

GLOBAL FUND FOR
WOMEN

GROWING TOGETHER TOWARDS GENDER JUSTICE



GLOBAL FUND FOR WOMEN
2023-2024 ANNUAL REPORT

The past year tested communities with climate disasters, war, attacks on reproductive rights, and authoritarian opposition to feminist progress. Yet, despite these obstacles, the global gender justice ecosystem pressed forward.

When movements unite, they grow stronger and more effective in challenging power and advancing equity and justice. Our supporters enabled Global Fund for Women to dedicate over \$15 million in grants to support this growth. By shifting resources and power to those on the frontlines, we saw how a single seed of support can blossom into lasting change.

In West and Central Africa, feminist leaders united to expand abortion rights. In Guatemala, Indigenous women spearheaded a pro-democracy movement. In India, domestic workers won hard-fought protections and better pay. Around the world, our partners joined forces to improve the lives of women, girls, and marginalized communities, while continuously pushing for progress.

In this report, you'll learn about these incredible wins and how Global Fund for Women:

- * Fostered global connections to strengthen feminist movements.
- * Demonstrated solidarity with women and girls leading crisis response.
- * Delivered timely support to movements at critical moments of opportunity.
- * Prioritized learning and adapting to grow our organization.

Ensuring feminist movements are well-resourced and supported requires the collaboration of our global community, and we could not do this work without the steadfast support of our donors. Thank you for joining us on this journey as we **grow together**.

With gratitude,

PeiYao Chen
President & CEO
Global Fund for Women

Layli Maparyan
Board Chair
Global Fund for Women

OUR MISSION

Fund and strengthen bold and ambitious gender justice movements to create lasting, meaningful change.

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 VALUES

Our values guide every decision we make and every interaction we have with our partners, donors, supporters and colleagues. We are: bold, curious, authentic, collaborative.

OUR GRANTMAKING APPROACH

We believe movements succeed when they have the resources and freedom to lead.

That's why we provide flexible, trust-based grants to support those on the frontlines of change. These grants allow activists and organizations to act quickly, creatively, and effectively in tackling inequality and injustice.

Our connections and trust reach where no one else can. Through the relationships we've built in almost every country in the world, we're able to directly support activists and organizations that no other funder can reach—underground rebellions, unregistered groups, and independent activists on the verge of igniting a movement.

We take bold risks to get support to those creating transformational change. Even in the most dangerous and hard-to-reach contexts—like when national banking systems have collapsed, or activists face violent suppression—we find creative and daring solutions to get support in the hands of those who are leading the fight.

We take great care to distribute your funds equitably to those who need it most. Traditional philanthropy and humanitarian aid rarely reach the communities most in need and those who have the solutions to improve conditions for themselves and others—that's why we prioritize women, especially women with disabilities and Black, Indigenous, LGBTQI+, and rural women.

We shift real power to feminist movements. Transformational change doesn't happen in our offices or overnight. It's women and girls across the world who make it happen, and their work requires long-term dedication. That's why most of our grants are multi-year funding, so our partners can plan for the long haul.



Above: We stand in solidarity with partners across movements, identities, and struggles to build collective power and advance true equality.
Photo by Mabel Feres Cavalletti

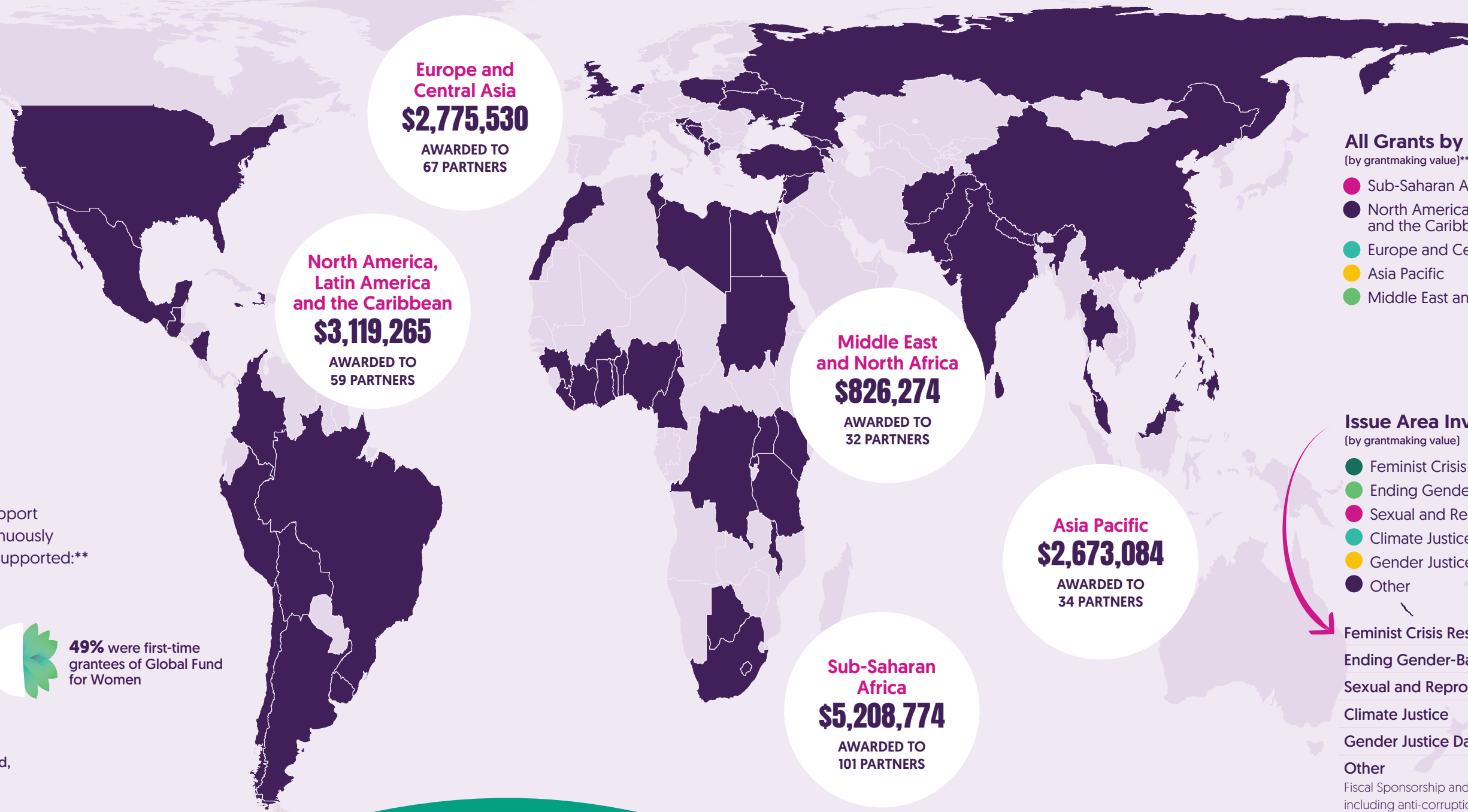
OUR GRANTMAKING IN 2023-2024

With the support from our donors, we unite with those most impacted by injustice and inequity, giving them the resources to lead, organize, and drive change.



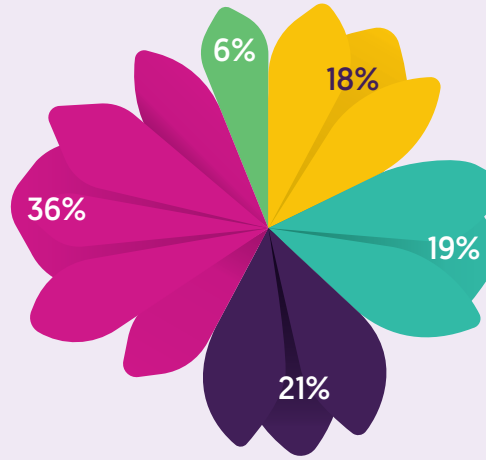
EQUITY IN GRANTMAKING

Our aim is to combat inequality—including within philanthropy. To ensure we support grassroots movements, new organizations, and hard-to-reach activists, we continuously measure and assess our work across multiple equity metrics. Of the groups we supported:**



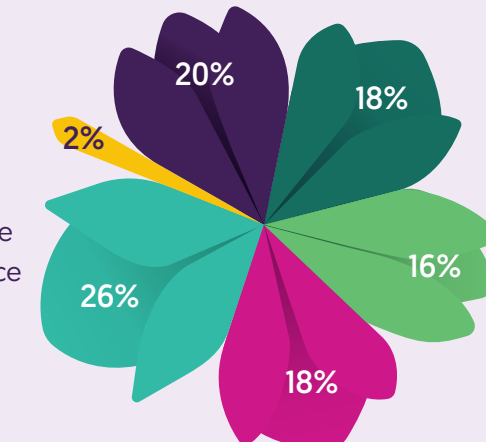
All Grants by Region (by grantmaking value)**

- Sub-Saharan Africa
- North America, Latin America, and the Caribbean
- Europe and Central Asia
- Asia Pacific
- Middle East and North Africa



Issue Area Investment (by grantmaking value)

- Feminist Crisis Response
- Ending Gender-Based Violence
- Sexual and Reproductive Justice
- Climate Justice
- Gender Justice Data Hub
- Other



Feminist Crisis Response	\$2,745,000
Ending Gender-Based Violence	\$2,510,000
Sexual and Reproductive Justice	\$2,810,000
Climate Justice	\$4,015,000
Gender Justice Data Hub	\$352,000
Other	\$3,043,000
Fiscal Sponsorship and a wide spectrum of programs including anti-corruption, domestic workers rights, feminist political leadership, etc.	

TOTAL GRANTS AWARDED \$15,475,000

*The total awarded value of grants reported here includes Fiscal Sponsorship Model A, \$872,500. It is also \$1.65M higher than our audited financials due to the following: \$1.7M conditional grants awarded where conditions had not yet been met by the grantee, \$350k grants withdrawn, and a \$362k adjustment for a discount on grants payable more than one year from now. Subsequent figures exclude Model A Fiscal Sponsorship.

This map uses the Gall-Peters projection, promoting equity by accurately showing countries' true relative sizes, unlike traditional projections that distort scale to favor power and privilege.

** Excluding grants awarded under the fiscal sponsorship program

DEFINING MOMENTS OF 2023-2024

Through these defining moments of the last year, we saw how quickly the gender justice environment can shift. New crises can spawn like unexpected storms, while hard-fought battles can suddenly yield results, like seeds sprouting in the sun.

SOLIDARITY DURING CRISIS

With over \$2.6 million in grants, we helped our partners respond to crises interwoven with gender inequality: natural disasters, violent conflicts, and extreme political oppression. While responding to the escalating violence in Israel's war on Gaza, we provided more than \$548,000 in flexible grants to 13 Palestinian organizations, one Israeli organization, and three Palestinian feminist funds for further distribution. Using these grants how they saw best, our partners provided clean water, food, and shelter for displaced families, exposed human rights violations, and offered dignity kits and helplines to those trapped in the genocide.

ADVANCING JUSTICE

Domestic workers in India—primarily women—regularly face economic, physical, or sexual exploitation due to their work being largely unregulated and performed in private homes. Over several decades, the domestic workers movement has gained momentum, and since 2021, we have invested \$946,768 in 3-year grants to bolster 24 organizations. Through their advocacy and collaboration, domestic workers achieved significant victories nationwide: Advocates in Tamil Nadu achieved an increase in the minimum wage for domestic workers, while those in Assam introduced for consideration the Domestic Workers Social Protection Bill in the state Assembly to establish social security and other critical protections for domestic workers.

Global Fund for Women's support [came] at a crucial time and significantly strengthens our ability to address the overwhelming and urgent needs of Bedouin [Indigenous and an ethnic minority in Palestine] women in the Naqab. This grant is not only a financial boost to our operations but also a meaningful endorsement of our mission and the work we are doing to empower women in our community.

—Sidreh, Feminist Crisis Response Partner Organization

Investment
in Crisis Response
\$2.7M
TO 70 PARTNERS



Investment
in Economic Justice
\$1.5M
TO 25 PARTNERS

GENDER JUSTICE DATA HUB

In 2023, we launched our Gender Justice Data Hub (GJDH) to help us deliver support to movements at exactly the right moment. By analyzing global trends through data analysis, traditional and social media listening, and engaging our activist networks, we identify movements that are taking action on the streets and online to infuse them with the resources needed to flourish.

During our 2024 pilot phase, we identified and supported three pivotal movements when they were leading marches, organizing protests, and publicly demanding change: The Mothers of the Disappeared movement in Mexico; an Indigenous-led, pro-democracy movement in Guatemala; and an Afro-Colombian-, Indigenous-, and rural, youth-led land and environmental defense movement in Colombia.

GUATEMALA'S PRO-DEMOCRACY MOVEMENT

In March 2023, we detected unusual spikes in protest activity in Guatemala. Analysis revealed a resurgent movement rapidly remobilizing to defend democracy against incumbents attempting to block the elected president's transfer of power. They demanded an end to corruption, Indigenous and women's rights, accountability from elected officials, and that the democratic process prevail. By collaborating with a local feminist fund, we provided immediate, flexible funding to the movement to continue leading 106 days of protests. This timely support helped to prevent the coup and secure Indigenous women their seat at the new government's decision-making table.

“

We've had an impact at the community, municipal, national, and international levels. Now, AGIMS makes its own decisions without relying on others to open doors for us.

—AGIMS, Partner Organization

Opposite: Domestic workers movement in India.

CONNECTING IN THE GENDER JUSTICE ECOSYSTEM

In a healthy ecosystem, all organisms work together to overcome adversity and thrive. We strengthen the global gender justice ecosystem by funding and **intentionally connecting** our partners worldwide. Like the interlinked roots of trees in a forest, these deep connections protect, sustain, and lay new groundwork for current and future generations to grow. When movements work together, they can share strategies, confront shared challenges, and ensure no one fights inequality alone.

SHIFTING POWER

By convening a historic gathering of feminist leaders in Cameroon, we supported the growth of abortion rights movements in West and Central Africa. This gathering provided a space for sharing strategies to advance reproductive rights, influence policy, and overcome legal and societal barriers. Leading the decision-making process, the movement committee allocated \$1.2 million in grants to those closest to the challenges and with the solutions to improve health outcomes for women and girls. As a result, 95% of the grantees were first-time Global Fund for Women recipients, expanding our reach and increasing access to care in the region. The success of this convening is a milestone in our ongoing commitment to shift power directly to the communities we support.

STRENGTHENING MOVEMENTS

We united activists from Africa, the Caribbean, and the Pacific to participate in the 68th UN Commission on the Status of Women, the 28th UN Climate Change Conference (COP28), UN Small Island Developing States events, and grantmaking meetings to strengthen their movements and influence global power holders. By participating in these events, our partners fostered community and youth-led innovations for climate and gender justice, built stronger connections across regions, and strengthened the capacities of movement actors working at the intersection of feminism and climate justice.



The power of coming together in multilateral spaces like COP28 remains vital in building the knowledge and capacity of activists.

—Marisa D. Hutchinson, Movement Committee Partner



Investment in Sexual and Reproductive Justice

\$2.9M
TO 70 PARTNERS



Investment in Climate Justice

\$4M
25 PARTNERS

UNITING ACROSS BORDERS

In response to increased gender-based violence and rising anti-rights movements in the Western Balkans, we convened regional feminist organizations for transnational solidarity and provided over \$1.3M to support their solutions. Our partners in Croatia pushed for femicide to be added to the Criminal Code, while in Bosnia and Herzegovina, they helped draft stricter penalties for stalking, threats, and digital violence, which are now headed for parliamentary approval. Meanwhile, in Latin America—where femicide and sexual violence rates are among the highest globally—our movement committee prioritized funding 100% first-time Global Fund for Women grantees, including Indigenous-led and rural organizations along national borders to uplift underrepresented voices in combatting human trafficking and gender-based violence.

Investment in Ending Gender-Based Violence

\$3.9M
TO 139 PARTNERS



Opposite above: West & Central Africa abortion rights movement committee convening.

Photo by Suseka Media and Hope Advocates Africa

Opposite below: Caribbean climate justice movement committee convening.

Right above: Western Balkans gender justice movement committee convening.

Photo by Almira Mehić

Right below: Grantee partners share climate change-resistant collective farming techniques.

TRANSFORMING FOR TOMORROW

Over the past year, Global Fund for Women has undergone a significant evolution, with a strategic restructuring, new executive leadership, and a renewed focus on becoming an organization capable of learning and adapting in real time.

As part of our commitment to fostering a culture of care and responsibility, we took significant steps to enhance our internal policies through a collaborative process involving staff, leadership, and the board governance committee. We created Global Fund for Women’s first-ever Code of Conduct—a foundational document that brings together best practices, policies, and shared values into one cohesive framework. We upleveled our people programs by introducing a 360-degree review process and prioritizing initiatives based on our organization-wide engagement survey results.

Additionally, we revised our Safeguarding Policy which extends across our operations, including grantee compliance and response procedures. This updated policy reflects our feminist values, prioritizing harm prevention, accountability, and robust reporting mechanisms to ensure that safeguarding is a proactive strategy that protects and shifts power to our partners.

EXECUTIVE TEAM



PeiYao Chen
President & CEO
[Beginning January 1, 2024]



Latanya Mapp Frett
President & CEO
[Through December 31, 2023 as CEO]



Jillian Becerra
Senior Director,
People and Culture



Pradeepa Jeeva
VP, Brand and
Communications



Craig Sarsony
Senior VP,
Global Operations



Abby Smardon
VP, Development
and Co-lead,
Global Partnerships



Regina Tamés Noriega
VP, Programs
and Co-lead,
Global Partnerships

BOARD OF DIRECTORS

PeiYao Chen
President & CEO

Layli Maparyan
Board Chair

Caroline Barlerin
Board Vice Chair

Theresa Preston-Werne
Secretary and Chair of
Development Committee

Lulú Barrera
Chair of Program
Committee

Dayna Ash
Chair of Governance
Committee

Kate Onyejekwe
Chair of Finance Committee

Mekala Krishnan
Chair of the Audit Committee

Anu Menon

Bill Shelton

Donya Nasser

Jenny Yip

Kemi Akinfaderin

Kerry Gardner AM

Polina Vyzhak

Stephanie Kimou

Sylvie Djacbou Deugoue

FINANCIALS

SUPPORT AND REVENUES

TOTAL REVENUE: \$41,542,259

EXPENSES

FUNDRAISING: \$3,104,499

MANAGEMENT & GENERAL: \$3,579,036

PROGRAM SERVICES: \$26,741,926

TOTAL EXPENSES \$33,425,461

CHANGE IN NET ASSETS: \$8,116,798

ENDING NET ASSETS: \$92,909,045

Including Fiscally Sponsored Project Net Assets of: \$27,975,288

THANK YOU TO OUR SUPPORTERS

In a year of so many unpredictable challenges, we continued to fund and strengthen bold and ambitious gender justice movements thanks to you: our community of dedicated supporters.

Every one of you plays a momentous role in transforming power and privilege for a few into equity and equality for all. Our achievements this past year were the result of your generous support—thank you.



CONTACT US

donations@globalfundforwomen.org | (415) 248-4800

P.O. BOX: 505 Montgomery Street, Floor 11 | San Francisco, CA 94111 USA

A stylized illustration of a green landscape with rolling hills and a plant with two large green leaves on the left side. The background is a light purple color with a repeating pattern of small, stylized flowers.

GLOBAL FUND FOR WOMEN was founded 40 years ago and thanks to the generosity of our supporters, we've partnered with 5,600+ organizations in 175+ countries to provide over \$230 million in grants.

Front Cover

Top photo by Sara Hylton

Middle photo by Alison Wright

Bottom photo by Roberta Dabdab, estudio x+x