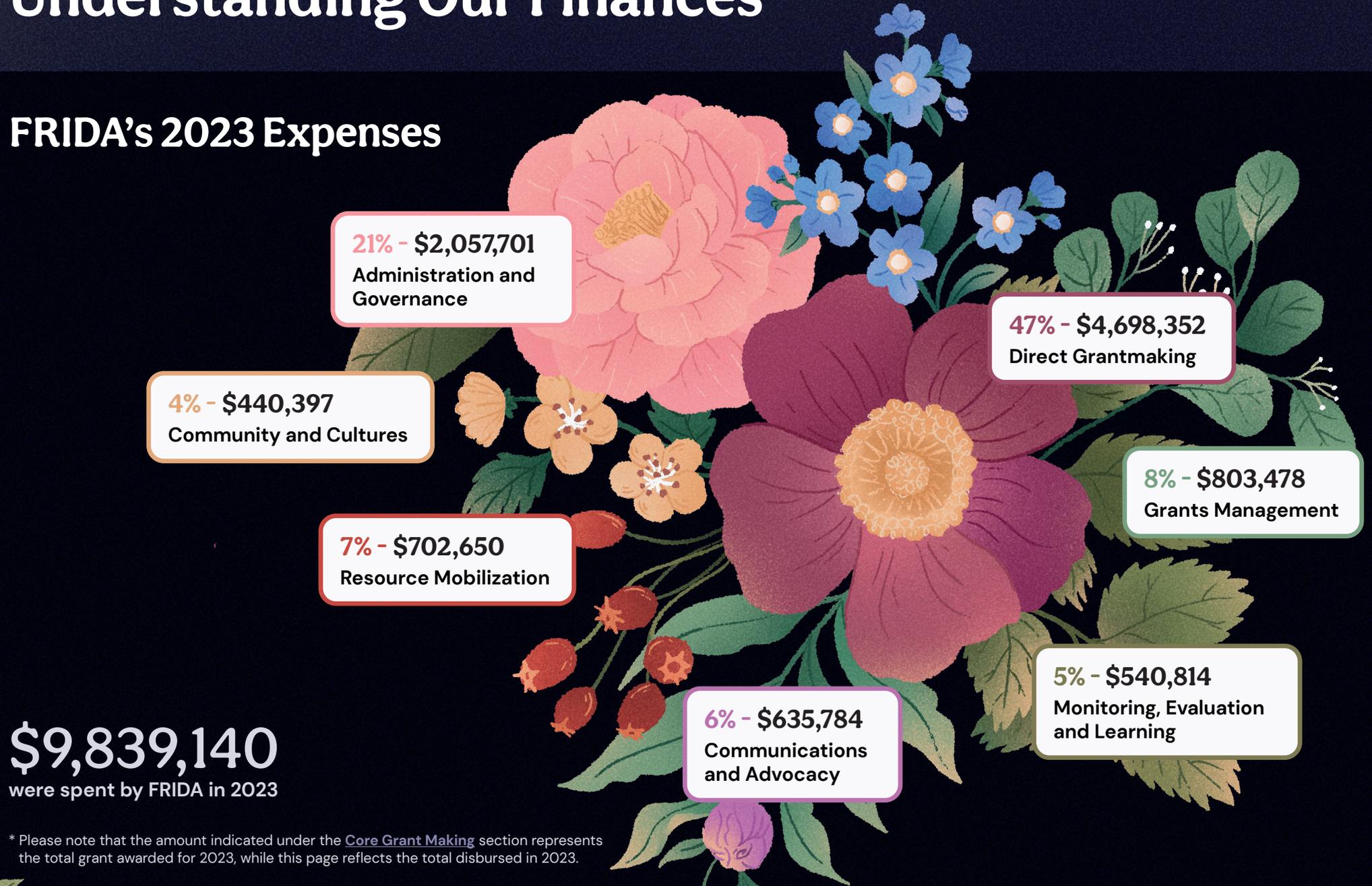
2023 Advocacy Learning Spaces

- Decolonizing Learning & Evaluation Practices session in American Evaluation Association, together with Fenomenal Funds.
- DataFest Africa – Feminist Technology: Collaboration and the Funding Landscape in Africa roundtable
- OC Impact collaborative summit, FRIDA delegate.
- FLAC – [Funders Learning Action Community](#)



Understanding Our Finances

FRIDA's 2023 Expenses



\$9,839,140
were spent by FRIDA in 2023

* Please note that the amount indicated under the [Core Grant Making](#) section represents the total grant awarded for 2023, while this page reflects the total disbursed in 2023.

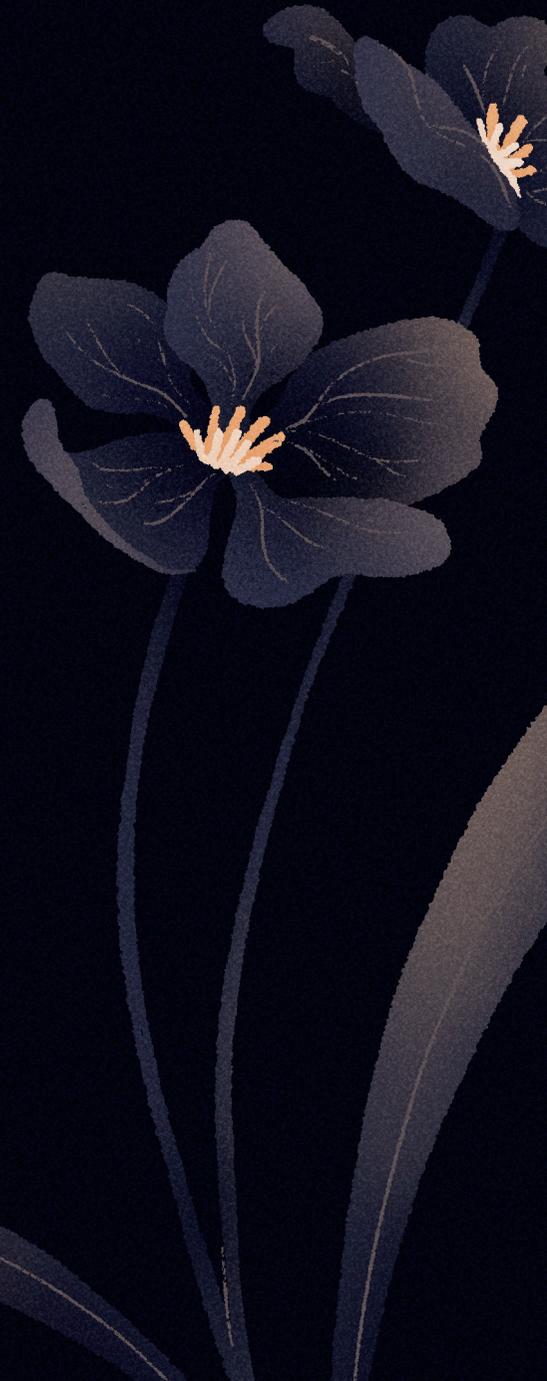
FRIDA's 2023 Income

INCOME SOURCES <i>expressed in US dollars</i>	Private	Other	Total
DONATIONS	163,995		163,995
INTEREST AND FOREIGN EXCHANGE		237,454	237,454
FUNDERS: CAF Canada / The Houssian Foundation	75,253		75,253
Channel Foundation	52,983		52,983
Comic relief – Charity Projects	169,320		169,320
Democracy Fund	90,703		90,703
Equality Fund	310,558		310,558
Ford Foundation	250,000		250,000
Foundation for a Just Society (FJS)	500,000		500,000
Foundation to Promote Open Society	100,885		100,885
Mama Cash		186,900	186,900
Mize Family Foundation		3,053	3,053
New Venture Fund	146,881		146,881
Novo Foundation	800,000		800,000
Oak Foundation	150,000		150,000
Prospera International Network of Women's	25,000		25,000
The Swedish International Development Cooperation Agency (SIDA)		656,890	656,890
Sigrid Rausing Trust	458,657		458,657
Susan Thompson Buffet Foundation	31,392		31,392
The David + Lucile Packard	245,000		245,000
Urgent Action Fund for Women's Human Rights Asia&Pacific	8,000		8,000
We Trust	34,679		34,679
Wellspring	394,682		394,682
TOTAL INCOME	4,007,989	1,084,298	5,092,286

Statement of Financial Position

Year ended December 31st, 2023

ASSETS <i>expressed in US dollars</i>		2023	2022
CURRENT ASSETS	Cash and cash equivalents	827,378	8,345,746
	Short term investments	8,186,427	5,074,212
	Accounts receivable	13,878	22,398
	Prepaid expenses	69,696	32,658
	Total Current Assets	9,097,379	13,475,014
TANGIBLE CAPITAL ASSETS	Total Capital Assets	34,793	31,517
TOTAL ASSETS		9,132,172	13,506,531
LIABILITIES AND NET ASSETS <i>expressed in US dollars</i>		2023	2022
CURRENT LIABILITIES	Accounts payable and accrued liabilities	1,177,503	1,485,113
	Deferred contributions	1,125,170	445,065
	Total Current Assets	2,302,673	1,930,178
NET ASSETS	Total Net Assets	6,829,499	11,576,353
TOTAL LIABILITIES AND NET ASSETS		9,132,172	13,506,531



Statement of Operations & Change in Net Assets

Year ended December 31st, 2023

CASH PROVIDED (USED FOR) <i>expressed in US dollars</i>		2023	2022
REVENUE	Donations	163,995	10,030,598
	Exchange Loss	(29,212)	(17,659)
	Grants	4,690,837	8,559,718
	Interest Income	266,666	150,636
	Total Revenue	5,092,286	18,723,293
EXPENSES	Amortization	19,777	16,674
	Capacity Building	38,145	36,550
	Comissions Fees	31,327	10,878
	Communication	39,829	31,987
	Consultants	1,046,468	605,639
	Grants Making	3,844,388	3,549,874
	Office and Administrative	154,491	117,498
	Publication and Website	69,691	160,490
	Professional Fees	104,173	47,183
	Salaries and Benefits	3,872,010	3,354,139
	Travel and Transportation	618,841	359,223
	Total of Investing Activites	9,839,140	8,290,135
EXCESS (DEFICIT) OF REVENUE OVER EXPENSES		(4,746,854)	10,433,158
NET ASSETS, BEGENNING OF THE YEAR		11,576,353	1,143,195
NET ASSETS, END OF THE YEAR		6,829,499	11,576,353



Statement of Cash Flows

Year ended December 31st, 2023

CASH PROVIDED (USED FOR) <i>expressed in US dollars</i>		2023	2022
OPERATING ACTIVITIES	Excess (deficit) of revenue over expenses	(4,746,854)	10,433,158
	Add items not affecting cash:		
	Amortization	19,777	16,674
	Changes in level of:		
	Accounts receivable	8,520	(14,515)
	Prepaid expenses	(37,038)	(20,101)
	Accounts payable and accrued liabilities	(307,610)	834,923
	Deferred contributions	680,105	(2,171,800)
	Total of Operating Activities	(4,383,100)	9,078,339
INVESTING ACTIVITIES	Purchase of short term investments	(8,686,427)	(15,074,212)
	Proceeds on sale of short term investments	5,574,211	10,000,000
	Tangible capital asset purchased	(24,765)	(22,384)
	Proceeds from sale of tangible capital asset	1,713	3,052
	Total of Investing Activities	(3,135,268)	(5,093,544)
INCREASE (DECREASE) IN CASH AND CASH EQUIVALENTS		(7,518,368)	3,984,795
CASH AND CASH EQUIVALENTS, AT BEGINNING OF YEAR		8,345,746	4,360,951
CASH AND CASH EQUIVALENTS, AT END OF YEAR		827,378	8,345,746

Independent Auditor's Report

To the directors of
FRIDA | THE YOUNG FEMINIST FUND

Opinion

We have audited the accompanying financial statements of FRIDA | The Young Feminist Fund ("the Organization"), which comprise the statement of financial position as at December 31, 2023 and the statements of operations and changes in net assets and cash flows for the year then ended, and a summary of significant accounting policies and other explanatory information. In our opinion, the financial statements present fairly, in all material respects, the financial position of FRIDA | The Young Feminist Fund as at December 31, 2023, and the results of its operations and its cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations.

Basis for Opinion

We conducted our audit in accordance with Canadian generally accepted auditing standards. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are independent of the Organization in accordance with the ethical requirements that are relevant to our audit of the financial statements in Canada, and we have fulfilled our ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Responsibility of Management and Those Charged with Governance for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with Canadian accounting standards for not-for-profit organizations, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing the Organization's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Organization or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Organization's financial reporting process.

Auditor's Responsibility for the Audit of the Financial Statement

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with Canadian generally accepted auditing standards, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the Organization's financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Organization's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Organization's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the Organization's financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Organization to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the Organization's financial statements, including the disclosures, and whether the Organization's financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Welch CP

Chartered Professional Accountants
Licensed Public Accountants

Ottawa, Ontario
June 21, 2024.

Gratitude

Grantee Partners 2023

FRIDA supports partners who are listed as 'Anonymous' because information about their activism could expose them to further risk.



Anonymous

Access Planet Organization

Action Against the
Marginalization
of Women (AAMW)

ACTION FEMME ET
ECO-JUSTICE (AFECOJU)

Acuerpadas

AFRO-BENIN

Anonymous

Alianza Mexicana de

Trabajadoras Sexuales

Alternative Narratives/
Every Story Sri Lanka

AnchorBridge
Environmental Inc.

Anonymous

Aquelarre RD

Armario Abierto

Arquivo de Identidade
Angolano

Artcom Platform

Article 48 Initiative

Asociación de Mujeres
Kuña Techapyra

Asociacion con Alas
Propias Trans

Asociación de mujeres
jóvenes Afrobolivianas
"CIMARRONAS"

Association pour une
meilleure insertion
socioprofessionnelle
des filles et femmes du
Cameroun

Atletik Dildoa

Beijing Enable Sister Center (ex-DAWS)

Beyond The Hijab

Biblofem

Biblioteca Lesbofeminista MemoriaLes

Blossom Bridge Initiative/ Health and Equal Rights

BRIGADA CENTINELA

Butterfly Trans Barbados

Centro Cultural Jauría Trans

CHIDA Young Women Paralegals

Ciocio Czesia

CIRCLE

Club Sportiv Ocazional

Clube de Blogueiras Negras

Colectiva Las Niñas de Guatemala

Colectiva Mariposa 88 HN

Colectivo Educativo por la perspectiva de género

Colectivo Moriviví

COLETIVO DE JOVENS MULHERES PATAXÓ SARÃ PATAXÓ

Coletivo de Mulheres Indígenas e Quilombolas

Coletivo Teia / Ex-Bloco das Pretas

Collective Raising

Collective Wave TIGV

Comite Kuña Aty

Comunidad de Lesbianas Inclusivas Dominicanas (COLESDOM)

Corporacion Sihytha

Dibs wa Tahineh

Diversidades Trans Masculinas

Docha

Druk Youth Initiative of Sexual Advocacy

Drustvo Kvartir

ECOATRANS

Editorial Casa Cuna

Elas Existem Mulheres Encarceradas

ELLES CAMEROUN

Empowering Our Women St.Lucia

Entre Putxs Puerto Rico

Equality Bahamas

Escribirnos Juntas

Faldas-r

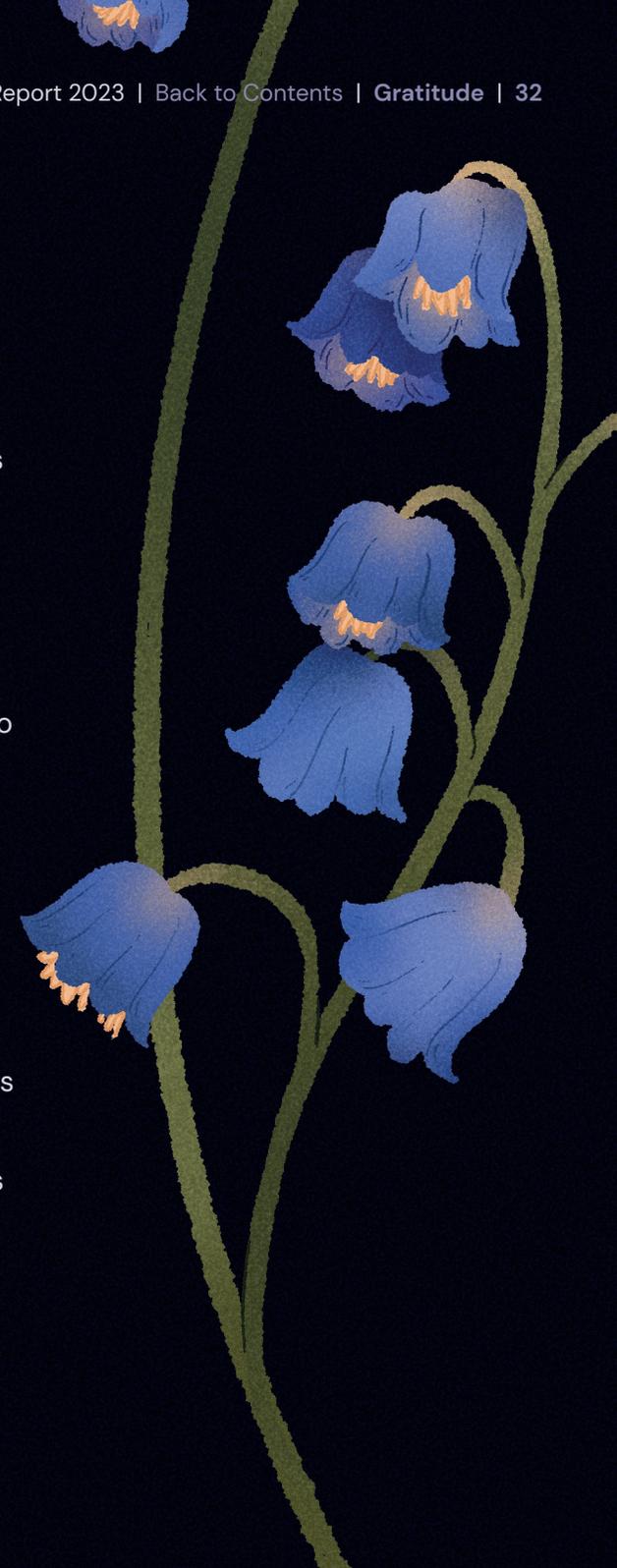
Anonymous

Feminist Collective of Romani Gender Experts

Feministas del Mar y dispensario hermanas de sangre

Feminitt Caribbean

FemSolution



For Mujeres – Front Santri
Melawan Kekerasan Seksual
(the Front of Islam Students
Against Sexual Violence)

Gate Minds

Genderist

Girl For Girls “G4G”

Girls Club Mongolia

Girls Evolves

Girls in Blue Capes (Quàng
Khăn Xanh & Thích Nghịch
Đất)

Girls in Climate Change

GirlsGoIT Chisinau

GIRLxGIRL

Giuvlipen

Golden Mamas Group

Green Girls Platform

Green Lady

Haifan Life&Art / Step Up

Hapsa Khan Daughters

HARTA

Hawa Feminist Coalition

HER Pakistan

HERA

Herstoire Collective

Hiran Youth Council (HYC)

I Am One

IG “MyrzAiyM”

INTERSEX NIGERIA

Intersex South Africa

Inua Kike

ISEGURI INITIATIVE

Jaringan Muda Melawan
Kekerasan Seksual

JASY RENYHÊ

Jingga Community

Jóvenas lideresas
caminando juntas
(Former Jovenas
Rompiendo el Silencio)

JUSTICIA Feminist Network

Kabataang IPnay / Young
Indigenous women collective

KAMBI Kakata

KERI: Caring for Activists

Kilombo Negrocentricxs

Koboko District Women
with Disabilities Union

Ku Mwanachi Foundation

Laban Kababaihan
Young Women Collective

Ladies With Vision Sierra
Leone

Las Amapolas Colectiva-
Teatro

Las Comadres – Red de
acompañamiento en Aborto
Seguro

las tres prietas teatro

Latcho Dive

Latvian Drag King Collective

Lesbian* Resistance

LGBT+Movimento



Luciérnagas sobre ruedas

Margin2Centre

Matabicho Feminista
[Feminist Brunch]

Mesewat

Miss Deaf Pride Zimbabwe

Mizangas Movimento
de Mujeres Afro

Molao Matters

Movimiento Feminista por
la Accesibilidad Universal/
Ex- Colectivo Feminista
Interseccional

MUJERES INDÍGENAS EN
ACCIÓN

MUQTI

National Trans Coalition
human rights NGO (NTC)

Nègès Kreyòl

NEGES MAWON

Negras Trenzando Caminos

NEW HOPE GIRLS- asbl

Niger Delta Abia
Empowerment Society

NIKITA CORPS MADG

No tan Distintas – Mujeres en
situación de vulnerabilidad

Nose Nest / Serikandi Seni

OTRAH (Trans
Organisation of Haiti)

Our Rights Movement

pajarx entre puas

palabraspoderosxs

Persatuan Transpuan
Sumatera Utara

Potencia Intersex

Proyecto Mujeres

Purple Royale

QET Inclusion

Queer/Trans Teens

Rainbow Alliance

Rebel Readers /
Pobunjene čitateljke

RedRootSVG

Rella Women's Foundation

Réseau Africain pour le
Genre et le Développement
(RAGED-Guinée)

Revista Digital Feminista
La Periódica

Rise Initiative for Women's
Right Advocacy- RiWA

Rise Up

Rock camp for girls Serbia

Różowa Skrzyneczka / Pink
Box

Rwanda Women Doctors
For Reproductive Justice

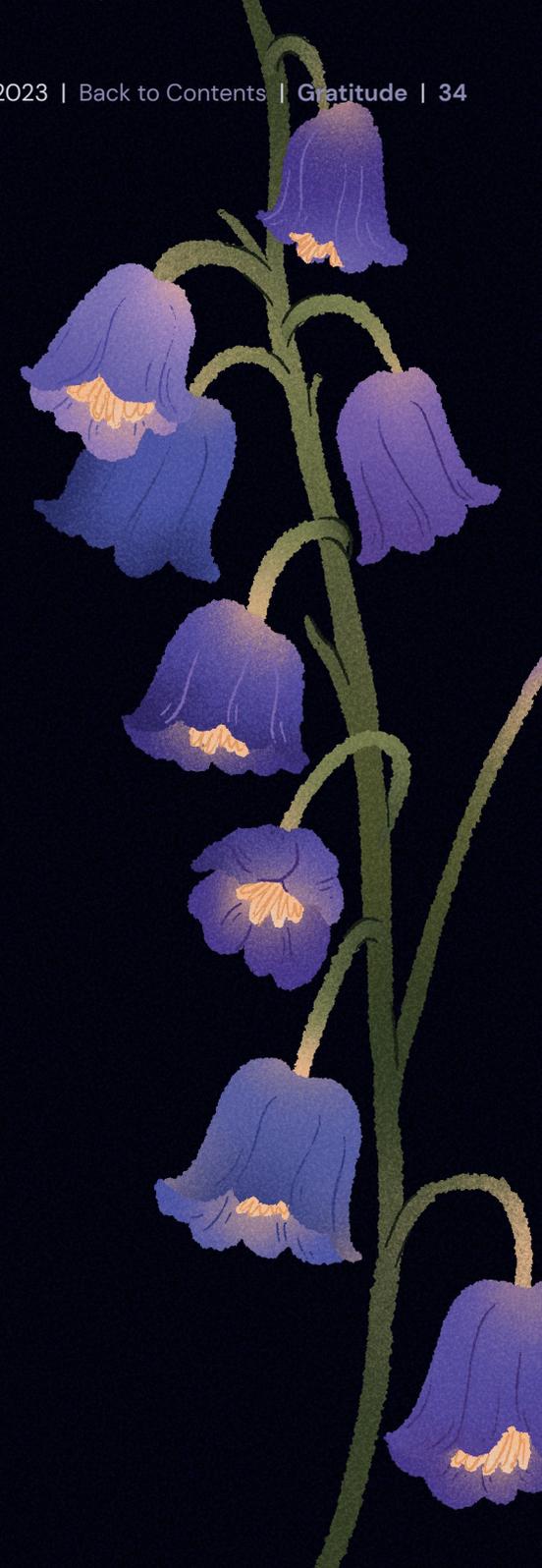
Saber Nascer

Safe step – office for Roma
issues

SafeSpaceBTB

SAQFE-فقس

SeaSisters Sri Lanka



Section Feminist
Queer of Hardzazat
Hardcore Festival

Seruni

SHAKHI 'Friends of Women'

Siqqee Scholars

Sista

Sistah Sistah Foundation

Sisters of Hope

Social Lab

Somali Women Journalists
Right Association Sowjra

SRHR Adventures

Subsahariennes Actives /
Women Empowerment

Supporting Girls In Sports

Takatoat

Tamazight Women's
Movement

TAYF

Tejiendo pensamiento

Thaiconsent

The Breadfruit Collective

The Divas

The Nomzamo Club

The Pink Box Initiative

Anonymous

Anonymous

The Yemeni
Feminist Movement

Think Young Women

Tithandizane Female
Sex Workers

Tiwale

Anonymous

Trans Alliance Sierra Leone

TransAction

Udruzenje "Romkinje Palilule"
Borca (Roma women
of Palilula)

Valkyries Rugby Club

Voice Of Indigenous
Girls Cameroon

VPride

We Play Equal

Women for Refugees

Women In Tech Madagascar

Women Leaders
in Technology

Women'sVoices / BAGATTYA

Wulira!

YERNI

ylberofilia

Young Feminist Network

Young Women in Action
for Change / Girls CARE

Новый Ритм

феминистки ташкента



Institutional Resource Allies

- Channel Foundation
- Climate Justice Resilience Fund
- Comic Relief
- CAF Canada
- Houssian Foundation
- Democracy Fund
- Equality Fund
- Fenomenal Funds
- Ford Foundation
- Foundation for a Just Society
- Kendeda Fund
- Mama Cash
- Mize Family Foundation
- NoVo Foundation
- Oak Foundation
- Open Society Foundations – Asia Pacific Regional Office
- Open Society Foundations – Latin America Office
- Packard Foundation
- Silicon Valley Community Foundation
- Swedish International Development Agency
- Tides’ Adolescent Girls Initiative
- Wellspring Philanthropic Fund
- WE Trust

Individual-Resource Allies

- Sarah Gunther
- Valentina Montecinos
- Wiphasiri Saiphironthong
- Lydia Pearson
- May Boeve
- Melinda Wells
- Anika Krstic
- Annie
- Julia Steinecke
- Paulina
- Sophia Pierre-Antoine
- Phil Bouie
- Meghan Stevenson-Krausz
- Hailey Froese
- Rona Donefer
- Chloe Safer
- Kai Spratt
- Valerie Bellande
- Kinga Wisniewska
- Rebecca Olschner-Wood
- Elena Ghizzo

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Thank you to FRIDA grantee partners

Thank you to the rest of the FRIDA community