

GLOBAL FUND FOR
WOMEN

STRATEGIC PLAN SUMMARY

2024-2026

in Motion



Gender justice. Climate justice. Racial justice. From the Green Wave to #MeToo to Ni Una Menos, movements for gender justice have created stronger laws, led cultural tidal waves, and driven critical social progress. Movements are setting change in motion.

Yet these movements are dramatically underfunded. In fact, only 1.9% of all funding makes it to organizations dedicated to women and girls, and Black feminist social movements receive less than 0.5% of philanthropic dollars. Imagine what would be possible if movements had the resources they need.

Global Fund for Women is taking bold action and doubling down on our support to movements.

When we launched our 10-year vision in 2020, we embarked on a journey to lead a more equitable way to fund gender justice movements. In the first three years of this vision, we piloted how to best provide more money, resources, and decision-making power to movements. Using an iterative process of testing, learning, and adapting, we have supported 11 gender justice movements globally, including a movement in Peru working to end sexual and gender-based violence; climate justice movements in the Caribbean, Africa, and the Pacific Islands; and an abortion rights movement in East Africa, for a start.

With our fiscal year 2024-2026 Strategic Plan, we are applying our learnings from the first three years of our vision and going all in on our support for centering gender justice movements, flipping the script on traditional philanthropy, and giving movement leaders what they need to succeed. We're doubling down on our efforts to shift power to the people left out of traditional philanthropy—Black and Indigenous people, LGBTQI+ people, rural women, people with disabilities, sex workers, and more—and ensuring that these feminist leaders are properly resourced.

These movements are setting the world #InMotion—and Global Fund for Women is here to support them every step of the way.

Joy Hayley Munthali, Green Girls Platform in Malawi,
Pan-African Feminist Climate Justice Movement
Photo by PexelsBoss

OUR 2030 VISION

A world where movements for gender justice have transformed power and privilege for a few into equity and equality for all.

OUR MISSION

We fund bold, ambitious, and expansive gender justice movements to create meaningful change that will last beyond our lifetimes.



OUR VALUES

Our feminism is rooted in intersectionality. We know that there is no gender justice without racial justice, queer justice, immigration justice, climate justice, and so many more. Acknowledging how different forms of discrimination intersect with and amplify gender-based discrimination is a critical way to ensure people of all genders reap the benefits of gender justice. We work toward systemic redistribution of power, opportunities, and access for people of all genders through the dismantling of harmful structures, including patriarchy, white supremacy, colonialism, neoliberalism, ableism, ageism, homophobia, and transphobia. We take an intersectional approach that centers the needs, experiences, and leadership of people most impacted by discrimination and oppression. We work together to build and sustain cultures centered around interdependence, justice, and respect. We show up for each other, promote the practices of self-care and collective care, and proactively invest in the health, well-being, and growth of staff.

WE ARE

Bold

We are willing to take risks and be creative and imaginative.

Collaborative

We make progress together, not alone. We seek to build trust, solidarity, and partnership with those who share our beliefs.

Curious

We seek out new ideas and diverse perspectives. We are transparent, welcoming, and passionate about learning and improving.

Authentic

Our work is rooted in our commitment and connection to gender justice movements around the world.

Right: Lusiana Suleueti, an elder from Vunidogaloa Village, Fiji

Near Right: Lavenia McGoon, from Tongoru, Fiji. Both Lavenia and Lusiana live in villages that are directly affected by climate change, and have made difficult decisions about whether to stay or move.

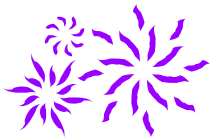
Photos by Lori Barra



OUR 3-YEAR STRATEGIC PRIORITIES

We are fueling gender justice movements for lasting change.

Here's how we plan to do that over the next three years:



Find sparks

We will find and fund emerging gender justice movements that are poised for impact by leveraging data and insights.



Move money, shift power

We will define and practice excellence in feminist grantmaking and support of gender justice movements—to maximize movement impact and minimize friction, burden, and competition.



Partner with purpose

We will raise money to resource gender justice movements by building a community of support through relationships, including with feminist funds.



Change the story, change the world

We will promote gender justice by challenging the dominant narrative around philanthropy and co-creating opportunities for feminist solidarity, joy, and movement victories.



Walk the walk

We will grow a values-based organizational culture that aligns with our vision so we can show up better for each other and our partners.

Immediate Right: Liz Medrano, Moshikas Diversas in Perú, Movement to End Sexual and Gender-Based Violence in Perú

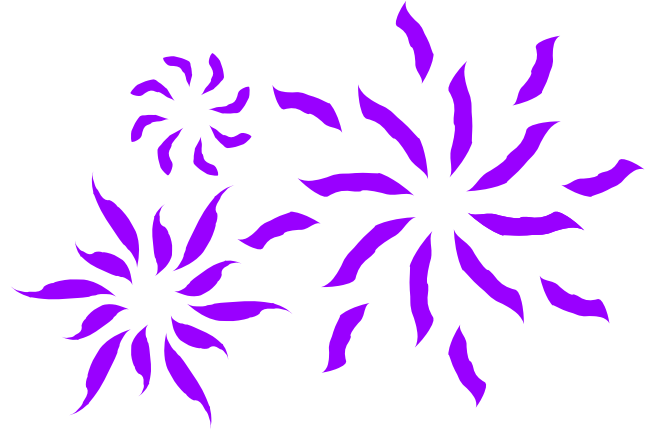
Upper Right: Sebastián Marallano, Diversidades Trans Masculinas in Perú, Movement to End Sexual and Gender-Based Violence in Perú



GOAL 1

FIND SPARKS

Find and fund emerging gender justice movements poised for impact by leveraging data and insights.



HOW WE'LL DO IT

- Advance Global Fund for Women's tools (such as Movement Capacity Assessment Tool, our movement mapping tool, and Gender Justice Data Hub) to generate and share actionable data about gender justice movements
- Engage local stakeholders on what they are seeing and hearing around gender justice activism and what movements they recommend Global Fund for Women support
- Build relationships with and provide support to emerging movements

WHAT DOES SUCCESS LOOK LIKE?

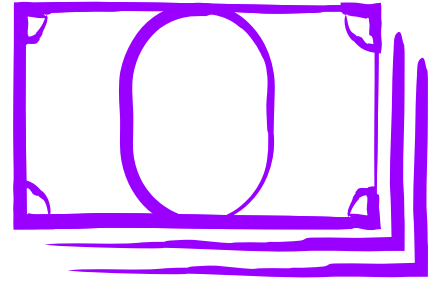
- Global Fund for Women tools are used by partners in at least 10 movements to generate useful insights about gender justice movements, and are refined based on partner input
- At least 10 new movements from different regions have been recommended for Global Fund for Women support as a result of diverse engagements with gender justice activism stakeholders
- At least five emerging movements have been identified and received funding to support their priorities



GOAL 2

MOVE MONEY, SHIFT POWER

Define and practice excellence in feminist grantmaking and support of gender justice movements—to maximize movement impact and minimize friction, burden, and competition.



HOW WE'LL DO IT

- Continue to refine the movement-led approach models to support at least five additional movements
- Achieve better alignment across all Global Fund for Women grantmaking
- Track and be responsive towards positive movement experience
- Explore creative ways of moving money to address challenges faced by movement partners, and within the participatory grantmaking process

WHAT DOES SUCCESS LOOK LIKE?

- Movement-lead approach models are conceptualized, employed, and continuously evaluated and improved to guide Global Fund for Women's operations and strategies in support of movements
- Operational and strategic pain points around grantmaking goals and activities are collectively identified across teams, and action plans to address these pain points are co-created
- Indicators for positive movement experience at organization, team, and staff levels are collectively defined, tested, and tracked over time to inform organizational and field-learning and action in support of movements
- Grantmaking operations and systems are updated and implemented in alignment with movement-led models to respond to at least three major grantmaking operational challenges faced by grantees and individual activists in receiving funds



Movement-led approach organizers for gender justice in the Western Balkans convening 2023 in Sarajevo, Bosnia and Herzegovina.

Photo by Almira Mehic

GOAL 3

PARTNER WITH PURPOSE

Raise money in support of gender justice movements by building a community of support through relationships, including with feminist funds.



HOW WE'LL DO IT

- Enable more flexible funding to grassroots movements by supporting donors to minimize their restrictions, and by strengthening our capacity to absorb donor restrictions
- Influence and inform donor policies and implementation (for example, supporting donors to apply an intersectional feminist approach to anti-corruption efforts, and to better understand and incorporate local feminist agendas in their policies and priorities)
- Reimagine Global Fund for Women's proposal and funding development process to shift power by sharing decision-making with movement partners and co-creating across difference
- Continue and expand efforts around donor education to diversify donor base across all levels and backgrounds, and increase trust-based giving
- Partner with feminist funds to make the case for investment in feminist funds, and strengthen their capacity to do so

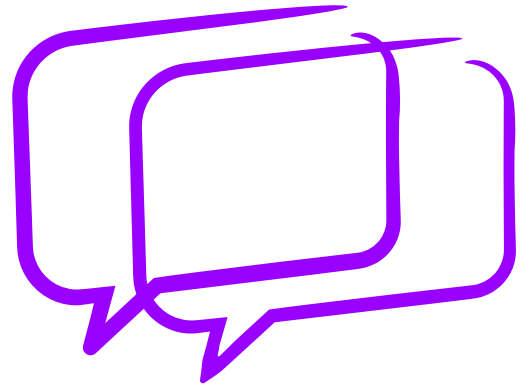
WHAT DOES SUCCESS LOOK LIKE?

- At least 10 examples where we have supported donors to minimize their restrictions for grassroots organizations or movements; share learnings about the process
- At least two examples where we have supported changes in donor policies and implementation to better support grassroots gender justice movements
- At least three joint resource mobilization efforts per year that involve movement partners in the ideation, design, and development process as equal partners with shared decision-making power
- Increased number and diversity, in terms of giving levels and backgrounds, among donor education program participants, and the development of a "Champions for Equality" curriculum
- Partnerships developed and strengthened with at least 15 feminist funds to collectively advocate for feminist funding models and strengthen their capacity and infrastructure

GOAL 4

CHANGE THE STORY, CHANGE THE WORLD

Promote gender justice by challenging the dominant narrative around philanthropy and co-creating opportunities for feminist solidarity, joy, and movement victories.



HOW WE'LL DO IT

- Leverage Global Fund for Women's platform, including our monthly giving program, 1.9 Rising, to advance our own and movement partners' advocacy goals
- Create new narratives around gender justice through the work of Artist Changemakers, who represent regional and creative medium diversity, apply an intersectional lens, and are actively engaged in local movements
- Engage in learning and knowledge production around organizational learnings and institutional best practices about our journey to become a movement-led organization
- Strengthen and grow fiscal sponsorship program to champion and support feminist organizations otherwise ineligible for tax-deductible donations in the U.S.
- Continue the feminist accountability process, including Generation Equality Forum accountability, to support and partner with feminist organizations from across the world to hold governments, the private sector, and civil society actors to account through a collective communications, data, and advocacy strategy

WHAT DOES SUCCESS LOOK LIKE?

- Utilize 1.9 Rising and acquire 100 new monthly subscribers per year, and share organizational learnings via 1.9 Rising
- Support at least eight Artist Changemakers through small grants annually
- Publish at least five learning and knowledge production pieces annually
- Strengthen our processes and capacity for our fiscal sponsorship Model A program to enhance our support services to current partners, and take on three new partners per year
- Continue a feminist accountability process led by civil society organizations to effectively ensure Generation Equality Forum resources are transparent, flexible, sustainable, and directed towards supporting grassroots and gender justice movements

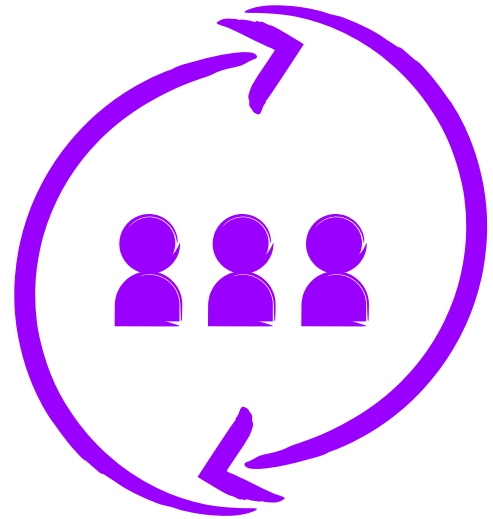
Right: Albena Baeva, Multi-disciplinary artist from Bulgaria, Artist Changemaker Program



GOAL 5

WALK THE WALK

Grow a values-based organizational culture that aligns with our vision so we can show up better for each other and our partners.



HOW WE'LL DO IT

- Strengthen values-aligned practices as a global remote organization (including pay and benefit equity, core technology competencies, accessibility, and inclusivity)
- Redefine performance measurement to focus on mutual accountability, radically incentivize to dissuade silos, and align on movement support and outcomes
- Strengthen emotional and organizational intelligence to be truly responsive to movement and cross-team needs

WHAT DOES SUCCESS LOOK LIKE?

- Development and implementation of a growth strategy, including a three-year financial plan that aligns growth in revenues, programs, and staffing capacity; a staff compensation and equity policy (U.S. and international staff); and an updated performance measurement and review process developed and tested, focusing on teamwork/collaboration; movement and resource partner relationship stewardship; and adherence to Global Fund for Women's intersectional feminist values
- Change management process initiated with a focus on building skills among staff



Upper Left: Aria Laidlow-Ferdinand, Feminist Organizing for Climate Justice in the Caribbean committee member



Near Left: Angelique V. Nixon, Feminist Organizing for Climate Justice in the Caribbean committee member

MOVEMENTS ARE HOW CHANGE HAPPENS.

No single person can change the world, but when we move together, we create unstoppable change.

Let's set the world **#InMotion** together. Check out www.globalfundforwomen.org/inmotion to join us.

GLOBAL FUND FOR
WOMEN

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Cover Photos

Left: Joy Akoli, Global Rights Alert
in Uganda, Pan-African Feminist
Climate Justice Movement
Photo by PexelsBoss

Top right: Shivanjani Lal,
curator from Fiji and Australia,
Artist Changemaker
Photo by Jacquie Manning