



A Deep Unearthing

Finding our way back to the core

Annual Report 2022

Frida | The Young Feminist Fund

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Foreword

Over the last couple of years, FRIDA has turned to the metaphors of earth and water to help us bring focus to, recollect, remember and weave together the stories that have shaped FRIDA's work during this time. Earth and water, as we have seen and experienced, offer us hard lessons as well as soft places to land, to rest, and to heal. Of the many gifts borne of the Earth, perhaps the sharpest, and most generative, is that of fire. And so it is this element through which we choose to speak about 2022 in the FRIDAverse.

"I believe in the sweat of love and in the fire of truth"
- Assata Shakur

Fire, in its many forms, has always been controversial in our movements. We debate the necessity of its rage, while also invoking its power when we talk of burning down the structure and institutions responsible for our oppression. But the earth is not undecided about fire. The earth does not stow it away in her pocket, a tool to bring out as a last resort. Like water or air, fire too has its designated place in the grand scheme. In 2022 we asked ourselves, what if we saw fire in this way too? Not as something to polarize, be divided by or fearful of, but rather as another integral lesson in the life cycle of our work, our movements.

As the lava of ancient volcanoes has taught us time and again, the lessons of fire can be slow moving, drawn out, and unbearably hot, and still in its wake produce some of the richest and most fertile soil, revealing ancient minerals from deep inside the earth's crust.

Three years in the making, In the FRIDAverse we saw the completion and fruition of many labors love.

One such publication, **Resourcing Connection, reflections on feminist participatory grantmaking practice**, is an inquiry into our grantmaking model. It reiterates for us the importance of a funding mechanism that cultivates critical connections between feminist organizers, and resources feminist movements at the source of their power.

Simultaneously, we have witnessed growing anti-trans sentiments in the feminist movement and a rise in 'anti-gender ideology' across multilateral human rights mechanisms. Within this reality, embodying a strong queer politics of inclusion and

autonomy, while directly resourcing trans movements becomes a responsibility we have as a feminist funder. In 2022 FRIDA developed a **Trans strategy** to support FRIDA's journey to better resourcing and engagement with trans led and centered groups.

In 2022 the FRIDAverse also expanded significantly as we **welcomed new Grantee Partners, Advisors**, and finally after an extended process, **a new team member, Anahita Sarabhai** who joined Majandra Rodriguez Acha as Co-Executive Director at the beginning of the year.



Cyrtanthus ventricosus, commonly known as the Fire Lily, produces heads of orange-red flowers on stems that are up to 20cm tall. The Fire Lily only flowers after wildfires in the dry summer seasons. The lessons brought to us by fire are hard, but we welcome them as they push us to try harder, to bloom brighter and continue to spark feminist fires across the Global South.

Warmly,
All of us at FRIDA



Our Year in Grantmaking

Core grant-making

Total number of grants awarded:

281

(183 current and 98 new)

Core support Renewal grants for current grantee partners:

\$1,446,000

to 183 groups

Core support grants for new groups:

\$686,000

Regional break down:

South, Southeast, East Asia, and the Pacific:

**17 core grants,
\$119,000**

Central Eastern Europe, Caucasus, and Central and North Asia:

**18 Core Grants,
\$126,000**

Latin America and the Caribbean:

**19 Core grants,
\$133,000**

Western, Eastern, Southern & Central Africa:

**15 Core Grants,
\$105,000**

South West Asia & North Africa:

**29 Core grants,
\$203,000**





Funding+ through special grants:

Young feminist activists and movements require a diverse pool of resources to catalyze change and be sustainable. FRIDA's special grants offer opportunities for young feminists to explore the specific synergies and activist resources that emerge in spaces of sharing, learning, and exchange.

Capacity strengthening grants:

An additional support of up to \$2,500 offered exclusively to FRIDA's renewed grantee partners that aims to strengthen their organizing by supporting the enhancement of their capacities, skills, and abilities as well as knowledge and tools on any self-identified priority, topic or work area.

How many awarded

\$358,800

Special Grants:

In 2022 we awarded special grants to advisors, transitioning groups, and trans-led/trans-focused projects in the following general areas:

- Alliance/solidarity building
- knowledge co-production and co-creation
- security, safety and healing
- strengthening community resilience
- travel and networking

This grant aims at strengthening connections, celebrating the strong alliances between young feminist activists, and forging intergenerational collaborations to support joint advocacy.

How many awarded

\$20,000

Emergency funding:

In 2022, 10% of the Special Grants budget was set aside for emergency support. During the special grants application cycle, reviewers could recommend urgent applications related to safety and security, and outside the application cycle, focal points provided grant recommendations when they identified that some grantee partners were dealing with a crisis.

How many awarded

\$74,000

Special Grants: Knowledge Co-Production & Co-Creation grants

This grant aims to connect different parts of the FRIDAverse in order to create opportunities for peer learning, radical collaboration, and co-accountability.

How many awarded

\$74,000

Post Convening Special grants:

After each convening organized or supported by FRIDA, grantee partners and advisors are invited to develop a proposal and apply for a post-convening grant to implement a joint project.

How many awarded

\$240,000

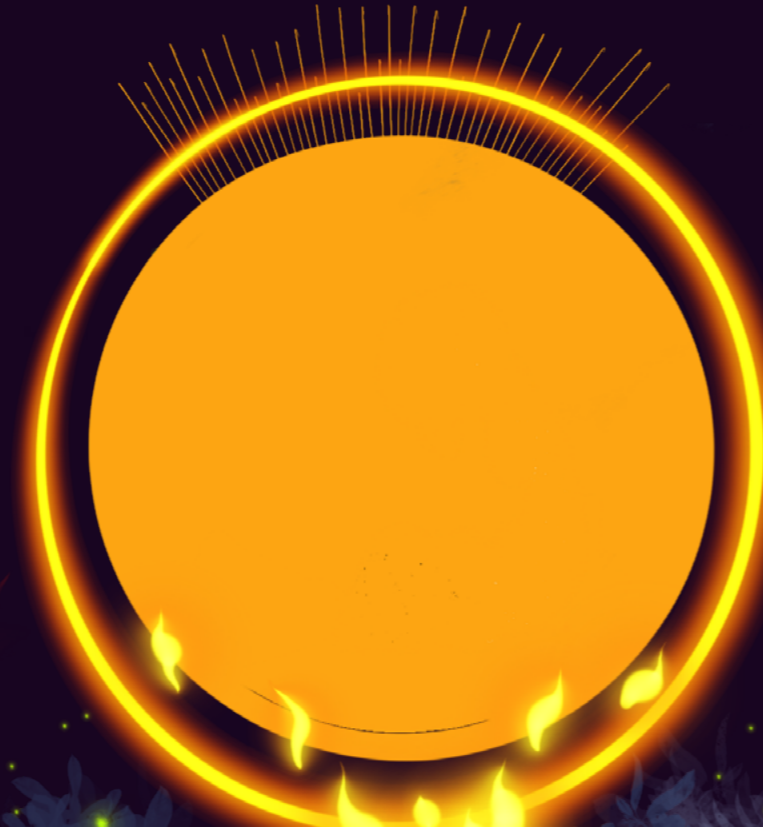


Security, Safety, and Healing grants:

This grant allows groups to center the safety, security, and healing of their members and communities, to reflect on their organizing structures, and develop long-term strategies including safety and security policies and measures of financial stability.

How many awarded

\$48,000



Special Grants: Strengthening Community Resilience:

This grant supports projects aimed at strengthening young feminist activists and their communities' resilience to unfavorable policies, exploitation, and harm. Through this grant various projects have been supported: such as public health campaigns for access to reproductive health, campaigns for/with the rights of essential workers to have protective gear, and to unionize; and digital security and privacy campaigns

How many awarded

\$100,000

Special Grants: Travel and Networking

This grant is an opportunity for grantee partners to travel to local, regional, international meetings, convenings, and forums. This strategy aims to ensure that FRIDA Grantee partners can participate in key forums, and conferences and connect with activists and partner organizations locally, regionally, and internationally, increasing young people's inclusion and participation and ability to influence specific agendas as determined by them.

How many awarded

\$42,700

Transition Program

The sustainability and continuous flourishing of young feminist groups, even as they transition out of grantee partner relationships with FRIDA, is a key priority for us. After a deep process of consultation, in 2022 FRIDA finalized its Transition Strategy which reflects the outcome of these internal and external reflections and concretizes the intricate process of accompaniment to groups who are transitioning out of FRIDA.

As a fund focused on moving resources to grassroots young feminist organizers, FRIDA is often the first formal source of funding for newly established groups. We commit to providing continual flexible, core

support to all grantee partners for up to 5 years, as we believe that this facilitates space and time for groups to become more firmly rooted, build stronger networks, secure access to alternative funding, and to start diversifying their resources of support to build and strengthen a sustainable feminist ecosystem of their own. The way in which a grantee partner transitions out of their funding relationship with FRIDA at the end of these 5 years must reflect our values and hold our commitment to care at the center. Far too often in the philanthropic industrial complex, there is a model where groups are treated as disposable when a funding relationship comes to an end. This creates rippling harm and destabilization to already vulnerable groups and challenges the flourishing of their movements.

Three main steps were considered to shape and inform this strategy:

Direct conversations with transitioning Grantee Partners.

FRIDA conducted a survey and one on one calls with transitioning Grantee Partners to map out their journey and challenges, co-creating a process, and ultimately a strategy that responds to their most pressing needs with the intention of strengthening their sustainability and identifying the way in which they would like to be accompanied by FRIDA.

Internal consultations for strategic planning and case studying.

FRIDA focused on all of the regional reflections that shaped the current Strategic Plan going into unexplored opportunities for transitioning grantee partners. Consultations highlighted the importance of working towards financial sustainability and autonomy. Others mentioned the importance of having “Exit grants” and support in strategies for self-generated funds.

The experiences and strategies of transition in ally funds.

The majority of funds still hold a project funding approach to grantmaking and continued support is dependent on the renewal of these project-based grants. And so, FRIDA connected with a Serbia-based foundation who has been successfully supporting grantee partners through a care-centered exit process for 20 years. FRIDA facilitated a Transition Convening in 2022, which was a space for connecting with allied donors through open dialogue.

FRIDA's Transition Process provides support for transitioning Grantee Partners through mobilizing financial and non-financial resources such as:

- Transition Grants
- Capacity Strengthening
- Organizational development
- Transition buddies
- Round of special grants for transitioning groups

- Portfolio of Transitioning Grantee Partners and connection with donors
- Inspirational Grants
- Support and accompaniment from a transition Consultant
- Resource Mobilization
- Learning visit by FRIDA staff
- Gatherings and convenings for transitioning groups and FRIDA Alumni.
- Aligned support with other dimensions of the Funding+ Model of FRIDA

In 2022 FRIDA provided 25 Transition Special Grants for sustainability projects to 25 groups in the amount of \$152,000



Celebrating the growing, diverse and YF community

Welcoming new grantee partners

In 2022 we welcomed 98 new grantee partners from 57 countries.



In March 2022, FRIDA launched its eighth Call for Applications for young feminist organizers in majority countries, receiving over 1,400 applications in seven weeks. We received over 300 applications from young feminist organizers from Latin America,

over 30 from the Caribbean, over 600 from West, East, South, and Central Africa, 170 from South, East Asia, and the Pacific, and over 100 from Central Eastern Europe, Caucasus, and Central and North Asia.

This cohort includes 43 groups working on LGBTQIA + rights, with 33 of these groups working with trans people and nearly half working intersectionally, examining the way queer people's lives are directly impacted by other human rights issues, like climate justice.

We've also seen an increased number of groups working on Abortion rights (11) and Environmental justice (13).

We are grateful to and deeply inspired by all the groups who dedicated their time and energy to fully engaging in the participatory grantmaking process, each bringing with them their unique perspective and expertise when voting for their peers. This is indeed a manifestation of the power of collective action and its potential to transform our communities and world.

Find out more about this new cohort [here](#).

Welcoming new advisors

After a beautiful and participatory process involving FRIDA's regional advisory committees and staff, we welcomed 50 new advisors at the end of 2022.

The recruitment process involved a collective analysis of activist profiles, taking into account gender identity, regional representation, thematic expertise such as socio-environmental and climate justice, and age with teenage activists between 13 and 19 years old.

The aim of this collective reflection led by the Global Advisory Committee was to continue to strengthen the alignment between the committee, and FRIDA's community processes in the field of grantmaking, capacity strengthening, communication, advocacy, and the organization's current strategic plan.

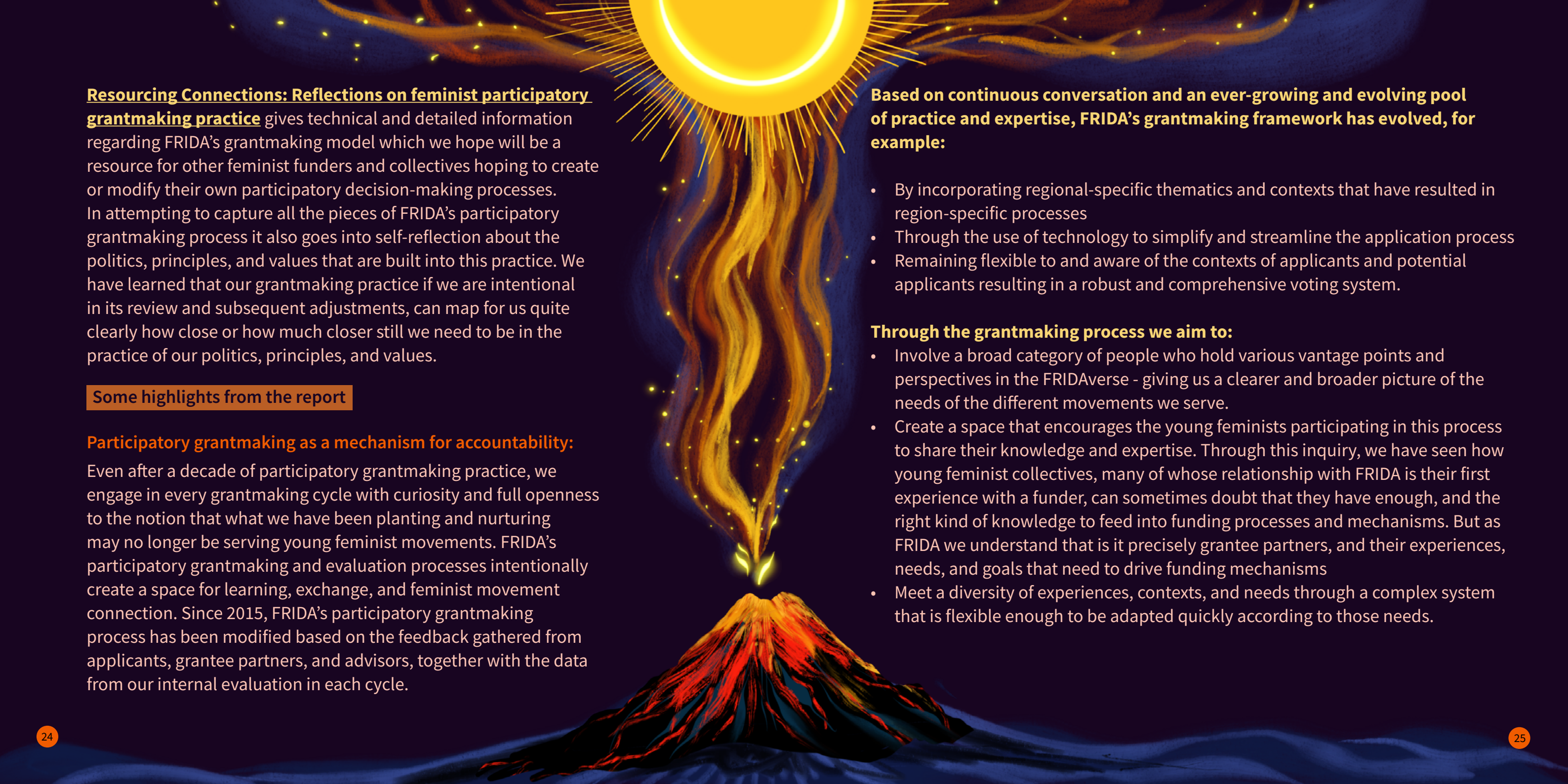
This collective reflection and selection process included strong alignment with **FRIDA's Trans Strategy** and **Teenage Girl Strategy** to enable wider representation, facilitating the recruitment of 15 new trans advisors and 6 new members for the Girls and Teenagers committee.

This Year in Knowledge Co-Creation

Reflections on feminist Participatory Grantmaking practice

Young feminists have much to offer global feminist movements and collectivized efforts at dismantling oppression. We believe one of these gifts to be the gift of innovation and creativity. Young feminist collectives and movements are consistently modeling for us how to nurture spaces for creativity and learning. FRIDA's Participatory Grantmaking model is, for us, a perfect example of how care, innovation, community, and participatory decision-making processes come together to create tailored strategies that support and resource young feminist work.

Over a three-year period, FRIDA engaged in documentation and participatory inquiry into our grantmaking model. While we are consistently looking at ways to improve our call for applications and grantmaking model through continuous feedback loops with advisors and grantee partners, we also wanted to take a bigger step back and ask more questions to more people to help us take stock of where we are and where we should be aiming to be. This inquiry has resulted in an offering of the FRIDAverse, including staff, consultants, grantee partners, and advisors by way of our conversations, stories, memories, experiences, and expertise.



Resourcing Connections: Reflections on feminist participatory grantmaking practice gives technical and detailed information regarding FRIDA's grantmaking model which we hope will be a resource for other feminist funders and collectives hoping to create or modify their own participatory decision-making processes. In attempting to capture all the pieces of FRIDA's participatory grantmaking process it also goes into self-reflection about the politics, principles, and values that are built into this practice. We have learned that our grantmaking practice if we are intentional in its review and subsequent adjustments, can map for us quite clearly how close or how much closer still we need to be in the practice of our politics, principles, and values.

Some highlights from the report

Participatory grantmaking as a mechanism for accountability:

Even after a decade of participatory grantmaking practice, we engage in every grantmaking cycle with curiosity and full openness to the notion that what we have been planting and nurturing may no longer be serving young feminist movements. FRIDA's participatory grantmaking and evaluation processes intentionally create a space for learning, exchange, and feminist movement connection. Since 2015, FRIDA's participatory grantmaking process has been modified based on the feedback gathered from applicants, grantee partners, and advisors, together with the data from our internal evaluation in each cycle.

Based on continuous conversation and an ever-growing and evolving pool of practice and expertise, FRIDA's grantmaking framework has evolved, for example:

- By incorporating regional-specific thematics and contexts that have resulted in region-specific processes
- Through the use of technology to simplify and streamline the application process
- Remaining flexible to and aware of the contexts of applicants and potential applicants resulting in a robust and comprehensive voting system.

Through the grantmaking process we aim to:

- Involve a broad category of people who hold various vantage points and perspectives in the FRIDAverse - giving us a clearer and broader picture of the needs of the different movements we serve.
- Create a space that encourages the young feminists participating in this process to share their knowledge and expertise. Through this inquiry, we have seen how young feminist collectives, many of whose relationship with FRIDA is their first experience with a funder, can sometimes doubt that they have enough, and the right kind of knowledge to feed into funding processes and mechanisms. But as FRIDA we understand that it is precisely grantee partners, and their experiences, needs, and goals that need to drive funding mechanisms
- Meet a diversity of experiences, contexts, and needs through a complex system that is flexible enough to be adapted quickly according to those needs.

The evolution of our grantmaking system, we believe, creates an open, as well nuanced map for accountability at a number of levels:

- Accountability to young feminist movements in creating mechanisms that meet them where they're at
- Accountability to different members of the FRIDAverse through an active invitation to take part in all parts of the process
- Accountability to our feminist principles and values by trying to look deeper and harder at how we do what we do and not holding on too tightly to systems that may have worked previously but no longer do.

The road less traveled - take your time and watch out for potholes:

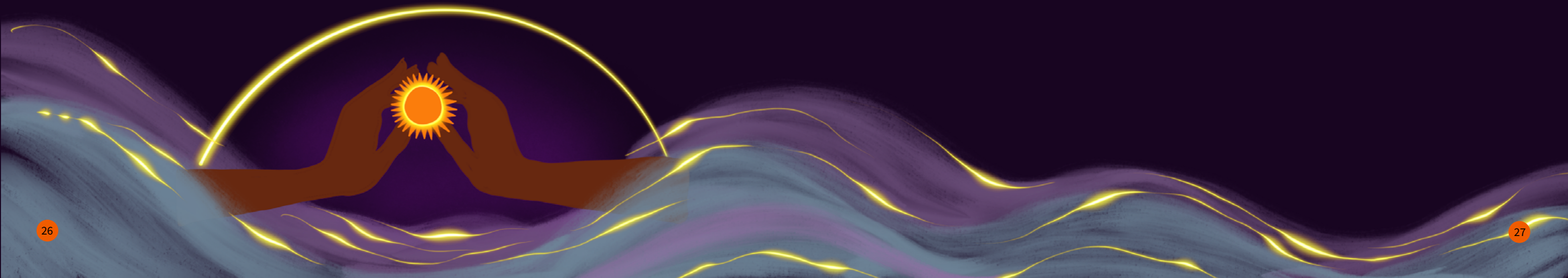
Employing creative and innovative solutions takes time and patience. Incorporating a wide and diverse range of people, voices, experiences, and even interests often

becomes a longer, more complex, and even sometimes frustrating journey. But if we are going to create funding mechanisms that actually serve young feminist activists and activists as opposed to concretizing savior complexes and perpetuating oppression and inequality, we need to take the road less traveled. We need to foreground learning and normalize making mistakes. We need to practice our politics.

Our inquiry into this winding road reveals to us:

What it takes to enable participation

We need to acknowledge that a thoughtful structure rooted in intersectionality, contextual analyses, and the capacity to hold complexities must be present in order to facilitate authentic participation and connections. FRIDA is committed to investing time, resources, and knowledge to continuously re-imagine and build upon the structure that holds our participatory grantmaking process and to analyze the nuances of how power operates within it.



That we need to continuously be dismantling and sharing power

Instead of holding the power of deciding how resources are distributed, FRIDA can use its power and access to co-design and facilitate accountable participatory grantmaking practice with young feminist organizers that can also transform the potential of these resources.

Our strategies must be creative to continuously build conditions and access for diverse communities to not only be part of, but also feel ownership within, funders' participatory decision-making processes, and that their experience and contributions are acknowledged and valued.

We need to be vulnerable and transparent in reporting back to movements about our work and the challenges we face, and we need to honor the time and the effort it takes for trust to be built and in many cases restored.

We're all connected- you are here too:

Through this inquiry, it has been reaffirmed to us that the ability to come together and create feminist networks of support is our most valuable resource and plays an indispensable role in sustaining our activism.

Through participation in the grantmaking voting process collectives reported experiencing a sense of collective agency by informing and directing funding priorities in their contexts. Most applicants described their participation in decisions about which groups should receive funding as something that made them feel included, recognized, and accountable to other groups and to broader young feminist movements. They held this responsibility with so much regard that groups decided to engage in the participatory voting process as a team, including their larger collectives/communities in determining their final votes.

Tales of Roma Women's Resistance

Interaction with the work and thought processes of other young feminists inspired groups to be reflective of their own work. And equally as important it allowed them to locate themselves in a larger, global feminist movement, but also to be able to begin to see how different political strategies can work in tandem towards the feminist futures we envision.

A successful participatory grantmaking process for FRIDA allows for an abundance of pathways, strategies, and transformative feminist approaches to be in conversation with and inspire one another. If it fosters the right connections and exchange, a participatory grantmaking process can generate a space for young feminist collectives to recognize themselves as part of vibrant, expansive feminist movements where every group, initiative, and action is contributing to another and magnifying collective power.

FRIDA reviews and modifies its grantmaking systems, strategies, and outreach processes before every new cycle to address the gaps and challenges that may limit different communities to access and apply for FRIDA grants. Throughout the years, even with adjustments to FRIDA's systems, criteria, and outreach, there haven't been many applications and inquiries from Roma-led organizations in Southeast Europe, in spite of the tremendous need for support. Even though we could presuppose reasons as to why this was occurring, it was important to speak directly to Roma feminist activists across the region and to learn "what kind of" support was most needed and "how" it could be best implemented to support the strengthening and sustainability of this movement.

We initiated a research project from 2018 to 2022 where we spoke with 19 activists from the Southeast Europe region. The interview questions were open-ended and provided the interviewees the opportunity to share their stories, drawing from lived experiences and experiences from their activist work.

The long term study honors the stories of resistance, struggle, and survival against the interconnected systems of oppression that confront Roma people in the societies, institutions, and in many cases the very social justice movements they are a part of. and it focuses on the experiences and challenges of Roma activists working in the field of Roma girls, women's, and LGBTQI+ rights in Southeastern Europe. While there are certain similarities and shared experiences within Roma communities across geographies, which allow us to draw overarching themes from the research, it is important to note that:

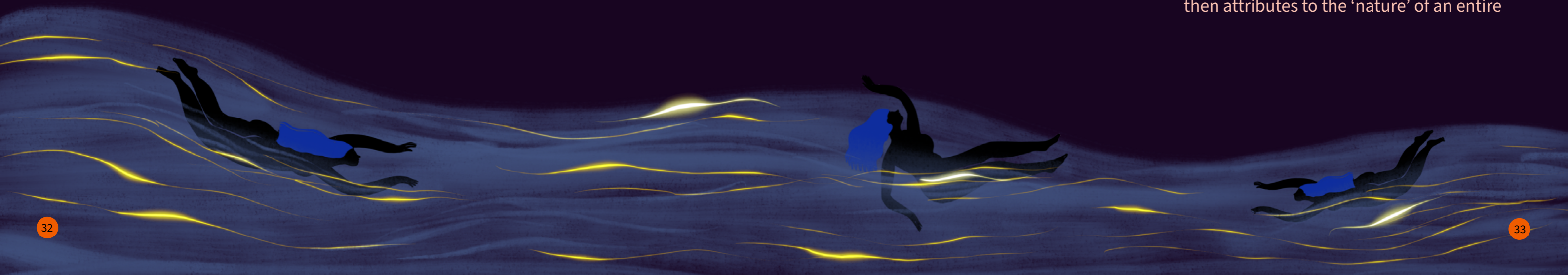
- Roma people are not a monolith. The challenges experienced by Roma communities differ from context to context and are strongly tied around the issues of racialized poverty, systemic discrimination, and institutional and social violence.
- While the conversations had with Roma activists are rich and deep in their inquiry, they by no means cover or capture the lived realities of all Roma people

Some insights we have gathered so far

The experiences of discrimination faced by Roma women and girls in rural and urban settings vary greatly. For example, as evidenced by some activists in the region, Roma girls in more rural settings face discrimination in the education system, with grassroots activists dedicating a lot of time and advocacy to making sure Roma girls stay in school. Roma women and girls in more urban environments, who may have less trouble accessing and staying in school face discrimination in terms of accessing employment and workplace discrimination if they do.

Roma women, girls, and LGBTQA+ groups face multiple forms of discrimination and we need to understand the interlocking systems of oppression, how they intersect with one another, and how they affect the lives of Roma communities. We need to incorporate these understandings into our grantmaking and accompaniment strategies to provide holistic support.

Oftentimes, the way in which patriarchy and various systems of oppression are able to intentionally keep communities or large groups of people on the margin is to create harmful narratives that seem true on the surface. Harmful narratives that it then attributes to the 'nature' of an entire



group of people. Harmful narratives that conveniently leave out the ‘what and why’ of how a community has come to be viewed in particular ways. A prevailing narrative about Roma people and culture in many countries in the region is the idea that Roma girls get married young and are sold off into marriage by their families. While it is true that early marriage is an issue that Roma activists advocate against, the narrative painted and held by non-Roma communities that this is ‘just their culture’ is false and dangerous. It is dangerous because, for example, when Roma girls stop going to school before completing their education, people are not inclined or interested to ask why or advocate as they would for non-Roma girls. This narrative is also dangerous because it leaves out the fact that girls

are forced into early marriage necessarily due to structural inequality and oppression like discrimination of Roma women, low employment opportunities, and poverty.

Access to resources is very limited and it is difficult for emerging Roma-led groups to expand their funding sources. Usually, the funders that recognize Roma organizing as part of their funding priorities still don’t provide long-term funding and the limited resources can’t reach all communities. To improve the lives of Roma communities from access to decent living conditions, education, employment, and environments without discrimination requires time, commitment, and consistency and this is only possible with sustainable resources and support.

FRIDA’s Strategic MEL Framework

In 2020 FRIDA embarked on a process that would aid us in creating a feminist, decolonised, and inclusive approach to MEL, further supporting us to center learning in a more participatory and accessible way. Over the course of two years, we conducted a process across the FRIDAverse that aimed to challenge the language, structures, and tools traditionally used for monitoring and evaluating programming, development outcomes, and resource accountability.

The results of this two year long process is the **Strategic MEL Framework**. We maintain the belief

that how we measure, track, and are able to assess both the individual and collective contribution to change is powerful and magical. HOW we conceptualize MEL is deeply political and this framework aims to lay the foundation for our MEL commitments.

This approach invites us to creatively disrupt, politically question, and open-heartedly imagine together brave spaces for a brighter future.

Take a peek into the Framework

Some of our considerations:

MEL as an area is often associated with technical expertise, that excludes communities, advocates, activists, and organizers from shaping their contribution to social transformation.

MEL-as-usual thinking and practice is rooted in Western, colonized traditions. It perpetuates a linear vision of change, with simple causality links that do not necessarily take into account shifting contexts or contextual nuances.

As a result, the lack of agency around shaping monitoring, learning, and evaluation processes can default to a donor-driven agenda.

FRIDA acknowledges that this type of linear thinking is rooted in Western, colonized traditions. This does not necessarily account for other ways of conceptualizing and navigating the complexity of change.

FRIDA strives to create space for multiple forms of knowing because we understand that knowledge construction is neither isolated nor abstract, but occurs in specific contexts and is embodied and material.

Why a strategic learning and impact framework:

- To challenge conventional thinking
- To focus the narrative on and by young feminist organizers
- To make it more accessible, participatory, and centered on change

How?

Participatory Collaboration:

FRIDA held online workshops to encourage wide participation of the FRIDAverse, including grantee partners, advisors, allies & staff. Participation was based on a voluntary basis so as not to overwhelm the team and partners, in line with FRIDA's mandate on care.

Accessible Language and Understanding:

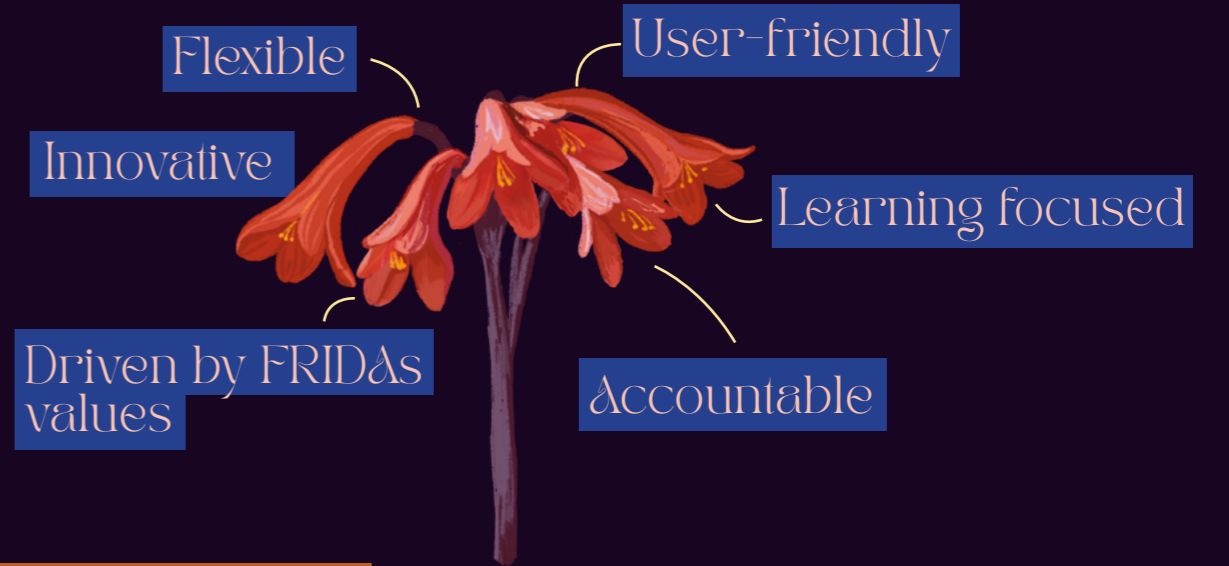
FRIDA organized a MEL refresher session to ensure a level of understanding of traditional MEL language across the teams, so they could all feel comfortable contributing. We also held grantee-partner and advisor sessions in different timezones in English, French, and Spanish.

Collective Feedback:

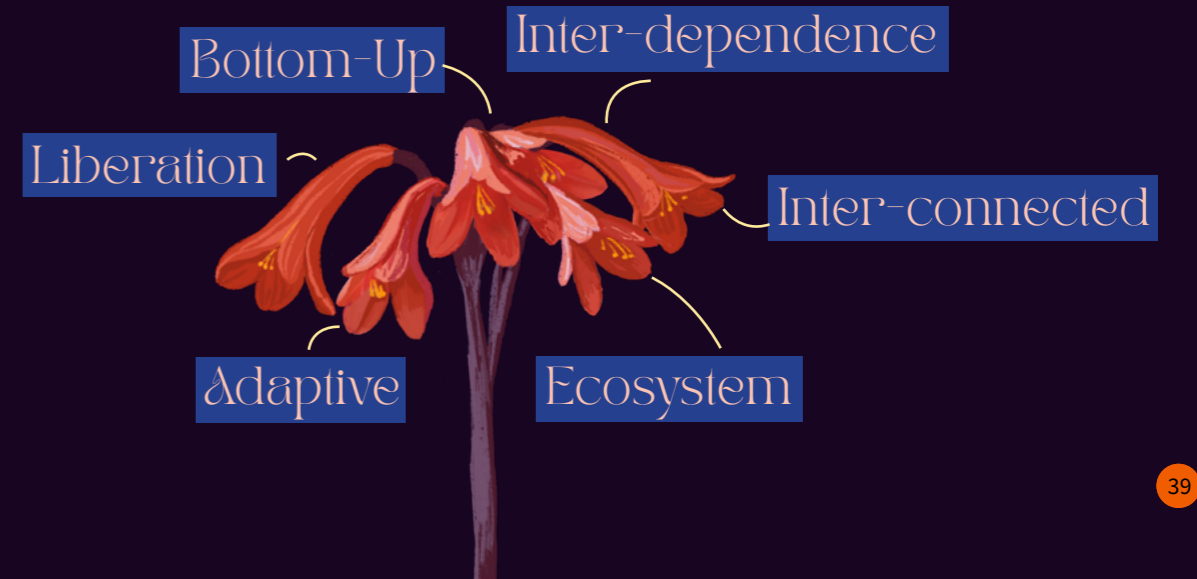
Knowledge production is not individual but collective. Two feedback loop sessions where all FRIDA staff were invited to co-draft the new framework's content and integrate community feedback. Teams could contribute to all areas of the Strategic framework to avoid team silos.



FRIDAs Framework is:



Adopting a new language of:



Trans strategy + highlight of the impact of trans youth feminist organising

Resourcing and engaging young trans feminist movements

There has been, in the past few years, growing anti-trans sentiments and perspectives in the feminist movement, especially promoted by trans-exclusionary radical feminists (TERFs). We are also witnessing a rise in ‘anti-gender ideology’ across multilateral human rights mechanisms, such as the United Nations Human Rights Council and the Commission on the Status of Women [CSW], making their way into fundamentalist organizations/

movements in the global majority countries. We’re seeing evidence of this in the rise of populism, far-right politics, and policies that many times use the LGBTQI+ community as a scapegoat for national, social, and economic issues. These movements are dangerous in that they are co-opting both human rights spaces/ language as well as feminist discourse to further their agenda of demonizing expansive understandings of gender in general, and trans people in particular. Trans people are facing grave violations

of their rights in all regions that FRIDA works in, and even though progress has been made in certain countries, globally, trans communities face discrimination, inequality, and violence.

Despite this increase in transphobia, trans femicide, and violence against trans people, and despite being under-resourced, Trans organizing has undergone significant growth over the last years, with activists all over the world fighting for the right to self-determination, access to health care, legislative change, and social acceptance for trans people.

In this context, resourcing trans movements is not only a responsibility that we have as a feminist funder, but also a political stance that

recognizes the historical contributions of the trans community to the gender justice movement, as well as a declaration for co-creating a future where young feminists in all their diversity thrive.

The Trans strategy was developed to support FRIDA’s journey to better resourcing and engagement with trans-led and trans-centered groups, including our own grantee partners and the wider trans movement. Through it, we hope not only to improve the way that we, as a funder, show up for the trans movement, but also to inspire other funders in their processes.

FRIDA has been supporting many LGBTQIA+ groups throughout the years, however, we cannot say that if FRIDA funds LGBTQIA+ groups, it automatically funds trans-related organizing. It often happens that more traditional LGBTQIA+ organizations,

although they have trans realities included in their mission, don't always prioritize trans issues in the same way as issues related to sexual orientation. This is why, while it is important to recognize these efforts and continue to prioritize funding LGBTQIA+ organizations, focused efforts on trans-led groups and trans organizing are also needed.

At the time of publishing this annual report, FRIDA supports 39 trans-led groups and 49 LGBTQIA+/feminist groups whose work encompasses trans issues. These groups work at the intersection of education, community organizing, service provision, and advocacy. **Their work happens in diverse and challenging political contexts and with little if any, support from the wider society.**

- \$302,700 was distributed through 41 special grants to trans-led groups and trans-specific projects of the FRIDA Grantee Partner community.
- 15 trans advisors joined the FRIDAverse to support outreach and engagement with trans movements and the trans community of applicants.
- 30 members from trans-led groups joined the FRIDA community in our 2022 Call for Applications assisting with trans-specific outreach and holding trans-specific eligibility criteria.

Grantee partner highlights

Our grantee partners continue to be a source of learning and feminist leadership. Here are some insights on the thematic areas they have worked on.

Climate and Environmental Justice:

Island Pride

Island PRIDE is a Micronesia-based indigenous women and youth-led NGO working to build the resilience needed to address the intersecting impacts of climate change. Through a network of experts and youth volunteers, Island PRIDE has led community efforts to strengthen climate resilience and local environmental protection.

Their Girls CAN (Climate Action Now) camp focuses on skill development for young girls in Micronesia. Island PRIDE is a dynamic organization that works with communities, harnessing the untapped power of youth and women, and leveraging the diversity and skills of its members. Throughout the year, they have focused on community building and cultural awareness to strengthen climate action and raise awareness.

GirlsCARE -Climate Action for Resilience and Empowerment

GirlsCARE is a Jamaican-based CEJ collective that has trained young women across the Caribbean in feminist activism and climate justice by developing a climate change mentoring program for young women. Collectively, GirlsCARE has conducted development training for mentees, held seminars, and engaged stakeholders on social media through online campaigns.

LGBTQIA+

Y-PEER Azerbaijan

Y-PEER is a queer resource center that provides psychosocial support to LGBTQIA+ and queer communities in post-war regions. In addition to providing interventions to promote the psychosocial well-being of the LGBTQIA+ communities, social workers keep the community members aware of their mental health and equip them with the tools to resolve problems independently.

Another pillar of their work is legal aid. Y-PEER increases access to legal resources and awareness of the rights of LGBTQIA+ people. Their presence and support has created a source of safety and security for their communities.

African Trans Womens* Alliance (ATWA)

African Trans Women`s Alliance Stakeholders is a Zambia-based organization that empowers transgender women in Zambia through advocacy and awareness raising. They aim to achieve equity, and equality for gender minorities in Zambia. Recently they have engaged with community partners, and health care providers to create awareness and sensitize duty bearers on Transgender and Intersex issues. Beyond their advocacy, they provide transport support to Trans women to access healthcare services. With access to healthcare, trans women in Zambia have been able to follow up on their health through hospital visits more consistently.

Disability rights:

Zakher Association for the Development of Palestinian Women's Capabilities

The Zakher Association for the Development of Palestinian Women's Capabilities offers psychological assistance to Palestinian women and enhances safety measures for women and girls with disabilities who have experienced abuse. The organization concentrates its efforts on capacity development, women's protection and empowerment, and child development through its various initiatives. The Association is deeply dedicated to encouraging active engagement and empowering marginalized groups with disabilities. To this end, the Zakel Association has conducted training sessions and workshops for caregivers of individuals with disabilities to increase awareness regarding personal care methods, nutrition, and COVID-19 infection prevention.

Understanding our finances

Total 2022 FRIDA Expenses		%
GRANTS	\$3,549,874	43%
GRANTS MANAGEMENT	\$833,196	10%
CAPACITY BUILDING	\$619,567	7%
KNOWLEDGE BUILDING AND ADVOCACY	\$531,807	6%
MONITORING, EVALUATION, AND LEARNING	\$408,691	5%
COMMUNITY & CULTURES	\$367,732	4%
RESOURCE MOBILIZATION	\$659,111	8%
ADMINISTRATION AND GOVERNANCE	\$1,318,902	16%
TOTAL EXPENDITURES	\$8,288,880	100%

Total 2022 FRIDA Expenses by Area		%
PROGRAMS	\$5,943,135	72%
RESOURCE MOBILIZATION	\$659,111	8%
COMMUNITY & CULTURES	\$367,732	4%
ADMINISTRATION AND GOVERNANCE	\$1,318,902	16%
TOTAL EXPENDITURES	\$8,288,880	100%

Income	Private	Other	Total
Donations	10,030,598		10,030,598
Interest and foreign exchange		150,636	150,636
Funders			0
Bill & Melinda Gates Foundation	100,000		100,000
CAF Canada / The Houssian Foundation	171,911		171,911
Channel Foundation	50,017		50,017
CIFF-Childrens Investment Fund	17,766		17,766
Comic relief - Charity Projects	270,954		270,954
Democracy Fund	439,297		439,297
Equality Fund	334,727		334,727
Ford Foundation	468,280		468,280
Foundation for a Just Society (FJS)	653,272		653,272
Foundation to Promote Open Society	518,649		518,649
Kendeda	610,569		610,569
Mama Cash		165,772	
Mize Family Foundation		33,561	

Income	Private	Other	Total
New Venture Fund	280,000		280,000
Novo Foundation	1,032,300		1,032,300
Oak Foundation	290,750		290,750
Prospera International Network of Women's	100,000		100,000
The Swedish International Development Cooperation Agency (SIDA)	171,911		171,911
Sigrid Rausing Trust	50,017		50,017
Susan Thompson Buffet Foundation	17,766		17,766
The David + Lucile Packard	270,954		270,954
We Trust	439,297		439,297
Wellspring			334,727
TOTAL Income	16,904,289	1,836,663	18,740,952

FRIDA | The Young Feminist Fund
Statement of Financial Position

December 31, 2022 (expressed in US dollars)

ASSETS	2022	2021
CURRENT ASSETS		
Cash and cash equivalents	\$ 8,345,746	\$ 4,360,951
Short term investments (note 5)	\$ 5,074,212	-
Accounts receivable	\$ 22,398	\$ 7,883
Prepaid expenses	\$ 32,658	\$ 12,557
TANGIBLE CAPITAL ASSETS (note 4)	\$ 13,475,014	\$ 4,381,391
	\$ 31,518	\$ 28,860
	\$13,506,532	\$ 4,410,251
LIABILITIES AND NET ASSETS		
CURRENT LIABILITIES		
Accounts payable and accrued liabilities	\$ 1,485,114	\$ 650,191
Deferred contributions (note 6)	\$ 445,065	\$ 2,616,865
NET ASSETS Unrestricted	\$ 1,930,179	\$ 3,267,056
	\$11,576,353	\$ 1,143,195
	\$ 13,506,532	\$ 4,410,251

Statement of operations and changes in NET Assets
Year ended December 31, 2022 (expressed in US dollars)

	2022	2021
Revenue:		
Donations (note 7)	\$10,030,598	\$329,263
Exchange gain (loss)	\$17,659	\$8,726
Grants (note 6)	\$8,559,718	\$89,549
Interest Income (note 5)	\$150,636	-
	\$18,723,293	\$6,441,799
Expenses:		
Amortization	\$10,030,598	\$329,263
Capacity building	\$17,659	\$8,726
Commissions fees	\$8,559,718	\$89,549
Communication	\$150,636	-
Consultants	\$10,030,598	\$329,263
Grant making	\$17,659	\$8,726
Office and administrative	\$8,559,718	\$89,549
Publication and website	\$150,636	-
Professional fees	\$10,030,598	\$329,263
Salaries and benefits	\$17,659	\$8,726
Travel	\$8,559,718	\$89,549
	\$150,636	-
Excess the revenue over expenses	10,433,158	1,023,587
Net assets, beginning of year	1,143,195	508,658
Net assets, end of year	11,576,353	1,143,195

Statement of Cash Flows
Year ended December 31, 2022 (expressed in US dollars)

CASH PROVIDED (USED FOR)	2022	2021
OPERATING ACTIVITIES		
Excess of revenue over expenses	\$8,345,746	\$8,345,746
Add items not affecting cash:		
Amortization	\$16,674	\$14,283
Changes in level of:		
Accounts receivable	\$14,515	\$26,251
Prepaid expenses	\$20,101	\$4,437
Accounts payable and accrued liabilities	\$834,923	\$89,549
Deferred contributions	\$2,171,800	\$275,767
	\$9,078,339	\$1,044,824
Investing activities		
Purchase of short term investments	\$15,074,212	-
Proceeds on sale of short term investments	\$10,000,000	-
Tangible capital asset purchased	\$22,384	\$23,157
Proceeds from sale of tangible capital asset	\$3,052	\$1,920
	\$5,093,544	\$21,237
Increase in cash and cash equivalents	3,984,795	1,023,587
Cash and cash equivalents, at the beginning of year	4,360,951	3,337,364
Cash and cash equivalents, at the end of year	8,345,746	4,360,951

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 of December 31, 2022, 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 of December 31, 2022, and the results of its operations and its cash flows for the year that 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 responsibility 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 concerned 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.

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 or 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 LLP

Chartered Professional Accountants
Licensed Public Accountants
Ottawa, Ontario
June 20, 2023.

Gratitude

Grantee partners 2022

FRIDA support groups that must be listed as 'Anonymous' because it is not safe in their particular context to acknowledge receiving funding or because information about their activism could expose them to danger. All 'Anonymous' groups are listed first and alphabetically (according to their real names).

Core staff in 2022:

Ainagul Amatbekova
Amanda Hodgeson
Anahita Sarabhai
Andrea Cortés Islas
Beatriz Nuñez
Clara Desalvo
Davina Rojas
Darcelle Lewis
Deepa Ranganathan
Di Fong
Eva Didier
Josephine Zingani
Julia Ríos
Kaiser
Kedolwa Waziri

Khensani Nhambongo
Kinga Wisniewska
Leticia Vieira da Silva
Maame Kyerewaa Marfo
Maria Alejandra Escalante
Maria Diaz Ezquerro
Majandra Rodriguez
Acha
Mayra Zamaniego López
Mbali Khumalo
Mena O. Souilem
Min Zhu
Monika Niroula
Nadia Elboubkri

Nelly Ramírez
OluTimehin Kukoyi
Oumaima Dermoumi
Paige Andrew
Pertulla Ezigha Ketcha
Rachael Mapplebeck
Ro-Ann Mohammed
Saadat Baigazieva
Sandile Ndelu
Sofia Colomé Shapiro
Suzi Usein
Valerie Bellande
Veronica Veloso
Wanjiru Maina
Zazi Dlamini

Board of Directors

Alli Finn
Clara Fok
Elsa Saade
Eugenia Ochoa
Laura Vergara
Priyanka Samy
Stephanie Kimou
Tiffany Kagure Mugo

Institutional Resource Allies

Channel Foundation
Climate Justice
Resilience Fund
Comic Relief
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
Sigrid Rausing Trust
Silicon Valley Community
Foundation
Swedish International
Development Agency
Tides' Adolescent Girls
Initiative
Wellspring Philanthropic
Fund
WE Trust

Institutional Resource Allies

Paige Andrew
Kirstin
Erin Hohlfelder
Louise Davis

Maria Rohani
Linda Miller
SmartSimple
Software Inc.
Annie
Julia Steinecke
Paulina
Innah Gaspar
Valerie Bellande
Rebecca Olschner-
Wood
Bailey Greenspon
Kinga Wisniewska
Kai Spratt
Jillian Tuck
Elena Ghizzo
Siri Svano
Chloe Safier
Christine Bedenis
Rona Donefer
Nina Negi
Melinda Wells

Anika Krstic
Sophia Pierre-Antoine
Karin Joseph
Hailey Froese
Meghan Stevenson-Krausz
Phil Bouie
Naomi Sobel & Becky
Silverstein
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Seattle Foundation
Elizabeth Hoody
Resource Ally donated
through Tides Foundation
Maryanne Olson
Preeyanka Shah
Resource Ally donated
through Tides Foundation





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Thank you to FRIDA grantee partners

Thank you to the rest of the FRIDA community



FRIDA | The Young Feminist Fund
Flexibility Resources Inclusivity Diversity Action

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