



*Applying a Feminist Lens  
to Grantmaking for Addressing  
Violence Against Women and Girls:  
Funding for  
Transformative Change*

## ACKNOWLEDGEMENTS

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This Handbook aims to encourage donors to incorporate feminist principles and practice in their funding processes, particularly in relation to funding to prevent and respond to violence against women and girls (VAWG) in their diversity. Through an overview of practical measures donors can take to integrate feminist grantmaking in their work, the information is meant to be more catalytic than it is exhaustive. We recognise the diversity of donors and the complexity of funding structures. We hope that the guidance provided here contributes to strengthening the feminist funding ecosystem, inspires advocacy, and advances efforts for innovation across and transformation of funding structures and relationships.

Donors are encouraged to consider these issues in greater depth by accessing the additional resources cited in this document.

COFEM is an advocacy collective of 300 members worldwide. While this Handbook seeks to reflect the collective expertise of COFEM members, particularly in terms of the importance of applying a feminist perspective in all work to address violence against women and girls in their diversity, the information included in this tool does not necessarily represent the views of all COFEM members. For more information about COFEM, please visit [www.cofemsocialchange.org](http://www.cofemsocialchange.org).

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# INTRODUCTION

This Handbook aims to support donors in applying a feminist lens to grantmaking, particularly in funding work to prevent and respond to violence against women and girls (VAWG) in humanitarian and development settings. It seeks to advance strategies for ethical and effective funding that supports transformative and sustained social change.

The Handbook begins with an overview of the key features and goals of feminist grantmaking to prevent and respond to VAWG and discusses the benefits of applying a feminist lens when supporting these efforts. It then dives into six commitments for donors to uphold when integrating a feminist lens into VAWG grantmaking, and provides a checklist to help donors operationalise each commitment in their day-to-day work.

This guidance can serve as a reference point for any staff working at a donor organisation-including foundations, funds, bilateral, and multilateral donors. It can also be a useful resource for women's organisations, human rights activists, and anyone else interested in learning more about applying a feminist lens to VAWG grantmaking and contributing to the feminist funding ecosystem. Although the Handbook has an explicit focus on preventing and responding to VAWG, the principles and commitments included can be applied to a variety of funding for humanitarian response and development progress that seeks to support the rights, dignity, and empowerment of oppressed and underserved groups.

## *What Is A Feminist Approach To Grantmaking For The Prevention Of And Response To VAWG?*

It is an approach to grantmaking that:

**Challenges** oppressive gender norms that drive violence against women and girls;

**Prioritises** accountability to women and girls (i.e. ensures that work is propelled by the perspectives, leadership, expertise, and priorities of diverse women and girls);

**Embraces** intersectionality (i.e overlapping, multilayered identities and experiences of women and girls) to support inclusion of, equity, and social justice for all women and girls.

In this Handbook, COFEM puts forward six commitments that donors can adopt to promote a feminist approach in their grantmaking efforts addressing VAWG:

1. Increase funding for feminist-led VAWG programmes and advocacy that address the root causes of violence.
2. Fund programmes that centre women and girls in their diversity and prioritise accountability to them.
3. Redefine the donor-grantee relationship.
4. Promote research grounded in feminist approaches and methods.
5. Support targeted efforts to address intersecting structures of oppression that lead to VAWG.
6. Embrace power analysis based on gender and 'say no' to gender neutrality.

For this paper, COFEM is using the term VAWG. COFEM's use of VAWG is rooted in the analysis that violence against women and girls, in all their diversity, is driven and reinforced by globally occurring systems of oppression that privilege men over women. These systems of unequal power relations and structural gender inequalities not only perpetuate VAWG, but also make it difficult for survivors to access care and support. COFEM recognises that the historical shift towards the use of the language of 'GBV' in place of 'VAWG' was a purposeful and strategic choice by women's rights activists to underline the gendered power differentials that drive VAWG, and to call on States to meet their responsibilities to prevent VAWG and respond to the needs of survivors. COFEM strongly supports working in allyship with groups seeking to understand and draw attention to various forms of violence, particularly when the violence is based on discrimination other than, or in addition to gender inequality, such as discrimination based on sexual orientation, gender identity, colour, race, and ability. For more information on these points, see COFEM's Feminist Pocketbook Tipsheet #2: Why does GBV programming focus on women and girls? and Tipsheet #8: Maximising impact: Understanding risks and benefits of coordinated efforts to address different forms of violence.

*Value and learn from the lived experiences of women and girls, particularly those who are the most affected and for whom multiple layers of oppression intersect. This requires specialised efforts to listen to and empower the voices of different groups of women and girls, including prioritisation of global south feminist organisations, as well as individual women and girls. It means lifting up the voices of young women, black women, indigenous women, transgender women, poor women, women with disabilities, women with diverse sexual orientation and expression, and many others whose voices are not often listened to or heard.*

## WHAT ARE SOME KEY FEMINIST VALUES TO APPLY WHEN FUNDING PROGRAMS TO PREVENT AND RESPOND TO VAWG?



*Centring women and girls in their diversity*

Build a community and foster collective action in which feminist-informed theory and practice on oppression, discrimination, and violence are at the core of efforts to address gender inequality and VAWG. This means inclusively prioritising women and girl-centred and women and girl-led initiatives, and grounding all work in intersectional feminist analyses and approaches to transformation.



*Listening and inclusion*

Value and learn from the lived experiences of women and girls, particularly those who are the most affected and for whom multiple layers of oppression intersect. This requires specialised efforts to listen to and empower the voices of different groups of women and girls, including prioritisation of global south feminist organisations, as well as individual women and girls. It means lifting up the voices of young women, black women, indigenous women, transgender women, poor women, women with disabilities, women with diverse sexual orientation and expression, and many others whose voices are not often listened to or heard.



*Shared leadership*

Champion and build diverse, equitable, and inclusive leadership. Affirm and support younger and older women alike. This means supporting collective action that prioritises an environment of collaborative learning that puts women and girls in their diversity at the centre of that action, enabling them to build their personal and social power, and practice political solidarity.



*Solidarity and allyship*

Ally with organisations and initiatives that are struggling to advance the rights and dignity of other persons groups negatively affected by the prevailing global patriarchal order, such as those in the LGBTQI+ community, women and girls with disabilities, and others who face a higher risk of or burden from violence including people of colour and migrant communities, for example.

# AN OVERVIEW OF FEMINIST

# GRANTMAKING TO ADDRESS VAWG

Feminist grantmaking to address VAWG applies a feminist lens to decision-making about **who and what** is funded, **how much** is allocated, **how** funding relationships are structured, and **who** defines funding priorities and impact.

## WHO IS FUNDED?

Feminist grantmaking prioritises funding to initiatives and organisations that integrate and apply a commitment to dismantling the systems of power that produce, reinforce, and perpetuate inequality. When referencing VAWG, this in particular means dismantling the structures that reinforce gender inequality. It means opening doors to those who have traditionally been excluded by the prevailing gender hierarchy, such as local and community-based feminist networks and women's organisations working on VAWG, groups that are led by women of colour or initiatives that prioritise transgender women, and building collaborative partnerships with them to find and implement solutions to VAWG. This collaboration requires transforming traditional donor-grantee relationships that are often based (even inadvertently) on hierarchies of power, determined by who is holding the money and deciding how it is dispersed.

If donors are to truly invest in transformative change to support prevention of and response to VAWG, they must seek out partnerships with feminist networks and women's organisations. It means setting targets and creating mechanisms for being able to track the percentage of funds that are going directly to women's organisations across the global south, and being transparent about where these funds are being dispersed, such as through centralised databases like the International Aid Transparency Initiative (IATI) or the Organisation for Economic Co-operation and Development (OECD). It means omitting internal donor requirements that prevent investments with local organisations and networks, and adjusting requirements and processes to support these types of investments.

## *Funding for Feminist Networks and Women's Organisations*

This issue of lack of funding to feminist networks and women's organisations is not new:

- A 2014 survey by FRIDA and AWID found that 91 percent of young feminist organisations reported a lack of adequate funding as their top challenge.
- Less than 1 percent of all gender-focused bilateral Official Development Assistance (ODA) by the Organisation for Economic Co-operation and Development (OECD) goes directly to women's rights organisations and institutions.

This disparity exists in humanitarian funding as well, although the breakdown of funding directly to women's organisations is less accessible. Discrepancies in tracking and coding of GBV funding and type of programming – either as standalone or integrated across various sectors – makes it difficult to find reliable information on investment in GBV. In general, however, localised funding across all humanitarian response is extremely low:

- Local and national NGOs received only 0.4 percent of all humanitarian assistance funding in 2015 and 0.3 percent in 2016.
- Data from 2017 indicate that 94 percent of all bilateral humanitarian funding that went to non-governmental organisations went to international organisations that year; only 2.7 percent went to national organisations.
- At the World Humanitarian Summit of 2016, dozens of actors committed to passing on at least 20 percent of their funding to local women's organisations non-governmental organisations, but a survey of non-governmental organisations reported that for 2018, their total humanitarian budget granted onwards to local women's organisations was less than \$10,000 USD while field-level UN respondents reported that between \$40,000 USD and \$100,000 USD per year was contracted onwards to local organisations.

### Source

"Brave, Creative, Resilient: The Global State of Young Feminist Organizing." FRIDA and AWID, 2016, [https://www.awid.org/sites/default/files/atoms/files/frida-awid\\_field-report\\_final\\_web\\_issuu.pdf](https://www.awid.org/sites/default/files/atoms/files/frida-awid_field-report_final_web_issuu.pdf).

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*“Over the past century we have had significant shifts in gender equality and women's empowerment. Although we still have a long way to go, gender-based violence is now firmly on the global agenda. These transformations are attributed to feminist activism, in as much as we have had more funding for gender equality work it is an unacceptably low 1 percent that funds women's rights organisations who actually spearhead change. It is publications like these that will contribute to challenging and transforming power within the funding ecosystem to have funding reach who it needs to reach the most to end gender-based violence.”*

*~Jean Kemitare, Programs Director of Urgent Action Fund Africa and COFEM member*

## WHAT TYPES OF VAWG INITIATIVES ARE FUNDED?

All VAWG programming continues to be significantly underfunded in both humanitarian and development contexts, despite the stated benefits of supporting programming that centres feminist networks and local women's organisations.

This should serve as a clarion call for donors to embrace a more feminist approach to grantmaking, especially in VAWG prevention and response. However, aside from just increasing investments, donors need to think strategically about what they are investing in and consider long-term healing, sustained health and well-being in addition to short-term solutions to address the immediate needs of survivors. It is crucial to consider how funding can build sustainable solutions that support long-term transformative change towards gender equality, leading to a reduction in VAWG. This includes flexible, core funding and investing in feminist movements, advocacy, and leadership, as well the growing evidence base and research<sup>1</sup> on VAWG that is emerging from the global south.

## Funding to Address VAWG

- Funding to VAWG programming has accounted for just 0.12 percent of all humanitarian funding between 2016 and 2018.
- As of August 2020, only 7 percent of funding requests to address GBV in 16 countries with humanitarian response plans were funded.
- As for development programs addressing VAWG, these received less than .002 percent of net ODA by members of the OECD Development Assistance Committee between 2014 and 2019.

### Source

“Where is the money? How the humanitarian sector is failing in its commitments to end violence against women and girls.” International Rescue Committee (IRC) and VOICE, 2019, <https://voiceamplified.org/wheres-the-money/>.

“Responding to the shadow pandemic: taking stock of gender-based violence risks and responses during COVID-19.” Child Protection Learning Brief #1, UNICEF, 2020, <https://www.unicef.org/media/76916/file/Gender-Based-Violence-in-Emergencies-CP-Learning-Brief-Aug-2020.pdf>.

“Global Scoping of Advocacy and Funding for the Prevention of Violence against Women and Girls.” The Equality Institute, 2019, p. 8, <https://www.svri.org/sites/default/files/attachments/2019-06-10/Wilton%20Park%20Spread.pdf>.

## HOW ARE FUNDING RELATIONSHIPS STRUCTURED?

Feminist grantmaking openly acknowledges the power held by grantmakers and seeks to shift that power so that grantees are actively and transparently engaged in decisions around what and who is funded as well as in how success is defined. To do this, donors and grantees must work together to shape VAWG agendas and interventions. Perhaps most importantly, feminist grantmaking has a strong focus on trust, as well as flexible, long-term support to grantees that is rooted in mutually accountable relationships. Changing

this hierarchy involves building relationships of trust between the donor and its grantees over the long term as well as being cognisant of power imbalances in the traditional donor grantee relationship. The following box on page 7 provides some example of how feminist grantmakers can earn the trust of their partners. This recognition ultimately leads to mutual accountability, bi-directional learning, and meaningful impact sustained through multi-year, flexible core funding.

## Building Strong Relationships

In 2016-2017, the Center for Effective Philanthropy conducted an analysis of survey responses by almost 30,000 grantees of 175 foundations on defining factors in a donor-grantee relationship. This research was undertaken to determine what best predicts a strong funder-grantee relationship and highlighted that:

- Understanding the context in which local organizations operate and being transparent is critical.
- Being open to the grantee's ideas on the foundation's strategies and getting adequate help and support during the selection process is very important to grantees.
- There are several key traits that link reliable and responsible funders, which include:
  - Clear communication
  - Humility
  - Candidness
  - Responsivity

### Source

Buteau, E., Glickman, J., and Leiwant, M. "RELATIONSHIPS MATTER Program Officers, Grantees, and the Keys to Success." The Center for Effective Philanthropy, 2017, <http://cep.org/wp-content/uploads/2017/08/Relationships-Matter.pdf>. Selaimen., G. "Why Building Trust with Grantees is Essential?" Ford Foundation, 2017, <https://www.fordfoundation.org/ideas/equals-change-blog/posts/why-building-trust-with-grantees-is-essential/>. Selaimen., G. "Why Building Trust with Grantees is Essential?" Ford Foundation, 2017, <https://www.fordfoundation.org/ideas/equals-change-blog/posts/why-building-trust-with-grantees-is-essential/>.

## Decolonising Development: New Funding, Old Patterns?

Applying a feminist lens to funding practices in the international development and humanitarian aid sector means recognising the post-colonial and imperialist gaze that underpin its existence and the political structures that define its practices. This means putting the pursuit of "truth, reconciliation, and decolonising practices" at the heart of funding practices.

Furthermore, the rise of social justice movements such as Black Lives Matter, the Racial Equity Index, and #philanthrophysowhite within the global north posits a unique opportunity to reform the funding ecosystem to serve the best interest of the recipients. Funding models that promote partnerships between global north institutions for development and humanitarian initiatives focused on countries in the global south, often without any involvement of local institutions, are a form of scientific colonialism. Global north institutions are favoured even before the call for proposals is issued as they embody the benchmark expertise and have relationships with funders that give them the power to influence agendas and position themselves well. Funding institutions must rethink the structures that concentrate power and expertise in the hands of global north institutions to do justice to the idea of decolonising development.

### Source

Principles for Feminist Funding. Canadian Women's Foundation, Equality Fund, Community Foundations of America, 2020, p. 2, <https://canadianwomen.org/wp-content/uploads/2020/05/Feminist-Philanthropy.pdf>.

Foreign aid is having a reckoning. The New York Times, the Editorial Board, 2021, [nytimes.com/2021/02/13/opinion/africa-foreign-aid-philanthropy.html](https://www.nytimes.com/2021/02/13/opinion/africa-foreign-aid-philanthropy.html).

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For more on this: Erondu, N.A., Anebo, I., Kyobutungi, C. et al. "Open letter to international funders of science and development in Africa." Nat Med, 2021. <https://doi.org/10.1038/s41591-021-01307-8>.

## WHO DEFINES FUNDING PRIORITIES AND IMPACT?

Feminist grantmaking is a collaborative process of supporting and enabling those who are leading change to determine what success looks like, and to define impact as both attribution and contribution. Traditional models of monitoring and evaluation are too often

extractive and can be weighted heavily toward donor priorities without providing the opportunity for the impacted communities and social change agents to be sharing learning, defining success, evaluating impact, and amplifying promising practice.

*Applying a feminist lens to VAWG grantmaking supports more egalitarian and collaborative funding models and practices that centre the voices, perspectives, and agency of the most underserved women and girls in driving change.*

# THE BENEFITS OF FEMINIST GRANTMAKING

## TO PREVENT AND RESPOND TO VAWG

An intersectional feminist approach to grantmaking is not just the right thing to do from a human rights and social justice perspective, it also amplifies impact. It is a more effective and sustainable approach to addressing VAWG and empowering women and their communities.<sup>2</sup>

**SUPPORTS** sustainability and long-term success by building on local and community-level actors' understanding of the context, especially the nuances of local culture and politics and how they can be navigated more effectively to prevent and respond to VAWG.<sup>3</sup>

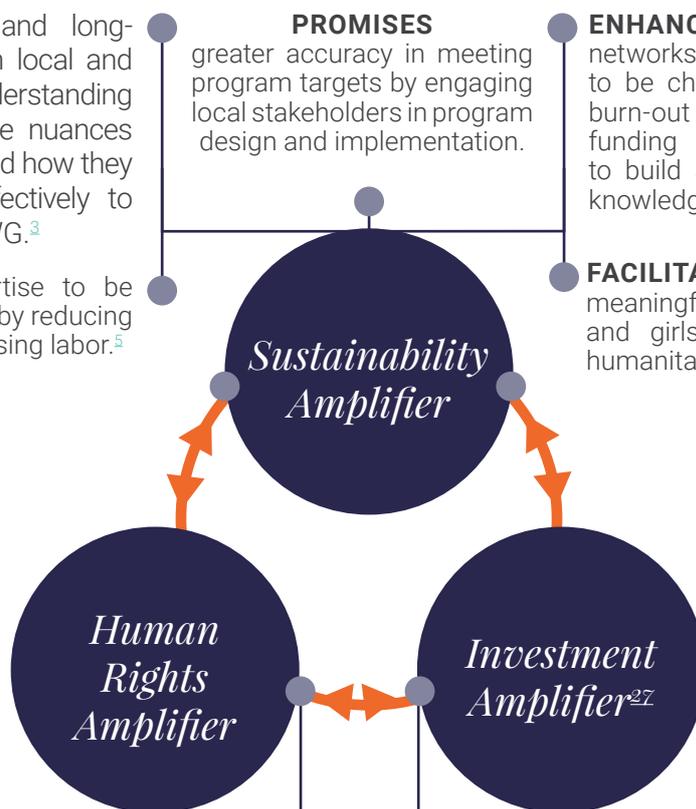
**ENABLES** energy and expertise to be invested in social change work by reducing the burden of voluntary fundraising labor.<sup>5</sup>

### PROMISES

greater accuracy in meeting program targets by engaging local stakeholders in program design and implementation.

**ENHANCES** capacity of local feminist networks and women's organisations to be change agents and reduces staff burn-out and turn-over due to intermittent funding shortfalls. This enables teams to build and retain skills, expertise, and knowledge over the longer term.<sup>4</sup>

**FACILITATES** faster access to and more meaningful relationships with women and girls most affected by VAWG in humanitarian and development settings.



**TRANSFORMS** rather than reinforces power hierarchies in traditional models of international aid and development by putting feminists networks and women's organisations in decision-making roles.<sup>6</sup>

**ENSURES** that donor investment in improving lives extends to all people, not only those who hold the most power.

**CREATES** a direct and tangible impact on the lives of women and girls, by strengthening and creating robust women's movements and holding governments to account.<sup>7</sup>

**CHALLENGES** the backlash against women's rights globally.<sup>8</sup>

**PROMOTES** approaches that specifically acknowledge and address the root cause of VAWG, which is gender inequality, while also supporting an intersectional approach that addresses additional forms of discrimination and oppression that specific groups and individual women and girls may experience.

**FOCUSES** on investing in national and local organisations, and accelerating local women- and community-led solutions. It also reduces duplication by relying on evidence-informed approaches.

**PRIORITISES** local hiring, which can ensure that local organisations are able to sustain and grow programmes over the long term.

**CONTRIBUTES** to the expansion and rejuvenation of local economies by allowing local organisations to increase local investments and expand programmes.

**DRAWS** attention to the global economic cost of VAWG and offers a viable model for eliminating VAWG, ultimately resulting in productivity gains for and cost savings for states.<sup>9</sup>

**REINFORCES** the need for synergy between humanitarian and development initiatives to address systemic causes of conflict and vulnerability, and is more likely to reduce cyclical shocks and recurrent stressors and achieve sustainable peace.<sup>10</sup>

*While feminist grantmaking can be a good investment, to do justice to VAWG work, it must be undertaken from a rights-based perspective. Addressing VAWG is the right thing to do because women and girls are entitled to a life free from violence as human beings. The ‘business case for eradicating VAWG’ can be an important tool, but feminist principles of equality and equity frame the primary reason for undertaking this work through a social justice lens.*

## FEMINIST GRANTMAKING: DOING JUSTICE TO A FEMINIST FOREIGN POLICY

Over the last two decades, a number of bilateral donors have committed to a Feminist Foreign Policy (FFP). A FFP is defined as:

“a political framework centred around the wellbeing of marginalised people and invokes processes of self-reflection regarding foreign policy’s hierarchical global systems. It is a multidimensional policy framework that aims to elevate women’s and marginalised groups’ experiences and agency to scrutinise the destructive forces of patriarchy, colonisation, heteronormativity, capitalism, racism, imperialism, and militarism.”<sup>11</sup>

A key commitment under a FFP framework by many donors has been to increase the amount of aid dedicated to gender equality and women’s empowerment. For instance, under its FFP, Canada aims to spend no less than 95 percent of its bilateral international development aid on initiatives that specifically target gender equality and the empowerment of women by 2021-2022. In 2019, Sweden, one of the first countries to adopt a FFP, spent 85 percent of its bilateral allocable official development assistance on development activities that targeted gender equality in a principal or significant way.<sup>12,13</sup> More recently, Mexico and France have committed to a [Feminist Foreign Policy](#) and [Feminist Diplomacy](#).

In addition to FFP, many elements of feminist grantmaking have already been widely acknowledged within global donor frameworks as critical to ending humanitarian crises and improving development progress. These same approaches are critical to reducing VAWG and promoting gender equality and have been summarised in several global commitments, including the [Grand Bargain](#)<sup>14</sup> and [New Way of Working](#), the [Call to Action on Protection from GBV in Emergencies](#)<sup>15</sup>, and the [2030 Agenda for Sustainable Development](#).

Achieving the goal of gender equality will not be possible without integrating a feminist lens to grantmaking, as they go hand-in-hand. Applying a feminist lens to grantmaking provides donors with the tools required to operationalise these commitments.

# HOW CAN DONORS APPLY A FEMINIST APPROACH TO GRANTMAKING THAT SUPPORTS GENDER EQUALITY AND ENDS VAWG?

These six key commitments can be applied when designing a strategic framework, compiling a call for proposals, or evaluating concept notes.

1

Increase funding for feminist-led VAWG programmes and advocacy that address the root causes of violence.

2

Fund programmes that centre women and girls in their diversity and prioritise accountability to them.<sup>16</sup>

3

Redefine the donor-grantee relationship.

4

Promote research grounded in feminist approaches and methods.

5

Support targeted efforts to address intersecting structures of oppression that lead to VAWG.

6

Embrace power analysis based on gender and 'say no' to gender neutrality.<sup>17</sup>

Each commitment and the accompanying checklist are intended to be a catalyst for reflection, discussion, learning, and action.

# Commitment 1

## INCREASE FUNDING FOR FEMINIST-LED VAWG PROGRAMMES AND ADVOCACY THAT ADDRESS THE ROOT CAUSES OF VIOLENCE

The dearth of funds allocated to address VAWG and gender equality in humanitarian and development settings not only compromises quality of programming and services to prevent and respond to VAWG, but also undermines efforts for long-term progress across health and development. Underfunding also creates unnecessary competition between stakeholders. Research shows that VAWG has a significant cost to society and addressing it properly in the short-term reduces the costs to society in the longer-term.<sup>18</sup>

### KEY FUNDING PRIORITIES TO SUPPORT INITIATIVES ADDRESSING VAWG

- Increase funding for feminist-led VAWG advocacy, programmes, and campaigns that address the root causes of violence in an intersecting way.
  - Increase funding for specialized VAWG interventions within development initiatives and humanitarian response and establish a target for funding specialized VAWG programming.
  - Monitor and actively learn from success and challenges in reaching targets set for VAWG funding on an annual basis.
  - Ensure that evidence-based and survivor-centred programmes are funded.
  - Fund innovation and new approaches that are rooted in feminist principles and a survivor-centred approach.
- 
- Increase funding for VAWG integrated programming (including VAWG response and prevention concerns across multiple sectors) by promoting recognition of VAWG work as life-saving and vital.
- 
- Adopt a system strengthening approach to funding VAWG-related work by:
    - Applying a rights-based approach to funding;
    - Supporting provision of urgent services catering to the needs of survivors;
    - Provide core, sustained, flexible funding to feminist organizations working on VAWG;
    - Planning for long-term support to ending VAWG.
- 
- Acknowledge that feminist advocacy, movements, and leadership are key to preventing and responding to VAWG by increasing or sustaining financial and political support for feminist and women's rights movement-building.

## Commitment 2

### FUND PROGRAMMES THAT CENTRE WOMEN AND GIRLS IN THEIR DIVERSITY AND PRIORITISE ACCOUNTABILITY TO THEM

To ensure investments are informed and led by those with expertise on VAWG in specific contexts around the world, work must be led by local women's and feminist organisations and those who have experienced violence and discrimination. It is also important to keep in mind the implications that structural systems and exclusive policies have on women and girls across different socio-economic status, sexual orientation and gender identities, religious or other identities, and the organisations they lead. Acknowledge how the structural drivers of violence shape the way in which it is framed, particularly in relation to the interface between racial inequity, under-development, and the impact of colonialism. Supporting women's organisations and feminist organisations to set-up their own networks allows them to advocate and seek funding collectively, as well as share financial risk management systems.

#### KEY ACTIONS TO DEFINE ELIGIBILITY FOR FUNDING PROGRAMMES THAT PRIORITISE ACCOUNTABILITY

- Fund organizations that are led by women and girls of diverse backgrounds by:
  - Ensuring all grantees recognize gender inequality as a defining feature of all development and humanitarian work;
  - Requiring multilateral agencies and other INGOs to disclose data analysis establishing gender and racial pay parity;
  - Providing flexible, sustained core funding for essential activities, including safety and security, staff retention and duty of care, capacity building and infrastructure (including day-to-day needs such as internet access), amongst others.
- Invest in and encourage feminist movement building by promoting cross-regional and cross-issue movements, including funding diverse organisations working on linked VAWG issues in the same location, funding learning exchanges and movement building activities, amongst others.
- Support women's organisations and networks at all levels –local, national, regional, and international by:
  - Supporting local and existing initiatives instead of starting parallel ones;<sup>19</sup>
  - Seeking involvement and support from local women's organisations throughout the program cycle from assessments and mapping to design, implementation, and evaluation;<sup>20</sup>
  - Ensuring that funding cycles allow time and resources to invest in advocacy, leadership and institutional development, learning, reflection, and networking.

- Fund programmes engaging men and boys in a way that does not disempower, side line, or harm women and girls.
  - Recognise that programming prioritising work with men and boys for gender equality or to address VAWG has been found to be more effective when it includes women and girls.
  - Fund programmes that focus on creating transformational and structural change rather than only changing the behaviour of individuals. Do this by:
    - Only funding programs which establish, maintain, and build bridges with and support women’s rights organisations;
    - Requiring programs working with men to address VAWG to develop and report on women-centred accountability standards to ensure that the focus of VAWG programming does not shift to male dominated activities or priorities that do not disrupt or transform power including harmful gender norms.
- 
- Align work to address harmful masculinities with women’s rights and empowerment interventions and work simultaneously from individual to societal levels.
- 
- Encourage donor accountability in terms of building equitable partnerships, allocating sufficient resources to VAWG, and investing more in low and middle income countries.

## Feminist Mobilization Index

The Feminist Mobilization Index examines trends in feminist mobilization across time and geographies using new and evolving indicators and datasets. Researchers studied data from 1975-2015 from 126 countries to analyze the impact of feminist mobilization on women’s rights. They found that:

- *“Contrary to Eurocentric assumptions, over the last forty years or so, feminist mobilization did not begin in Europe and spread to the rest of the world. Rather, as feminism was on the decline in western societies, it saw a resurgence in Africa and Latin America, most likely reflecting the development of transnational feminist networks;*
- *Autonomy of feminist movements is critical to their dynamism;*
- *Feminist mobilization is associated with expanded economic rights for women, government action on sexual harassment and to some extent to social spending and unpaid work.*
- *Feminism is associated with reduced inequality in societies;*
- *Feminist mobilization is indirectly associated with access to financial institutions and land ownership;*
- *Transnational feminist mobilization is a distinct branch of feminist mobilization and strengthens domestic feminist initiatives in many ways.”*

### Sources

- Forester, S. et al. “New dimensions of global feminist influence: tracking feminist mobilization worldwide 1975-2015.” Working Paper 1, Simon Fraser University, 2020, p. 25.
- Weldon, L. et al. “Handmaids or heroes? Feminist mobilization as a force for economic justice.” Working Paper 2, Simon Fraser University, 2020.
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# Commitment 3

## REDEFINE THE DONOR-GRANTEE RELATIONSHIP

Deeply entrenched power dynamics and privileges inherent in traditional funding models can inhibit the ability of individuals and donor organisations to understand the challenges faced by local organisations when applying for and utilising funds. And yet, funding feminist movement building or investing in local women’s organisations is a key part of realizing gender equality, and is critical to accelerating efforts to prevent and respond to VAWG. There are several actions that organisations can take to make funding more accessible to those who find it hardest to access resources.

### KEY ACTIONS FOR WORK WITH LOCAL NGOS, FEMINIST PARTNERS, AND WOMEN’S GROUPS

#### BEFORE INITIATING A PARTNERSHIP

- Consult and listen to feminist and women’s organisations and remove the barriers identified by them as hurdles in accessing funding, including development and humanitarian funding.
- Ensure inclusion of diverse women’s rights groups and feminist activists on advisory, technical, and steering committees.<sup>21</sup>
- Embrace a diversity of initiatives and recognise that not all impactful initiatives desire to be formalised and have a professionalised set-up. Requirements such as audited statements and numbers of years of existence can frequently exclude these exciting initiatives.<sup>22</sup>
- Re-design application processes and timelines, selection criteria, and compliance requirements, amongst others, to make it easier for organisations to apply.
- Avoid complicated terms, especially those inherent to global north discourse in calls for concept notes.
- Translate and distribute calls for proposals in different languages.
- Design simple and easy to understand application formats and give applicants the option to submit in a language of their choice (ensuring that applications are graded by qualified native speakers of each language).
- Discard stipulations regarding partnerships and mentorships with institutions or individuals in high-income countries in calls for proposals.<sup>23</sup>
- Use funding applications that are accessible to applicants with limited technological access, tools, or skills.
- Adopt creative and innovative approaches to funding proposals, for instance, give potential grantees the option to pitch their ideas through proposal ‘videos’ put together in the language of their choice.
- Ensure that evaluation panels have representation from and active participation by the communities that are impacted by the issues being addressed and include diverse populations.<sup>24</sup>
- Replace complicated reporting and monitoring requirements with mutually agreed upon, meaningful ways of keeping track of and measuring progress. For example, documents created through the course of the programme can be accepted as reports. This could include annual reports, briefs, blog posts, and more.

## AFTER ESTABLISHING A PARTNERSHIP:

- Provide organisations the opportunity to set their own agendas rather than always seeking compliance with donor frameworks.
- Address the 'starvation cycle' by providing long term, flexible, unrestricted, and reliable funding. Understand that fundraising itself has a cost and smaller organisations too often invest voluntary time in funding proposals.
- Fund organisations' core costs, coordination efforts, adequate staffing, and ongoing capacity strengthening.
- Integrate a stepwise approach to supporting smaller, community organisations making it possible for them to transition from seed to larger funding.
- Redefine how you measure impact by focusing on attribution as well as contribution and considering flexibility with regards to tightly monitored key performance indicators.<sup>25</sup>
- Experiment with and adopt qualitative approaches to assessing impact.
- Provide additional support during extenuating circumstances to make VAWG work safe and more viable. For example, support costs associated with safer implementation of VAWG services during COVID-19 and the ability to respond to extraordinary events such as natural disasters, humanitarian crises, and pandemics.

*“If you say you have a “competitive” application process for your grant, receive hundreds of applications, and fund less than 5% of those groups, you are taking the ideas and strategies of frontline groups to build your strategic plan and brand. We need to push back on funders, have them compensate us for the collective hours spent on these applications that could have been used to serve community. They are receiving funding using OUR ideas in conversations about OUR work. There needs to be a better process with funders, city/county/state governments, and foundations whose innovation thrives off of our collective brilliance.”*  
~ Agaiotupu Viena, UTOPIA WA + Trans Women of Color Solidarity Network

## *Recognise, value, and compensate invisibilised labour*

### EXAMPLES FROM THIRD WAVE:

- 1) Application and site visits are a lot of work, and they statistically come across as a net loss for groups that apply. Third Wave gives reimbursement for the labour of going through an application process. If you don't get a grant, you get \$500 USD for applying. If they do a site visit, they pay \$1,500 USD.
- 2) Grantmaking Panelists (decisionmakers on the grantmaking team) are young trans women of colour under 25, and are paid \$150 USD per hour because this is commensurate with the rate that an older white cisgender man would likely be compensated for similar work in the philanthropy sector.
- 3) Third Wave has a 32 hour, 4-day work week to compensate for the disproportionate amount of unpaid labour that women, transgender people, and LGBTQ people do outside the workplace, and ensures cost of living and salary increases to offset the "double whammy" of unequal pay – gender-oppressed people are often expected to cover all the family and home caretaking outside work hours on a lower salary."

#### Source

Feminist Funding Practices, Grassroots Global Justice Alliance. Compiled for the EDGE Conference 2018, p. 2. COFEM has not independently verified these practices with Third Wave.

### *Frida's Model For Grantmaking*

FRIDA's participatory grantmaking model can serve as an example for donors interested in engaging grantees in the award making process. In this model, after a screening for eligibility, the proposals are anonymized and passed on to the applicants who vote for other applicants in their region, in their language and decide where and to whom funding is allocated. The applicants cannot vote for themselves.

Variations of this model include participatory decision-making where grantees/applicants vote for applications in other regions than the one they work in, to minimize conflicts of interests and potential for tensions in the regional women's movement.

#### Source

"Letting the movement decide: FRIDA Grantmaking Report." FRIDA, The Lafayette Practice, 2015, FRIDA\_GM\_Report\_FINAL.pdf (youngfeministfund.org).

### *AmplifyChange's Strategy for Risk Analysis and Mitigation*

AmplifyChange is a collaborative fund set-up by various bilateral, foundations, and other donors in 2014 to fund gaps in sexual and reproductive health and rights (SRHR) advocacy by civil society and community advocates based in the global south.

Almost 90% of AmplifyChange's grants go to small groups. It also funds smaller groups with specific objectives such as coalition building. AmplifyChange's design mitigated risks by working with a large number of small organizations and informal grassroots networks knowing that the vast majority of small organizations would perform well. It also starts off funding new organizations with smaller grants with the prospect of more support open based on performance. Over time, 20% of their grantees have 'graduated' to a higher level of funding.

#### Source

Lever, E., Miller, K., and Staszewska, K., (2020) Moving more money to the Drivers of Change: How Bilateral and Multilateral Funders can Resource Feminist Movements. AWID and Mama Cash with support from the Count Me In! Consortium.

## KEY ACTIONS TO BUILD ACCOUNTABLE AND EQUITABLE PRACTICE BY INTERNATIONAL NGOS

- Ensure that all partner INGOs are committed to equitable partnerships and seek to ensure that a significant proportion of all funds given to INGOs are granted onwards to local groups (where relevant).
- Require INGOs to demonstrate and report on how they chose partner NGOs, how they contribute to feminist movement building in local contexts, and how they will ensure sustainability and support for the organisations with whom they partner.
- Urge INGOs to ask and listen to local partners and women’s organisations and keep them informed on how their practices will change as a result of these conversations.<sup>26</sup>
- Require INGOs to co-create, not just consult.<sup>27</sup>
- Prioritise the well-being of women human rights defenders.
- Discourage ‘extractive’ behaviour – often taking the form of INGOs presenting the work, ideas, and success stories of local partners to add legitimacy to their work. Encourage INGOs to create visibility and facilitate access for local partners and women’s rights organisations.<sup>28</sup>
- Require INGOs to report against these commitments and develop and implement a plan to enhance the capacity of local NGOs to absorb more funds
- Require INGOs to have more open and clear discussions with local partners on budgets, and to co-develop budgets with their local partners.
- Hold all collaborators to robust diversity, equity, inclusion, and belonging<sup>29</sup> standards.
- Require INGOs to report on diversity, equity, and inclusion (DEI) metrics, establishing the following as a prerequisite for funding:
  - Aggregating employment by race, gender, and employment band, as well as efforts made to address imbalances such as the too frequent concentration of women of colour in lower tier roles;
  - Establishing pay equity based on race/ethnicity, gender, and experience;
  - Providing anonymised information on complaints on DEI issues including sexual misconduct, sexual harassment, or abuse of power, including information on how the organisation responded to these claims;
  - Sharing evolution of implementation of safeguarding policies and how issues emerging from these policies have been addressed;
  - Mandating a significant yearly improvement on above indicators and regular reporting to advance a dynamic growth environment for progress toward, learning around, and meaningful realisation of diversity, equity, inclusion, and belonging.
- Require that organisations operating in humanitarian settings use the Inter-Agency Standing Committee (IASC) Guidelines for integrating VAWG Interventions in Humanitarian Action and work with other cluster members as part of their projects.

## KEY ACTIONS TO DEMONSTRATE AND ADVOCATE FOR GREATER ACCOUNTABILITY TO FEMINIST AND WOMEN'S RIGHTS ORGANISATIONS WITHIN THE DONOR COMMUNITY

- Advocate for adoption of feminist funding modalities and identify opportunities to build political commitment towards this cause.<sup>30</sup>
- Add the powerful voice of donors and the donor community to advocacy efforts to fund, support, develop, and empower women's organisations in humanitarian response.
- Build connections with feminist movements and draw upon their technical expertise to help navigate and breakdown resistance. This can take the form of (adapted from Lever, Miller, and Staszewska, 2020)<sup>31</sup>:
  - Formal and informal consultations;
  - Attending and actively engaging in events organised by feminist organisations;
  - Reading up on literature authored and published by feminist activists and organisations.
- Promote the idea of 'belonging' as the goal of all diversity, equity, and inclusion efforts <sup>32</sup>
- Model greater accountability and advocate for other donors to do the same by:
  - Enhance reporting, tracking, and coding of funds directed to VAWG programming<sup>33</sup> and make data on funding available in standardised formats such as the International Aid Transparency Initiative (IATI);
  - Publishing information on VAWG investments and priorities to make it easier to plan and quantify the overall amount of GBV funding.<sup>34</sup>
- Mitigate fiduciary risk by devising a risk management strategy that mitigates risks associated with granting to smaller, less well-known entities. This could take the form of pooled funds or starting off with small grants.<sup>35</sup>
- Engage and involve community activists in funder's own governance mechanisms. This can be done by (adapted from Converging Pandemics: COVID-19, HIV and Inequality, 2021)<sup>36</sup>:
  - Initiating a pilot for participatory grantmaking as a means to enhanced community engagement;
  - Promoting a diversity, equity, and inclusion culture within the funding institution, including increasing representation in leadership positions;
  - Advocating for more diversity on the funding institution's board including community activists.

### *Grantmaking Practices During The COVID -19 Global Pandemic*

*"Flexibility, trust-based grantmaking, repurposing grants to respond to true needs of groups and allow for more space for general operating support!"*

~ Catherine Nyambura, young African feminist and COFEM member

**McKinsey and Company highlight five positive changes spurred by the pandemic that global philanthropy can build on in the future:**

- Reduce the burden on grantees;
- Accelerate pace and volume of giving;
- Partner with other donors to go further faster;
- Invest more in local communities;
- Support the public sector.

### **Many donors put these ideas in practice by:**

- Reallocating existing funds to pressing needs of grantees;
- Simplified reporting by creating joint reporting mechanisms or switching to summarised reporting and meetings instead of reports;
- Created new bespoke funds to meet the needs of communities during the pandemic;
- Combined funding streams with other donors and created one simplified and low-barrier platform to apply.

#### **Source:**

Nowski, T et al. "A Transformative Moment for Philanthropy." 2020, <https://www.mckinsey.com/industries/public-and-social-sector/our-insights/a-transformative-moment-for-philanthropy>.

Also from "Converging Epidemics: COVID-19, HIV & Inequality." FCCA and Elton John AIDS Foundation, 2021 and Pino, A. et al. "Knowledge Exchange: Engaging the Private Sector to Prevent and Address Violence Against Women." The Sexual Violence Research Initiative (SVRI), 2020, Pretoria: South Africa.

# Commitment 4

## FUND RESEARCH GROUNDED IN FEMINIST APPROACHES AND METHODS

Feminist research uses power analyses as the basis for understanding and inquiring about the social world. It is action oriented and focuses on individual, institutional, and systemic/social change to bring about gender equality. Feminist research is cognisant of the intersection of gender inequality with other social inequalities and builds evidence in partnership with women and girls with the aim of transforming patriarchal structures. It also strives to empower women and girls by challenging existing inequalities through the research process itself, as well as through the analysis, generation, application, and dissemination of research findings and ensures that the researchers do no harm during the course of the research to any community.<sup>37</sup>

### KEY QUESTIONS FOR RESEARCH PLANNING<sup>38</sup>

- Is research necessary?
- Is there enough existing evidence?
- Does the process centre the expertise and leadership of communities where the research is taking place?
- Is the research question shaped by a commitment to transform gender inequality?
- Does the research focus on the ways in which power, status, and resources are unequally distributed between men and women and/or how this perpetuates VAWG?
- Does the research plan show awareness of power and privilege in the international development and humanitarian aid sector?<sup>39</sup> For example, does it recognise and challenge the privileging of white and global north theories, “ways of learning, and notions of expertise”?<sup>40</sup>
- Does the research address power dynamics between researchers and research participants, including local women’s groups, survivors of violence, and more?
- Does the research incorporate an intersectional lens and understanding of the unique challenges faced by diverse research participants?

### KEY QUESTIONS FOR RESEARCH FUNDING

- How will the funding be used to improve programming on the ground?
- As the goal of feminist research is generating social change, is the research funding sufficient to make sure that the findings can be used to initiate this change?
- How much funding is going to research in lower and middle income countries compared to high income countries?
- How is funding being used to develop and capacitate researchers in the global south?

## KEY QUESTIONS FOR RESEARCH DESIGN

- Is the research question and design informed by the needs and stated priorities of women and girls in communities?
- Is the research informed by feminist research methodologies including a commitment to decolonising research practices (for example, questioning hierarchies around 'what counts' as knowledge, centring lived experiences and indigenous forms of knowledge generation, and more)?
- Is there a fair and proportionate allocation of resources between the local team and the international team members?<sup>41</sup>
- What due diligence measures are planned to ascertain the benefits of the research to the local community?<sup>42</sup>
- Is the partnership between the local and international team cognisant of underlying power dynamics and committed to building equitable relationships?
- Is there time and budget for team development and trust to develop amongst the team members and between the team and the community?<sup>43</sup>
- Does the research take into account "research fatigue" – the trauma suffered by survivors from sustained research interest - and critically evaluate the need and context for interviewing VAWG survivors on their personal experiences of violence?<sup>44</sup>
- Are the research methodologies used rigorous and ethical?
- Are there mechanisms in place to address the mental health of the participants? Are there mechanisms to support the research team and vicarious trauma they may experience?
- Are there mechanisms in place to ensure researcher reflexivity?

## KEY QUESTIONS FOR DATA ANALYSIS AND SHARING

- How will the results be shared with the local community, the women and girls who participated, and the wider public? Is there equitable ownership of data that is ultimately produced?<sup>45</sup>
- How will authorship be determined?
- Will the research be published in the global south and in the local language?<sup>46</sup>
- How will the research be used to amplify knowledge stemming from the global south?<sup>47</sup>

*"Feminist grantmaking is not just about giving grants, it is about building an entire ecosystem of resourcing that contributes to transforming gendered power and its intersections with all of systems of oppression. This means thinking about how resources are generated in the first place and how they can be managed in ways that advance rather than contradict the justice outcomes. Are endowments invested in ways that support gender, racial, environmental, and other justices? Do the banks we use have ethical policies? Are we procuring in ways that give opportunities to women and minoritised communities? Do we support full labour rights of all of our employees and contractors? Are we building towards resource independence and resilience in activist communities?"*  
~ Jessica Horn, African feminist strategist, grantmaker, and COFEM member

## Commitment 5

### SUPPORT TARGETED EFFORTS TO ADDRESS INTERSECTING STRUCTURES OF OPPRESSION THAT LEAD TO VAWG

All work to prevent and respond to VAWG needs to be addressed through an intersectional analysis and the difference in experiences of women and girls. Although all women and girls face discrimination in the context of global patriarchy, specific groups of women face multiple forms of oppression because of their race, ethnicity, sexual orientation and expression, religion, socio-economic background, and ability, among others. For this reason, it is important to be wary of catch-all, non-specialised violence prevention and response programmes which can be used as a strategy to minimize costs rather than increase impact. Additionally, these programs may not address the root causes and consequences of intersecting structures of oppression that lead to VAWG that are unlikely to be funded through other channels due to marginalisation, lack of access to social, cultural, and human resources, internal discrimination, and more. Addressing common risk factors and root causes is critical to designing and implementing transformative programmes with the potential to eradicate violence, advance safety, achieve equity, and realise equality.

#### KEY ACTIONS FOR TARGETED EFFORTS TO ADDRESS INTERSECTING STRUCTURES OF OPPRESSION

- Enhance funding available to develop specialized VAWG programmes and services depending on the needs of underserved populations, taking into account the women and girls that are more likely to experience violence due to intersecting oppressions.
- Promote coalition building and action by providing time and resources for networks and organizations working on VAWG to come together, learn from each other, and develop common agendas for action that build gender equity, equality, and promote justice for all.
- Articulate the necessity of specialised and targeted programming for VAWG, and advocate for the integration of a feminist-informed and intersectional gender-power analysis from the outset of all violence prevention and response efforts.

# Commitment 6

## EMBRACE A POWER ANALYSIS BASED ON GENDER AND 'SAY NO' TO GENDER NEUTRALITY

Support initiatives that are grounded in gendered and intersectional power analysis rather than those that are gender neutral. 'Gender neutrality' refers to policies and programmes that recognize differences between men and women, but do not recognize, acknowledge, or address the power hierarchies. This neutrality overlooks the power analysis that it is not only gender but also other power differentials at play including ability, race, caste, class, sexual orientation and expression, ethnicity, immigration status, and so on.

### KEY ACTIONS TO ENSURE FEMINIST PROGRAMME DESIGN

- Include a section on power analysis in proposal templates specifically asking applicants to show how they have used an analysis of gendered power dynamics in the project design.
- Ask applicants to explain how the proposed intervention addresses root causes of violence and inequality, as well as the systems that turn individual characteristics into conditions of vulnerability.
- Require VAWG risk/vulnerability assessments as a mandatory part of funding proposal criteria across the agency's entire funding portfolio.
- Evaluate whether proposals use an intersectional analysis. For example, does the project design recognize and make provisions for women and girls who face multiple and overlapping vulnerabilities? Does the project aim to advance social justice?
- Watch out for red flags such as:
  - Arguments for provision of similar or the same services for everyone irrespective of gender, or approaches that put women-specific services in competition for resources with generic or men-specific services.
  - Use of gender inclusion ideology to make a case for services for all without understanding and addressing intersecting identities.
  - Approaches that focus on and prioritise the (traditional) family rather than women and girls inclusively and their rights.
  - Definitions of gender that are limited to identities and stereotypes and leave out structural power inequalities.
  - Essentialist and complementary conceptualisations of gender that picture women and girls as defective and in need of fixing or as inherently vulnerable.
  - Lack of women's representation (particularly a lack of diverse and inclusive participation) in leadership and decision-making positions in the organisation and in programme initiatives.

*“We call on donors to breathe deep, reach high, trust in and embrace what feminists have called for, for decades. Even the smallest funds often bring with them huge conditionalities such as registration, bank accounts and cashflows. The bigger funds are just not big enough and force implementers to cut corners in training, in who gets included or excluded, and in programme quality and duration. The resulting programmes can cause lasting harm to those most vulnerable and can be deeply dispiriting for all involved, reinforcing the myth that VAWG is a given, instead of understanding that it’s the process which is broken. We have clear evidence that the only way to reduce VAWG is through sustained independent women’s rights movements – but these have been chronically and deeply underfunded for years.*

*Listen to us, learn with us, walk with us – and then celebrate with us.”*

*~ Dr. Alice Welbourn, creator of Stepping Stones and COFEM member*

## A SNAPSHOT OF RESOURCES FOR

## FURTHER READING AND REFLECTION:

- AWID and MamaCash – [Moving More Money. Towards a Feminist Funding Ecosystem](#), and [Where is the Money for Feminist Organizing?](#)
- Astrea Lesbian Foundation – [Feminist Funding Principles](#)
- Black Feminist Fund - <https://www.blackfeministfund.org/english>
- CREA- [All About Movements](#)
- Channel Foundation- [Feminist Funding Practices](#)
- Equality Fund – [Principles for Feminist Funding](#)
- Ford Foundation’s [Gender, Ethnic, and Racial Justice Program](#)
- Frida and Purposeful Production – [Weathering the Storm: Resourcing Girls and Young Activists Through a Pandemic](#)
- Her Voice Fund -- [Positive Action and Youth-Led Project](#)
- Human Rights Funder’s Network – [The Principles Project](#)
- ICAN – [Funding Women Peace Builders: Dismantling Barriers to Peace](#)
- Issue lab by Candid – [Participatory Grantmaking](#)
- Karin Heisecke, [The elephant in the philanthropy room: Violence against women in Europe, Oct 2019](#), Alliance Magazine
- Mama Cash – [Feminist Activism Works!](#)
- Raising Voices and the Sexual Violence Research Initiative – [Learning Together: A Guide for Feminist Violence Against Women and Girls Research Collaborations](#)
- Salamander Trust- The Whave Podcast Paper # 1, [Fund what works: fund community-led women’s rights organisations for an effective, ethical and sustainable response to HIV](#)
- The Whitman Institute – [Trust based Philanthropy](#)
- UHAI - <https://uhai-eashri.org>
- Urgent Action Fund – [Feminist Activists are Organizing Through the COVID-19 Pandemic](#)
- VOICE – [Where’s the Money? How the Humanitarian System is Failing in its Commitments to End Violence Against Women and Girls](#)

## ENDNOTES

<sup>1</sup>*Learning Together: A Guide for Feminist Practice in Violence Against Women and Girls Research Collaborations*. Raising Violence and the Sexual Violence Research Initiative, 2020, Kampala, Uganda and Pretoria, South Africa [««](#)

<sup>2</sup>*Oxfam's Guide to Feminist Influencing*. Oxfam USA, 2019, p. 5, <https://oxfamilibrary.openrepository.com/bitstream/handle/10546/620723/gd-oxfam-guide-feminist-influencing-070319-en.pdf?sequence=5>. [««](#)

<sup>3</sup>*Gender based Violence (GBV) localization: Humanitarian transformation or maintaining the status quo?* USAID, CARE, Action Aid, GBV AoR, 2019. [««](#)

<sup>4</sup>*Localizing Response to Gender-Based Violence in Emergencies*. IRC, 2017, <https://gbvresponders.org/wp-content/uploads/2015/11/Localising-Response-to-Gender-Based-Violence-in-Emergencies-WEB.pdf>. [««](#)

<sup>5</sup>"Fund what works: fund community-led women's rights organizations for an effective, ethical and sustainable response to HIV." The WHAVE Podcast Paper #1, Salamander Trust et al, 2020. [««](#)

<sup>6</sup>Wall, I. and Hedlund, K. "Localization and Locally-Led Crisis Response: A Literature Review." local2global, Swiss Agency for Development and Cooperation, 2016. [««](#)

<sup>7</sup>"Feminist Activism Works! A review of select literature on the impact of feminist activism in achieving women's rights." MamaCash, 2020, [https://www.mamacash.org/media/publications/feminist\\_\\_activism\\_works\\_mama\\_cash.pdf](https://www.mamacash.org/media/publications/feminist__activism_works_mama_cash.pdf). [««](#)

<sup>8</sup>"COFEM Feminist Pocketbook. Tip sheet 9." COFEM, 2018, <https://cofemsocialchange.org/feminist-pocketbook/>. [««](#)

<sup>9</sup>"Counting the cost: the price society pays for violence against women." CARE, 2018, [https://www.care-international.org/files/files/Counting\\_the\\_costofViolence.pdf](https://www.care-international.org/files/files/Counting_the_costofViolence.pdf). Accessed 1st Oct 2020. [««](#)

<sup>10</sup>"The Humanitarian-Development-Peace Nexus, What does it mean for multi-mandated organizations?" OXFAM discussion paper, 2019, [https://reliefweb.int/sites/reliefweb.int/files/resources/dp-humanitarian-development-peace-nexus-260619-en\\_0.pdf](https://reliefweb.int/sites/reliefweb.int/files/resources/dp-humanitarian-development-peace-nexus-260619-en_0.pdf). [««](#)

<sup>11</sup>The definition used by Centre for Feminist Foreign Policy, <https://centreforfeministforeignpolicy.org/feminist-foreign-policy>. Accessed 8th March 2021. [««](#)

<sup>12</sup>Sweden – Gender Equality, Donor tracker, <https://donortracker.org/node/11397>. [««](#)

<sup>13</sup>The OECD Gender Policy Marker categorises projects as – principal "meaning that gender equality is the main objective of the project or programme" and significant – "for projects in which gender equality is an important and deliberate goal but not the main objective." [««](#)

<sup>14</sup>The Grand Bargain Annual Independent Report 2020 highlights the impact the Grand Bargain is having on promoting a more cohesive approach across the humanitarian aid sector but laments the slow progress on key areas, particularly increased funding for local actors and improvement in quality of funding by enhancing flexibility and predictability. [««](#)

<sup>15</sup>The Call to Action Roadmap 2021-2025, [https://1ac32146-ecc0-406e-be7d-301d317d8317.filesusr.com/ugd/1b9009\\_e8c2214a8950412cbd82599e6c08b110.pdf](https://1ac32146-ecc0-406e-be7d-301d317d8317.filesusr.com/ugd/1b9009_e8c2214a8950412cbd82599e6c08b110.pdf). Accessed 11th August 2020. [««](#)

<sup>16</sup>Women and girls most affected by VAWG, depending on the context, include women and girls of colour, women and girls with a disability, women and girls with diverse SOGIESC, women and girls from marginalised socio-economic, religious, or other backgrounds. [««](#)

<sup>17</sup>'Gender neutrality' refers to policies and programmes that recognise differences between men and women, but do not recognise, acknowledge, or address the power hierarchy inherent in the gender order in which men have greater status than women, and men's use of power over women is sanctioned in many situations. [««](#)

<sup>18</sup>See, for example KPMG study, "Too Costly to Ignore, The Economic Impact of Gender-based Violence in South Africa." 2014, <https://assets.kpmg/content/dam/kpmg/za/pdf/2017/01/za-Too-costly-to-ignore.pdf>. [««](#)

<sup>19</sup>"Managing Gender-based Violence Programmes in Emergencies E-Learning Companion Guide." UNFPA, 2012, [https://www.unfpa.org/sites/default/files/pub-pdf/GBV%20E-Learning%20Companion%20Guide\\_ENGLISH.pdf](https://www.unfpa.org/sites/default/files/pub-pdf/GBV%20E-Learning%20Companion%20Guide_ENGLISH.pdf). [««](#)

<sup>20</sup>Ibid [««](#)

<sup>21</sup>Staszewska, K. et al. "Moving More Money to the Drivers of Change: How Bilateral and Multilateral Donors Can Resource Feminist Movements." AWID, Mama Cash, Count Me In! Consortium, 2020. [««](#)

- <sup>22</sup> “Fund What Works: Fund community-led women’s rights organizations for an effective, effective and sustainable response to HIV.” The WHAVE Podcast Paper #1, Salamander Trust, 2020. [««](#)
- <sup>23</sup> Erond, N. and Ginsbach, K. “Funding institutions perpetuate inequitable global health partnerships: here are three ways to stop that.” Skoll.org, 2021. [««](#)
- <sup>24</sup> Ibid [««](#)
- <sup>25</sup> Sillis, et al. “A leap of faith: a conversation with funder of women’s organizations.” OXFAM, IG Advisors, 2019, <https://oxfamlibrary.openrepository.com/bitstream/handle/10546/620823/rr-a-leap-of-faith-conversations-funders-womens-organizations-010719-en.pdf;jsessionid=4F4CA03A01C10B16D2914270D38AC29D?sequence=1>. [««](#)
- <sup>26</sup> Woodroffe, J. and Herranz, L.A. “Solution – or part of the problem? Reflections on the role of INGOs in women’s rights work.” Gender and Development Network (GADN), 2019, <https://static1.squarespace.com/static/536c4ee8e4b0b60bc6ca7c74/t/5dc95a72913dc6206eea1f52/1573476982054/Briefing+Nov+2019++Solution+or+part+of+the+problem.pdf>. [««](#)
- <sup>27</sup> Ibid [««](#)
- <sup>28</sup> Ibid [««](#)
- <sup>29</sup> The term ‘belonging’ references ‘a sense of belonging’ that can only exist where diversity, equity, and inclusion (DEI) all exist at the same time within an organisation or a team. If you implement one or more elements of a DEI approach but leave the third unaddressed, you cannot create an organisation where people feel like they ‘belong’. Belonging is also described as “an organization that engages the full potential of the individual, where innovation thrives, and views, beliefs, and values are integrated.” For more on this, see <https://www.krysburnette.com/blog/2019/1/22/belonging-a-conversation-about-equity-diversity-amp-inclusion>. [««](#)
- <sup>30</sup> Lever, E., et al. “Moving More Money to the Drivers of Change: How Bilateral and Multilateral Funders Can Resource Feminist Movements.” AWID and Mama Cash with support from the Count Me In! Consortium, 2020. [««](#)
- <sup>31</sup> Ibid [««](#)
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