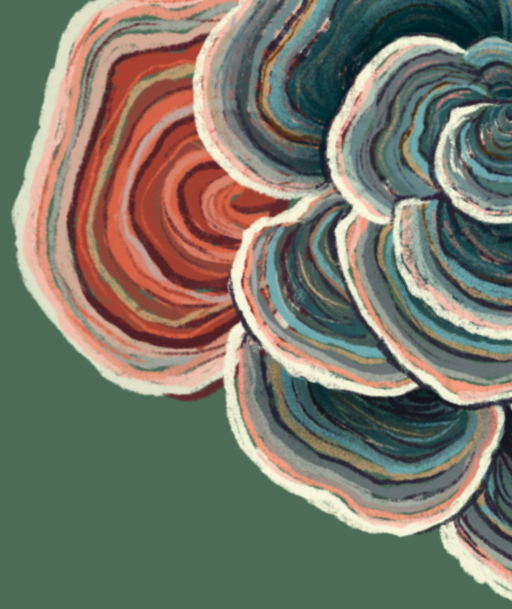


**SUMMARY:
FRIDA
GRANTMAKING
& RENEWAL
POLICY**





FRIDA | THE YOUNG FEMINIST FUND

This document is an overview of the FRIDA grantmaking policy summarized for accessibility. If you have any questions or comments pertaining to this document, feel free to reach out to FRIDA's grantmaking team via grants@youngfeministfund.org



PURPOSE AND SCOPE OF THE POLICY

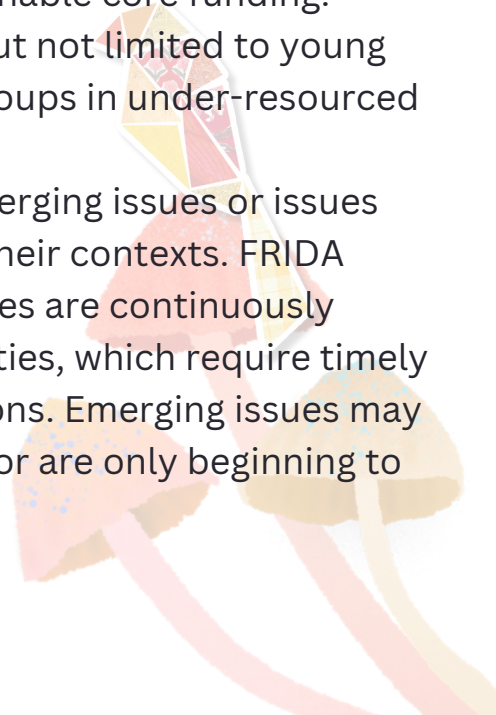
FRIDA's Grantmaking Policy is designed to guide the allocation of funds to young feminist collectives that work toward gender justice. The policy is rooted in a participatory grantmaking approach, where decision-making is shared with the communities FRIDA aims to support. The policy is guided by FRIDA's Strategic Plan (2020-2030).

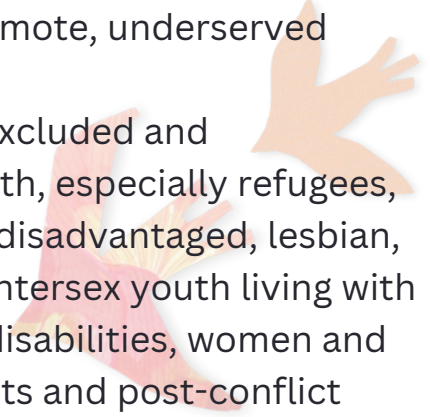
FRIDA's Grantmaking Policy outlines the guidelines that inform how FRIDA approaches and makes decisions on grantmaking on a day-to-day basis. As FRIDA is committed to flexibility, FRIDA's policies should not be understood as immutable rules, but instead as possible paths to ensure our processes occur in a fair, participatory, and safe way.

FUNDING PRIORITIES

FRIDA provides small flexible grants and opportunities for capacity strengthening for initiatives led by girls, young women, trans and intersex youth under 30 years old at the time of application. In order to ensure adequate access to groups who have been traditionally marginalised or who do not often have access to funding, FRIDA has set funding priorities below, which guide decision-making as it relates to which groups and collectives are eligible for FRIDA funding:

- Small, emerging grassroots groups, networks, or collectives with little or no access to funding from larger donors. This includes groups who may have ad-hoc access to project-based funding but no access to sustainable core funding.
- Collectives that center marginalised voices, including but not limited to young women, LGBTQIA+ youth, and intersectional feminist groups in under-resourced areas.
- Groups, networks, or collectives that are working on emerging issues or issues that have not received prior funding globally or within their contexts. FRIDA recognizes that social, political, and economic landscapes are continuously shifting, leading to new challenges, risks, and opportunities, which require timely and flexible responses from movements and organizations. Emerging issues may encompass those that are underfunded, unrecognized, or are only beginning to acquire visibility on both a local and international scale.



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- Groups, networks, or collectives located and working in remote, underserved areas.
 - Groups that are made up of and/or working with socially excluded and disadvantaged girls, young women, trans and intersex youth, especially refugees, ethnic, national and caste minorities, rural women, urban disadvantaged, lesbian, bisexual, trans and intersex youth, women and trans and intersex youth living with HIV and AIDS, sex workers, trans and intersex youth with disabilities, women and trans and intersex youth living or working in armed conflicts and post-conflict zones, women, trans and intersex youth-led unions, as well as groups working on climate & environmental justice and land rights.
 - Groups using creative and innovative strategies to further their activism (including art, music, culture, poetry, social media, feminist activist-driven research, etc.)
 - Groups involved in direct action, organising protests, and social change campaigns.
 - Groups led by girls, trans and intersex teenagers or groups centered around their interests and priorities.

FINANCIAL CONSIDERATIONS

As a young feminist fund, we are dedicated to supporting emerging grassroots feminist groups and collectives, particularly those established within the last 5 years. These groups often represent the most innovative and transformative feminist organizing but frequently face significant challenges in accessing funding. In alignment with this focus, we prioritize support for organizations with limited financial resources to help them build resilience and capacity for long-term impact. Specifically, we prioritize:

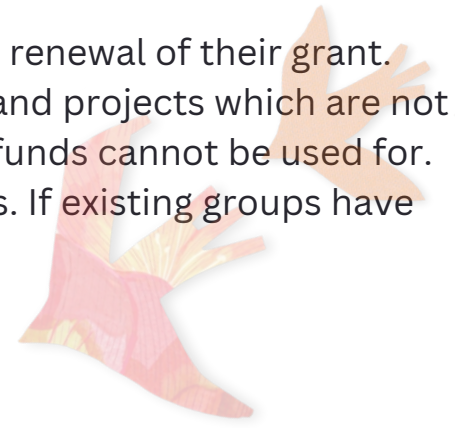
- Groups with limited access to funding: Collectives/organizations that have little to no access to large, sustainable funding sources are given preference to ensure equitable resource distribution.
- Groups with modest budgets. Priority is given to those operating with annual budgets under \$50,000 USD.

FRIDA WILL NOT FUND

1. Applications submitted by individuals. FRIDA only funds collectives and defines this as groups with at least three members.
2. Applications submitted by government institutions, political organisations or religious groups.
3. Groups working with girls, young women and intersex youth which are primarily led and established by people over 30 years of age, particularly when they have most of the decision making power. Flexibility is employed for trans-led groups and those led by disability-rights activists.*
4. FRIDA does not support groups led by older generations of feminists or youth programs designed by bigger NGOs that exceed budget or age criteria. If a group is formed out of or aligned with a bigger NGO, they should be autonomous and independent, i.e. decision-making power on leadership, activities and budgets should not be held, managed or influenced by the bigger NGO.
5. Groups who have received funding from traditionally large funders.
6. Groups or organisations that display an intolerant attitude or behaviour towards others on the basis of age, religion, sex, race/ethnicity, disability, class, sexual orientation or gender identity and expression.
7. Groups that focus **only** on the provision of direct services without some effort to engage in changing power dynamics, advocacy and/or sparking deeper change (e.g. community literacy, formal education, technical training, craft or health care etc.).
8. Groups that focus **only** on income-generating activities which have no social justice focus and do not make some effort to engage in changing power dynamics, advocacy and/or sparking deeper change (e.g. opening a formal school, starting a small business, providing healthcare for profit)
9. FRIDA does not fund organisations led by cisgender male groups even if they self-define as feminists. We adopt the following approach to working with men: FRIDA does not support groups led by men even if they self-define as feminists because of our limited resources that are dedicated to addressing the fundamental inequality and discrimination faced by girls, young women, and trans and intersex youth. FRIDA acknowledges that some regional contexts necessitate the formation of alliances with cismen in order to facilitate the group's work and, as always, will employ flexibility accordingly. Cismen can be part of the groups we support, whether as members or allies; however, the limit for cis-men's participation is 30 percent of the entire membership. Cismen are also not considered for inclusion in FRIDA's advisory committee.

*FRIDA's organisational strategy on supporting and resourcing trans and transfeminist movements, recommended that FRIDA's age criteria be more flexible for trans-led groups doing important work in their communities. The same flexibility is employed for disability-rights led groups.

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



HOW WE DO FUNDING

FRIDA sees relationships with grantee partners holistically and recognizes that lasting impact requires more than just financial resources. FRIDA's relationship with grantee partners is best explained using our **Grantee Partner Journey** model. This model reflects the dynamic interaction between grantmaking and non-monetary support –such as capacity-strengthening, mentorship, and strategic networking– ensuring both elements work together to foster sustainable, impactful partnerships. By offering tailored support and journeying together with grantee partners, FRIDA supports them to grow sustainably and move towards their missions.

FRIDA's funding is guided by its core values: **Flexibility, Resources, Inclusion, Diversity and Action** and principles of **trust, care and transparency**, ensuring that young feminist collectives have both the resources and autonomy needed to drive change in their communities. FRIDA prioritizes multi-year partnerships with grantee partners because we focus on supporting collectives, not projects. FRIDA's grants and the overall grantee partner journey are designed to foster the group's growth while holding on to flexibility as a core value.

FRIDA's funding model is **participatory, flexible, and long-term***. FRIDA is committed to engaging young feminist-led groups in deciding what activities FRIDA should support in their context. In FRIDA's participatory grantmaking process, it is the applicants and community members who decide which groups will receive funding. This principle prioritizes equity, shared power, and collaboration, ensuring that young feminists are not just beneficiaries but active participants in decision-making processes.

FRIDA's grantmaking is guided by core approaches that shape how we allocate resources to advance our strategic goals, support young feminist organizers across the globe, and foster long-term, transformative change in collaboration with our grantee partners and allies. The following approaches are applied in our grantmaking:

APPROACH TO WORKING WITH YOUTH

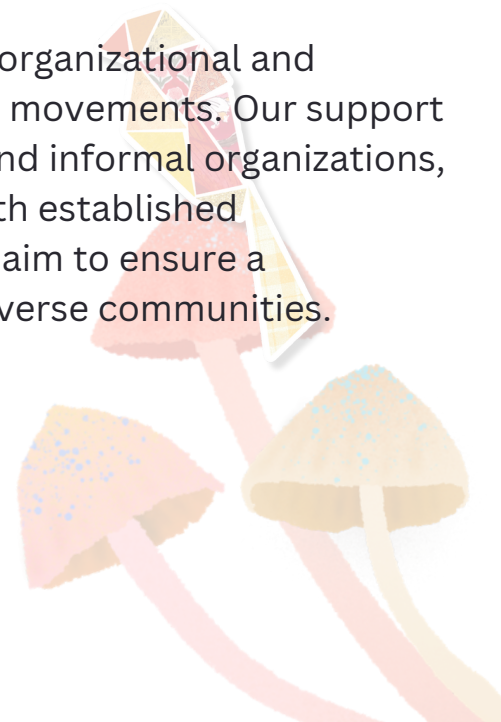
FRIDA, as a young feminist fund, focuses on and prioritizes supporting collectives formed and led by girls, young women, trans and intersex youth particularly from underprivileged communities. **To ensure that our commitment to young feminist activism is held accountable, FRIDA's grantmaking policy guides who we fund and who participates in the grantmaking process.** In order to be eligible for FRIDA funding, applicants must be under the age of 30 at the time of application. FRIDA does not aim to exclude people who may not fit this criteria but to prioritize young activists who usually cannot access funding in other spaces.

FEMINIST APPROACH

FRIDA's feminist approach is based on various strategies that defend the rights of young women, girls, trans and intersex youth globally and in diverse sectors. FRIDA's feminism recognizes that each region of the world has its own contextual specificities, which generates strategies that are not always similar. We therefore believe in different feminisms that work against systemic discrimination. While it is important for FRIDA to identify itself as a feminist organization, it is not mandatory that all FRIDA grantee partners identify explicitly as feminists. FRIDA recognizes that there are varied understandings of feminism. FRIDA uses the term 'feminist' broadly to refer to individuals and collectives working within women's and/or queer movements or in other social movements to promote and work towards the safety, equality, justice, rights and dignity of girls, women, trans or intersex people.

ORGANIZATIONAL AND SOCIAL MOVEMENT RESOURCE APPROACH

We focus on supporting young feminist groups that center organizational and collective processes to build stronger, more resilient social movements. Our support extends to the collective transformation of NGOs, formal and informal organizations, networks, and grassroots movements. By engaging with both established organizations and less structured grassroots initiatives, we aim to ensure a sustainable, inclusive, and transformative impact across diverse communities.



GEOGRAPHICAL APPROACH

FRIDA considers that the geographical distribution of resources under the neoliberal order engenders political and economic inequalities that marginalise social movements in countries with limited support and access to funding for feminist issues. FRIDA supports groups based in countries with limited support and access to funding for feminist issues in the following six regions:

- South, South East, East Asia and the Pacific
- Central Eastern Europe, the Caucasus, Central and North Asia
- Latin America: Central America, Andean region, Brazil, Southern Cone
- The Caribbean
- South West Asia North Africa
- West, East, South and Central Africa

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

FRIDA GRANTS

CORE GRANTS

The first grant awarded to new groups is a flexible, core grant. After one year, groups are invited to submit a report to share their work with FRIDA and apply for a renewal of their grant. Renewal grants are critical for the intended journey, which also encompasses capacity strengthening.

FRIDA awards grants as core, flexible support so as to allow groups to define their own budgets and dedicate the funding where it is most needed. In particular, FRIDA's grants can be used to cover traditionally and increasingly underfunded areas like:

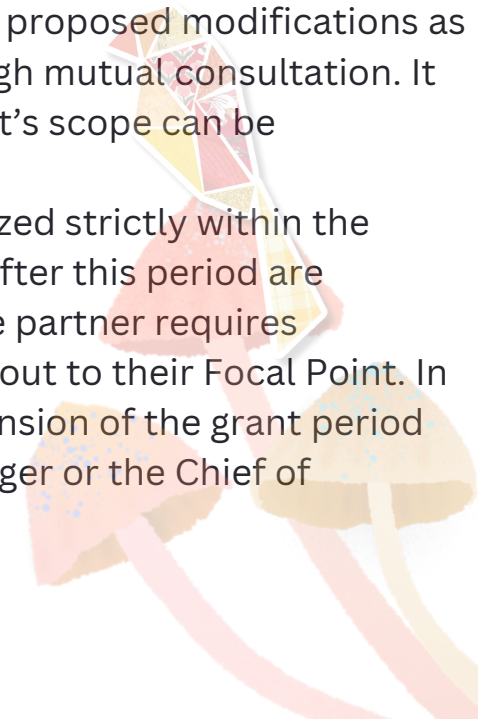
- overhead and general operating costs
- rent of safe & secure office spaces & utility fees
- stipends and salaries for staff and members
- registration fees
- holistic security costs etc.

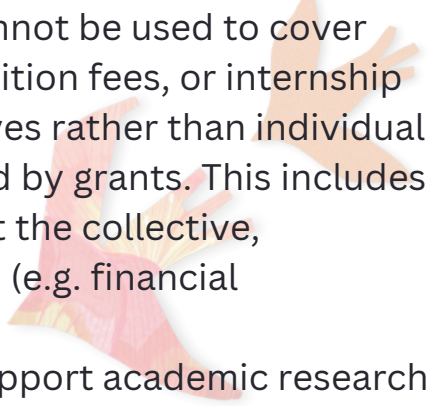
This list is not exhaustive as FRIDA grants are largely flexible. At the same time, flexible funding also means that collectives may choose to use grants for projects and programs they implement. This includes using funding for specific campaigns, events, research, or projects that further the collective's goals.

While FRIDA grants are largely flexible, and groups do not need to inform FRIDA of all purchases and allocations beforehand, there are some restrictions.

Core grants received from FRIDA cannot be used for:

- **Purchases that are not in accordance with FRIDA values and/or purchases which benefit one person instead of the overall group.** Big purchases like vehicles, real estate or the use of funds for entrepreneurship projects are to be reviewed and approved by designated FRIDA staff prior to the purchase. The approval of such expenses will be dependent on the specific circumstances of each case.
- **Income-generating activities which do not focus on social justice or are not connected to deeper social change.** In the event that a group wishes to direct their grant into a social entrepreneurship project, this should be discussed with FRIDA staff and approved before funds are spent. A decision will be made by FRIDA staff and Advisors considering the group's plan, context and the positive impact which the proposed project may have on the group's sustainability.
- **Subgranting.** Grantee Partners are not permitted to redistribute funds to other organizations or groups.
- **Significant unapproved changes to activities.** Grant funds cannot be used for activities that deviate significantly from the originally approved application without prior consent. We understand that contexts differ and unforeseen circumstances may arise, necessitating adjustments to planned activities. In such cases, FRIDA is committed to supporting the grantee partner in navigating these changes. The grantee partner shall inform FRIDA of the proposed modifications as soon as possible, and any decisions will be made through mutual consultation. It is important to note that while adjustments to the grant's scope can be accommodated, additional funds cannot be provided.
- **Expenses outside the grant period.** Funds must be utilized strictly within the designated grant period. Expenses incurred before or after this period are ineligible for reimbursement or coverage. If the grantee partner requires additional time to complete activities, they shall reach out to their Focal Point. In this case an amendment to the agreement with an extension of the grant period will be offered upon approval from the Programs Manager or the Chief of Programs.



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- **Scholarships, internships or school fees.** Grant funds cannot be used to cover individual educational expenses, such as scholarships, tuition fees, or internship stipends. FRIDA focuses on supporting collective initiatives rather than individual pursuits. However some related expenses can be covered by grants. This includes participation in conferences or events that would benefit the collective, participating in training required for a group's operations (e.g. financial management training, training on facilitation, etc.)
 - **Doctoral or other academic research.** FRIDA does not support academic research projects, including doctoral/master theses or similar studies.
 - **Debt repayment.** Grants cannot be used to pay off existing debts or liabilities.
 - **Purchase of restricted items.** Grant funds may not be used to acquire items prohibited by law, such as weapons, illegal substances, or other materials that contradict our values and mission.

If grantee partners are uncertain about whether an expense is eligible or can be covered by core grant funds, they are encouraged to consult with FRIDA staff for clarification before proceeding.

SPECIAL GRANTS

Special grants are targeted additional funding offered to FRIDA's grantee partners during the annual Renewal process. Depending on available resources and where a group finds itself in FRIDA's Grantee Partner journey, different types of special grants are available. Grantee partners are able to apply for special grants when applying for renewal of their core grant, and FRIDA staff and advisers will review it alongside renewal applications. The following types of special grants are available for active FRIDA grantee partners:

Capacity Strengthening Grant. Grantee partners can use this grant in many different ways, depending on their capacity strengthening priorities and needs. They may use it to build capacities, skills, and abilities as well as to acquire knowledge and tools on any self-identified priority, topic or work area, including but not limited to healing, safety and collective care, attending safeguarding training, developing internal policies and staff retreats. The Capacity Strengthening Grant grant should be focused on the collective and cannot be used for other purposes such as the collective's projects for the community.

Risk Reserve Grant. This is an additional support grant aimed at strengthening grantee partners' ability to respond to any potential emergencies and to lead risk prevention work. The Risk reserve grant was born out of FRIDA's commitment to supporting grantee partners to determine how best to respond to their unique and rapidly changing contexts, emergencies, risks and unforeseen circumstances.

While special grants are flexible and can be used in accordance with self-identified needs of the collective, they shall be in line with the general goal of each grant type.

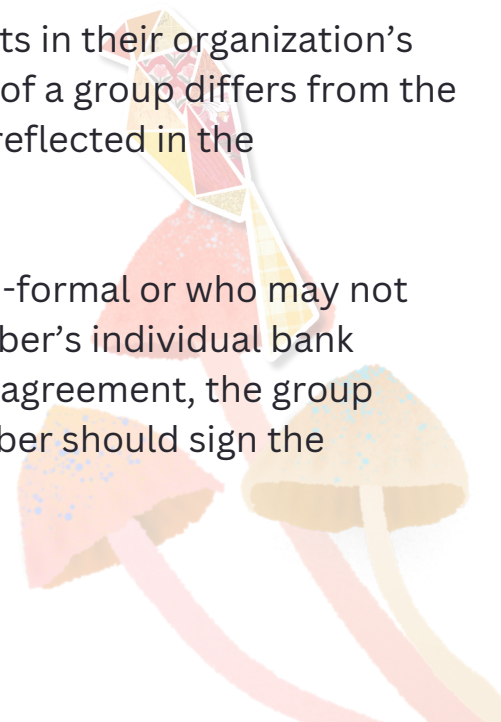
Some instances which the CS grant cannot be used for:

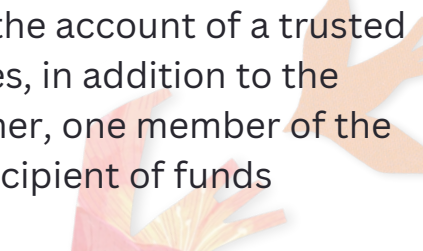
- Purchase or rent of any equipment (excluding items necessary for security or safety purposes), furniture or space **for individual use**, meaning those that do not benefit or serve the collective.
- Cover the expenses of the external activities or projects of the collective.
- Learning how to drive a car or motorbike.
- Cover transportation costs, food or per diems (unless it is part of a training or retreat for the team members).

WAYS OF RECEIVING FUNDS

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

- **Organizational Account.** Groups can receive FRIDA grants in their organization's bank account. Note, that in case the official/legal name of a group differs from the grantee partner name recorded by FRIDA, this shall be reflected in the Contribution Agreement.
- **Individual Account.** Groups which are unregistered, non-formal or who may not have a bank account can receive grants in a group member's individual bank account. In these cases, in addition to the Contribution agreement, the group member receiving the funds and one other group member should sign the Individual Recipient of funds Agreement.





In some cases, groups may choose to receive the funds in the account of a trusted representative who is not a part of the group. In these cases, in addition to the Contribution agreement between FRIDA and Grantee Partner, one member of the group and the representative should sign the Individual Recipient of funds Agreement.

- **Fiscal Sponsor.** In some cases, groups choose to receive the grant in the bank account of a trusted fiscal sponsor (other legally registered entity/organisation). In this case, FRIDA signs two contracts: Contribution Agreement with the grantee partner and Memorandum of Understanding with the fiscal sponsor organization.

Funding safety. In some contexts, due to the type of work carried out by collectives, receiving foreign transfers may create legal implications for the group and also put them at risk. In such contexts it is important that advisors and FRIDA staff support the group to better understand the legal and administrative implications of receiving foreign funding and help them investigate the best possible option of receiving the money to minimize negative repercussions.

Note about taxation. If receipt of the FRIDA grant triggers a tax liability, it is the responsibility of the Grantee Partner to seek appropriate local legal or financial advice and to ensure that any such tax obligations are fulfilled. Such costs may be covered by Core grant, Risk Reserve grant, or any alternative funding. If the total tax obligation exceeds 10% of the awarded grant amount, Grantee Partners are encouraged to notify FRIDA. In such cases, FRIDA will engage with the grantee partner to assess the situation on a case-by-case basis and determine whether any flexibility or additional support may be possible.

REPORTING

The reporting process at FRIDA is designed to be a collaborative and constructive exercise, providing grantee partners a platform to reflect on their progress, share insights and lessons learned. Simultaneously, reporting allows a shared understanding of the grantee partner's context, enhancing alignment between grantee partner needs and FRIDA support, informing FRIDA's strategy and enabling better-tailored support for grantee partners. FRIDA grants are awarded for a defined period of one (1) year, after which grantee partners are required to submit an End-of-Cycle Report as stipulated in the Contribution Agreement. The End-of-Cycle Report serves as a vital tool for promoting transparency, fostering mutual learning, and strengthening the partnership between FRIDA and the grantee partner.

All grantee partners must comply with the reporting requirements outlined in this policy.

If questions or concerns arise regarding the submitted report, FRIDA staff will contact the grantee partner for clarification or further discussion. In such cases, an open and constructive dialogue will be prioritized to resolve any issues. Additionally, FRIDA reserves the right to request supplementary information to verify or confirm the details provided in the report, ensuring accuracy and accountability.

ACCOUNTABILITY

FRIDA's grantmaking is rooted in care, trust, and flexibility. We build strong, supportive relationships with grantee partners, recognizing each collective's uniqueness. While we prioritize collaboration, we also value mutual accountability. We uphold high standards of transparency, integrity, and responsibility and expect grantee partners to do the same through responsible fund use, adherence to grant terms, and timely reporting. All grantee partners are expected to uphold the terms and conditions outlined in their Contribution Agreement, including the effective use of funds, completion of activities, and achievement of outlined goals and objectives. Compliance is not limited to the completion of activities, but also includes fulfilling reporting obligations.

RENEWALS

FRIDA prioritizes multi-year partnerships with grantee partners because we focus on supporting collectives, not projects. FRIDA's grants and the overall grantee journey are designed to foster the group's growth while holding on to flexibility as a core value.

FRIDA prioritizes multi-year partnerships with grantee partners because we focus on supporting collectives, not projects. FRIDA's grants and the overall grantee journey are designed to foster the group's growth while holding on to flexibility as a core value. Each year, FRIDA conducts a renewal process as part of its grantmaking framework. This process focuses on renewing core grants for active grantee partners in years 2 & 3 of their four-year grantee partner journey. All eligible grantee partners receive an invitation to apply for grant renewal via email. This email includes relevant information on the Renewals timeline, eligibility for Special grants if applicable, application cycles and payment windows.



Renewal applications are an opportunity for grantee partners to highlight progress made towards the goals and objectives of their original or current grant. This can include achievements, milestones reached, or the ways they've adapted to challenges while maintaining their commitment to their mission.

Criteria for Renewals eligibility:

1. Active Grantee Partner status and eligibility timeframe: Renewals are only open to collectives that currently hold an active FRIDA core grant and are in their 2nd or 3rd year for GP Journey.
2. Collectives are expected to have fully completed the activities outlined in their previous grant agreement.
3. Adherence to grant terms: grantee partners must fully comply with the terms and conditions of the Contribution Agreement, including but not limited to proper use and management of funds.
4. Alignment with FRIDA's mission, policies and funding priorities.

To be considered for renewal, grantee partners must submit a complete renewal application (application and End-of-Cycle report) using the formats established by FRIDA, along with supporting documentation demonstrating compliance with the above criteria. This ensures consistency and allows for a comprehensive review of progress and plans. The renewal application can only be submitted during the designated renewal period. Submissions made after the deadline will not be reviewed during the current year cycle unless a prior agreement with FRIDA has been made to accommodate exceptional circumstances such as security or safety concerns.

CLOSING PARTNERSHIPS & TRANSITION

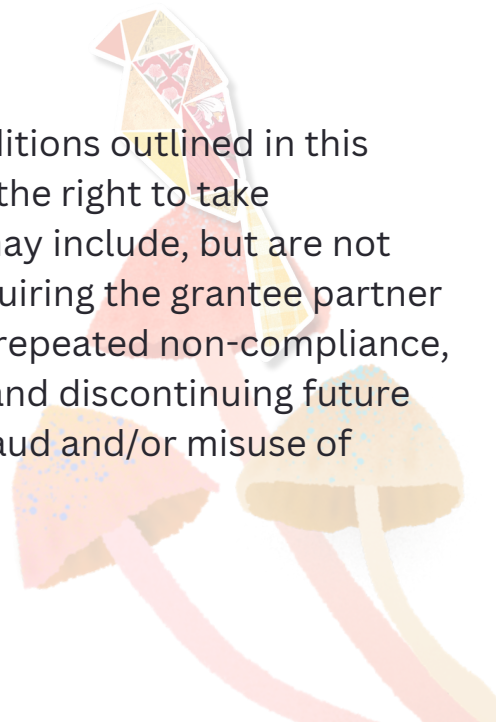
FRIDA has a multi-year grantmaking model that allows for catalysing and supporting young feminist movements globally. We believe that consistent financial and non-financial support for up to 4 years gives groups an appropriate time frame to establish themselves, build stronger networks, secure access to alternative funding, and start diversifying their resources of support to build and strengthen a sustainable feminist ecosystem.

FRIDA's Transition process aligns with its mission to empower young feminist groups while acknowledging the challenges they face in maintaining operations and influence in a feminist funding landscape. By offering this support, FRIDA ensures its grantee partners have a stronger foundation to continue their impactful work. As a part of the transition process, FRIDA offers a Transition grant - a final, core extra-flexible grant - designed to strengthen grantee partners' sustainability and help them prepare for life beyond FRIDA funding. The Transition Grant is available only for collectives who have already received core funding from FRIDA and are nearing the end of their funding eligibility with the organisation.

There are some instances where groups may transition out of FRIDA before their grantee journey time elapses. In these cases, groups may not receive a transition grant but will receive another type of support according to the circumstances and context. The decision to end partnerships with grantee partners shall always be taken with great care and in alignment with FRIDA's mission, values, and commitment to responsible grantmaking.

BREACH OF AGREEMENTS

If a grantee partner fails to comply with the terms and conditions outlined in this policy and/or the Contribution Agreement, FRIDA reserves the right to take appropriate actions to address the breach. These actions may include, but are not limited to, withholding funds until the issue is resolved, requiring the grantee partner to submit additional information, etc. In cases of severe or repeated non-compliance, FRIDA may also consider terminating the grant agreement and discontinuing future funding. FRIDA maintains a zero-tolerance policy toward fraud and/or misuse of funds by applicants or grantee partners.



FRIDA is also committed to fostering a respectful, inclusive, and safe environment for all parties involved in its grantmaking processes. Harmful behavior—including harassment, discrimination, intimidation, or any form of abuse—toward FRIDA staff, other grantee partners, or any parties engaged in FRIDA-supported activities is strictly unacceptable.



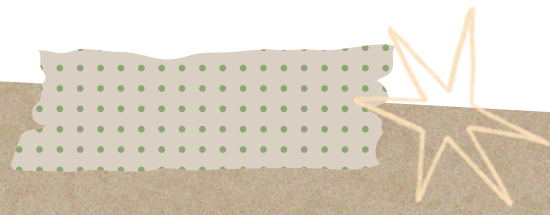
APPROACH TO GROUPS WHO WANT TO DISBAND

If a group decides to pause activities for the foreseeable future or disband completely, FRIDA will provide as much support as possible to the group, particularly in situations where this may be due to security, safety, or physical and mental health concerns. In such cases, if groups wish to disband in the middle of a grant cycle or at the end of a cycle but still have unused grant funds, the utilisation of the remaining grant should be discussed and agreed upon between FRIDA and the group.

ENDING PARTNERSHIP CRITERIA

A partnership with a grantee partner may be terminated or not renewed under the following circumstances:

1. If the group decides to no longer accept FRIDA support.
2. The group has confirmed access to larger funds or long-term funding and/or has had a major increase in its operating budget.
3. The group's values, mission and actions no longer match with FRIDA's. In cases where there have been challenges or internal issues within the group, like harassment and abuse, FRIDA can terminate the relationship.
4. The group no longer has youth in the leadership of the organisation, as outlined in this Policy, eligibility criteria and in the grant agreement terms.
5. The grantee fails to adhere to the terms and conditions outlined in the grant agreement and this policy (e.g., falsification of information, misuse of fund, failure to provide reports etc)
6. Ethical violations (e.g., fraud, corruption, undisclosed conflicts of interest, discrimination, harassment, or abuse, violations of human rights or engagement in activities that harm vulnerable populations or exacerbate inequality).



IF YOU HAVE ANY QUESTIONS OR REQUIRE
ADDITIONAL INFORMATION, PLEASE REACH OUT TO
FRIDA'S GRANTMAKING OPERATIONS TEAM AT
GRANTS@YOUNGFEMINISTFUND.ORG