

FORWARD

Annual Report
2022/23

TOGETHER

OUR VISION

GENDER EQUALITY FOR ALL

OUR PURPOSE

TO DEFEND AND ADVANCE THE RIGHTS OF DIVERSE WOMEN AND GIRLS

IWDA is an Australia-based organisation, resourcing diverse women's rights organisations primarily in Asia and the Pacific, and contributing to global feminist movements to advance our vision of gender equality for all.

Over our 38-year herstory, IWDA has grown from the living room of our founders to become who we are today.

IWDA's roots are in the development sector, as Australia's only development organisation entirely focused on gender equality. This brings strengths in the form of deep, long-lasting relationships with the network of women's rights organisations we support. And increasingly, our future lies as part of the global feminist movement.

IWDA's approach represents a third way between the models of women's funds and international development NGOs: we resource the work of diverse women's rights organisations, enable them to be more effective by providing support that goes beyond money, and we make our own contributions to feminist movements through advocacy, knowledge creation and translation.

We recognise that international development has deep roots in the harmful and oppressive structures of coloniality. As an organisation located in the Minority World engaging in the development sector, we take actions to decolonise our approach to feminism and development. We want to become the best we can be at partnerships across the Majority and Minority Worlds.

FEMINIST ACCOUNTABLE COLLABORATIVE TRANSFORMATIVE

FEMINIST

We respect women's diverse experiences, identities, knowledge and strengths and strive to empower women to realise their full and equal rights.

ACCOUNTABLE

We are honest and transparent and are committed to evaluating and communicating the outcomes of our work with integrity. We are accountable to our partners, our supporters and, most of all the diverse women we work with.

COLLABORATIVE

We build trusting relationships and strong partnerships as we believe that advancing together with women's rights organisations and networks is crucial for achieving progressive change.

TRANSFORMATIVE

We are determined to make real, lasting improvements in women's lives by working to transform the root causes of gender inequality and holding governments and decision makers accountable.

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NALINI SINGH, EXECUTIVE
DIRECTOR OF FIJI WOMEN'S
RIGHTS MOVEMENT, AT A WE RISE
COALITION RETREAT IN FIJI.
PHOTO: INFINITY IMAGES.

► **SISTA FOUNDER YASMINE
BJORNUM AND ELSIE MOLOU,
SISTA'S COMMUNICATION AND
ADVOCACY COORDINATOR.
PHOTO: INFINITY IMAGES.**



▼ **IWDA AND FIJI WOMEN'S RIGHTS
MOVEMENT STAFF AT GIRLS
PROGRAMME WORKSHOP IN FIJI.
PHOTO: INFINITY IMAGES.**



OUR PROGRAM PARTNERSHIPS



MYANMAR

Women Leading Change
program partners

CAMBODIA

Gender and
Development for
Cambodia

Rainbow Community
Kampuchea

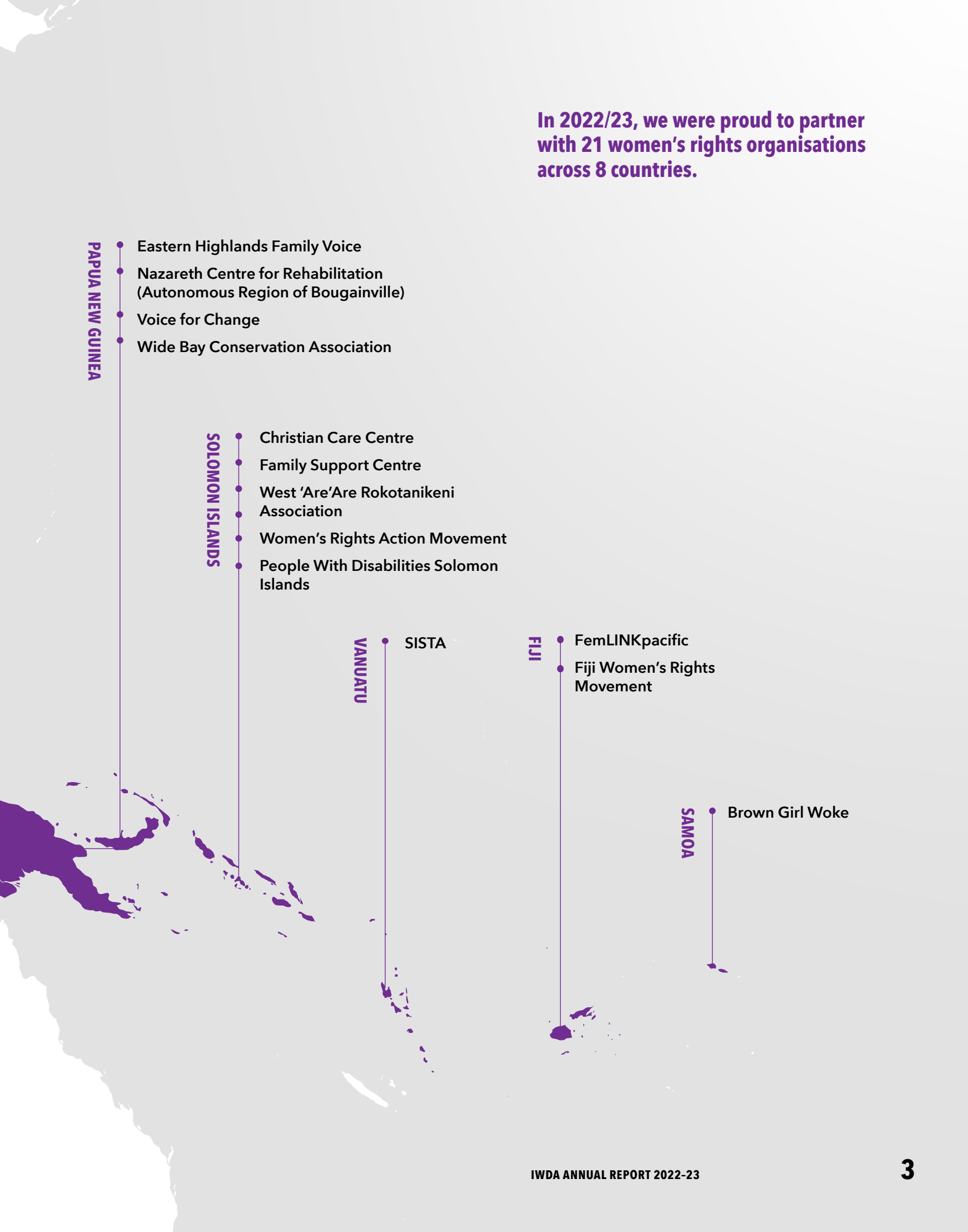
United Sisterhood
Alliance

TIMOR-LESTE

Assistência Legal
ba Feto no Labarik

Covalima
Community
Centre

In 2022/23, we were proud to partner with 21 women’s rights organisations across 8 countries.



PAPUA NEW GUINEA

- Eastern Highlands Family Voice
- Nazareth Centre for Rehabilitation (Autonomous Region of Bougainville)
- Voice for Change
- Wide Bay Conservation Association

SOLOMON ISLANDS

- Christian Care Centre
- Family Support Centre
- West ‘Are‘Are Rokotanikeni Association
- Women’s Rights Action Movement
- People With Disabilities Solomon Islands

VANUATU

- SISTA

FJI

- FemLINKpacific
- Fiji Women’s Rights Movement

SAMOA

- Brown Girl Woke

CEO'S MESSAGE

As CEO of IWDA, I am deeply grateful to the many and diverse feminists who have shaped this organisation over its 38-year herstory. With collaboration, tenacity, insight and heart, they have progressed IWDA's vision of gender equality for all. This year we mourned the loss of one of these feminist pioneers - IWDA co-founder Dr Ruth Pfanner.

A career economist who dedicated her life to championing women's voices in development, Ruth was one of three visionary women who founded IWDA in 1985, with her home the location for the very first meeting of IWDA.

Alongside co-founders Wendy Rose and Wendy Poussard, Ruth recognised that women were central to development and yet were largely missing as decision-makers. Ruth pursued change through policy and practice, ideas and institutions. This remains part of IWDA's ways of working today, a mark of Ruth's continuing legacy.

With a strong foundation laid by our founders, partners, staff and supporters, IWDA continues to transform into the next best version of itself. In 2022/23, we introduced a refreshed Strategic Plan to guide this work.

Our Strategic Plan 2025 is an expansion of the previous Strategic Plan 2020-23, and solidifies IWDA's 'third way' between the models of women's funds and international development NGOs.

The plan sharpens our focus on decolonising our feminist and development practice. We want to become the best we can be at partnerships across

the Majority and Minority Worlds*. You can read more about our Strategic Plan and decolonial approach on page 10 of this report.

In 2022/23 IWDA continued its focus on strengthening feminist movements. A powerful example of this was our involvement in Women Deliver 2023 - one of the world's largest multi-sectorial conferences focused on gender equality.

The gathering attracted 6300 feminist leaders and activists ready to learn and share their knowledge, build bridges across movements and co-conspire and plan collective action in the face of a rising anti-rights agenda.

Importantly, the lead-up to the conference represented our approach to feminist movement strengthening. IWDA contributed to co-creating a space in which a Pacific-led agenda could be defined and brought to the global stage. We were proud to support the largest ever cohort of Pacific delegates to attend a Women Deliver conference, which you can read more about on page 14.

IWDA contributed to important conversations across six sessions at the conference, including a plenary panel I joined to make the case for funding feminist movements. I strongly believe there is an urgent need to increase the quantity and quality of resourcing to feminist movements in the face of growing opposition. The world needs feminist movements, and feminist movements require funding that is flexible, trust-based, long-term and participatory.

As IWDA's Co-Chairs share in their message on page 6, IWDA is deeply grateful for our funders and donors who believe in the power of feminist movements to change the world for the better. Thank you.

"Over the past year I have been in awe of the tireless campaigners who are changing the systems and structures that hold women back."

In 2022/23, women's rights activists persisted in the face of significant challenges including conflict, the dismantling of rights and the deliberate closing of civil society space.

In Myanmar, women's rights activists are at the forefront of the pro-democracy movement. As war continues to be waged in the country, many activists have been forced underground or across borders to evade arbitrary arrests. Drawing on our long-term and trust-based partnerships in Myanmar, IWDA's Women Leading Change program has supported partners to pivot and meet the needs of women and girls while campaigning for a federal democracy and an end to conflict-related sexual violence. IWDA is leveraging our locational power to amplify partners' advocacy messages, and we continue to work alongside Myanmar diaspora communities in Australia to elevate evidence from those still on the ground. We stand with Myanmar partners as they persist in the face of tyranny.

Over the past year I have been in awe of the tireless campaigners who are changing the systems and structures that hold women back.

In Solomon Islands, IWDA partner Women's Rights Action Movement (WRAM) continued to advocate for greater women's political participation. Since the country's independence, women have only held 12% of national parliamentary seats. WRAM is committed to changing this by advocating for Temporary Special Measures (TSM) to support more women to be elected as political representatives, potentially through reserved seats or quotas. As a result of WRAM's long-term advocacy, eight out of nine Provincial Government Assemblies have now endorsed TSMs, paving the way for lasting legislative change. This is advocacy in action.

* IWDA chooses to use the term 'Majority World' in place of 'global south', 'developing world' or 'third world', and 'Minority World' in place of 'global north', 'developed world' or 'first world'. This is a political choice, as using this language demonstrates that 'global south' populations and cultures are in the global majority, thereby challenging the problematic hierarchies implied by other commonly-utilised terminology.

To transform the world, we must also transform our institutions and ourselves. In 2022/23, we progressed our River of Change strategy which aims to build and nurture an organisational culture which centres diversity, inclusion, wellbeing and safety.

The River of Change plan highlights key priorities of work, including representation of Women of Colour, reporting of racism including microaggressions, and First Nations justice. Significant formal and informal changes have taken place, which you can read about on page 22. I acknowledge the commitment and leadership of IWDA's staff members who have helped us make these improvements, particularly Women of Colour who have contributed emotional and intellectual labour to achieve change.

At the heart of any organisation is its people - and I want to say a heartfelt thank you to IWDA's staff members who bring such care and commitment to everything they do. It is a privilege to work with you.

I would like to thank IWDA's Board Directors for their commitment to the organisation, and the important expertise, knowledge and lived experience they bring. I'd especially like to acknowledge the co-leadership of Board Co-Chairs, Dr Betty Barkha and Kerry Gardner AM.

And last but definitely not least, I want to extend my gratitude and respect to IWDA's committed collective of supporters, donors and feminist allies who have contributed to the impact outlined in this Annual Report. Thank you for standing with us.



Bettina Baldeschi



CO-CHAIRS' MESSAGE

The year gone by is one that we at IWDA will look back on with gratitude and pride. In 2022/23, we launched our Strategic Plan 2025 and reinforced our commitment to resourcing and contributing to resilient and vibrant feminist movements, promoting systemic change towards gender equality and building a resilient and relevant feminist organisation.

This Annual Report shines a light on IWDA's work to challenge the status quo and reimagine a more equal world. This year saw the Equality Insights program expand in Solomon Islands and Tonga. Equality Insights uses world-leading survey tools to collect inclusive data and provide insights into the experiences of people who are often rendered invisible in poverty data. These powerful insights can inform policy solutions, fuel feminist advocacy, and inspire social change. In 2022/23, with support from the Australian Government, the Equality Insights program put data into the hands of change-makers. IWDA is deeply proud to be a feminist organisation committed to its values and vision while decolonising our approach and practices.

In our second year as Co-Chairs of IWDA, we were honoured to be a part of the IWDA delegation and the largest contingent of partners from the Pacific to the Women Deliver 2023 conference in Kigali Rwanda, where we helped lay the groundwork for the event. In collaboration with the Global Fund for Women, we hosted a hugely inspiring feminist data reception, where we connected feminist activists,

data champions, and funders at the forefront of the gender data movement. We were also proud to launch a Data for Gender Equality Zine, which we created with an inspiring group of feminist data collaborators from across the world.

Additionally, to strengthen partnerships and demonstrate our ongoing commitment to the Pacific Feminist movement, Betty, alongside fellow board member Tinai Colawai, and Director, Systemic Change & Partnerships, Dr. Salmah Eva-Lina Lawrence also attended the Pacific Feminist Forum in Fiji. Separately, we were thrilled to host, together with Pacific Feminist Fund and Urgent Action Fund, an inaugural 'Curated Conversations' event in Melbourne. The event was the first in a series aimed at unlocking the potential of feminist philanthropy in Australia, with the goal of funding feminist movements across the Pacific.

As we continue to implement this dynamic new way of working, it has become clear that sharing power, knowledge, and expertise enriches our contributions to and stewardship of IWDA. We also recognise and thank our hardworking board colleagues, whose diverse talents and experiences we greatly value. We look forward to continuing this journey together, alongside our deeply committed senior leadership team and fellow board members. A special thank you to our retired members, Louise Allen and Jennifer Wittwer, who concluded their terms in 2022/23.

IWDA launched its Strategic Plan 2025 this year, reaffirming its commitment to resourcing diverse women's rights organisations with the financial resources, skills, and access they need to advance gender equality in their communities and countries.

"As we continue to implement this dynamic new way of working, it has become clear that sharing power, knowledge, and expertise enriches our contributions to and stewardship of IWDA."

IWDA will continue to make its own contributions to feminist movements through advocacy, knowledge creation, and translation. The organisation looks forward to supporting the implementation of this plan.

As we look ahead to the next year, we are excited to continue our work and to reach even more people in need. We are committed to building a more just and equitable world, and we are grateful to have you as a partner in this journey.

We are immensely grateful to our donors and funders, including DFAT, Foundation for a Just Society and European Union, for their generous and persistent support in sustaining and strengthening the work of feminist movements. Their continuous support bolsters IWDA's ability to step up, stand with, step back, and sit with feminist movements across Asia and the Pacific. We are equally thankful to our partners, the diverse women's rights organisations we work with, for their inspiration, education, celebration, and co-creation on this journey towards gender equality for all.

In the same vein, it is important that we acknowledge our staff for their dedication, hard work and commitment. We are consistently impressed with what they achieve.

And we would like to thank our exceptional Chief Executive Officer, Bettina Baldeschi, and the leadership team for their collaborative support of each other and the Board in leading the organisation through a year of change and challenge. Balancing significant ambition with the need to ensure staff wellbeing requires constant vigilance, especially for an organisation like IWDA, which is constantly striving to live its values.



Kerry Gardner AM



Dr Betty Barkha



THE YEAR IN NUMBERS

Together we are powerful. Here is a snapshot of what IWDA partners and IWDA achieved together.

292

Women's groups, organisations and coalitions were actively involved in projects

1,981

Women and girls supported to assume leadership positions

44,152

People participated in sessions on gender issues and women's equal rights

1,735

Women and girl survivors of violence received counselling and other support services

▶ FIJI WOMEN'S RIGHTS MOVEMENT'S
COMMUNICATIONS OFFICER SERELISONI
MOCEICA AT A WE RISE COALITION RETREAT
IN FIJI. PHOTO: INFINITY IMAGES.



1,156

**People provided with financial
services**

2,130

**People reached with livelihoods
support interventions**

32

**Disabled persons organisations
(DPOS) actively involved**

1,430

**People with disabilities involved
through projects**

OUR STRATEGIC PLAN

We are proud to introduce our updated Strategic Plan 2025. Building on the foundations of our Strategic Plan 2020-2023, the plan sets out the three goals, five strategies and eleven objectives that will guide us as we work towards gender equality for all.

01

Resource and contribute to resilient and vibrant feminist movements, primarily in the areas of: power, leadership and civic space; and freedom from violence.

Resilient and vibrant feminist movements are critical to defending and advancing the rights of diverse women and girls. This will move us towards achieving our vision of gender equality for all.

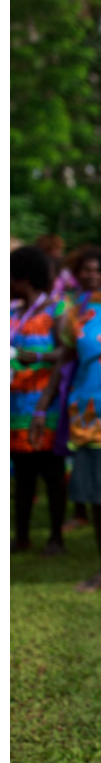
IWDA is part of the global feminist movement and contributes to progressive change towards gender equality. We also resource others in the movement, primarily women's rights organisations in Asia and the Pacific, to do their work.

02

Promote systemic change towards gender equality for all.

Progressing change towards gender equality for all requires transformation of the formal and informal structures that underpin inequality including resources, laws and policies, norms and exclusionary practices, and individual consciousness.

IWDA contributes to systemic change through our own knowledge creation and advocacy which seek to transform discourse on gender equality, and by resourcing the work of others in the movement. We collaborate with feminist movements and other strategic partners, adding our voice to collective efforts towards systemic change and gender equality for all.





◀ **WOMEN HUMAN RIGHTS DEFENDERS GATHER IN THE AUTONOMOUS REGION OF BOUGAINVILLE. PHOTO: HARJONO DJOYOBISONO.**

“Step Up, Stand With, Step Back” is an adaptation of the framework proposed by Shirley Walters and Shauna Butterwick in their 2017 publication *Moves to Decolonise Solidarity Through Feminist Popular Education*. We have added “Sit with” based on feedback provided to IWDA by Alfred Deakin Professor and Chair in Race Relations, Yin Paradies.

03

Build a resilient and relevant feminist organisation.

To be an effective ally, IWDA must be resilient and able to withstand financial shocks, with a strong organisational culture that promotes wellbeing and diversity.

We must sharpen our capabilities for intersectional feminist analysis and expertise to ensure that we continue to be relevant to the women’s rights organisations we support and the broader feminist movement.

IWDA is committed to taking actions to decolonise our approach to feminism and development. This means we seek to understand and leverage our locational power so that we know when to:



STEP UP and use our power to leverage resources and access for women’s rights and feminist organisations, and make our own contribution to feminist movements

STAND WITH feminist movements in solidarity and amplify the work of Majority World actors



STEP BACK when others are better placed to take the lead

SIT WITH uncertainty, embrace communal learning and deep listening, and accept that time is needed to collectively discern the best course of action*





GOAL

01

RESOURCE AND CONTRIBUTE TO RESILIENT AND VIBRANT FEMINIST MOVEMENTS

◀
MEMBERS OF THE WE RISE COALITION
AT A RETREAT IN FIJI. IN SHOT ARE DR
SALMAH EVA-LINA LAWRENCE, DIRECTOR
OF SYSTEMIC CHANGE & PARTNERSHIPS
AT IWDA, AND ACHAL KUMARI, FINANCE
MANAGER AT FEMLINKPACIFIC.
PHOTO: INFINITY IMAGES.

In 2022/23, IWDA continued to support women's rights organisations with money, skills and access to progress gender equality in their communities and countries. These organisations in Myanmar, Cambodia, Timor-Leste, Papua New Guinea, Solomon Islands, Vanuatu, Fiji and Samoa are on the frontline - defending rights and driving change every day.

When women's rights organisations work together they are a force to be reckoned with. That's why in 2022/23, IWDA provided funding and accompaniment to support feminist movements to strengthen relationships, learn from each other and undertake collective action in the face of rising backlash.

►
PHOTO CAPTION: BROWN GIRL WOKE
FOUNDER DORIS TULIFAU SPEAKING AT
THE OCEANIC PACIFIC WOMEN DELIVER
REGIONAL CONVENING IN MELBOURNE.
PHOTO: NEIYO SUN.

STRENGTHENING FEMINIST MOVEMENTS

Strengthening feminist movements was a defining part of IWDA's contribution in 2022/23. A key platform for this work was Women Deliver 2023 - one of the world's largest multi-sector conferences on gender equality. As a member of Women Deliver's Global Advisory Group and the Oceanic Pacific Regional Committee, IWDA worked to ensure the voices of Pacific communities and feminists had the space and profile they rightfully deserved.

IWDA worked tirelessly to help facilitate the largest-ever Pacific delegation to attend a Women Deliver conference. The collaboration started well before the global gathering, with two regional convenings in Fiji and Melbourne providing a space for feminists to co-create a regional agenda to take forward at the global conference, and to mobilise and strategise to ensure coherent, organised and visible representation of the region and its priority issues on the global stage.

Along the journey, IWDA embedded ways of working that were truly reflective of feminist practice including naming and navigating power, shared decision-making and prioritising the full and safe participation of all. As one Pacific regional organisation said of the process, "it allowed insight into what intersectional gender equality looks like in practice...the convenings showed us that when we make a genuine effort to share power, when we give space for voices and when we challenge ourselves to sit in discomfort, we can create an indomitable feminist movement that doesn't leave anyone behind."

The process resulted in three regional Outcomes Statements: one from the Fiji convening, one from the Melbourne convening and one led by women with a disability in the region. These statements were a rallying call and enabled consistent feminist advocacy for all regional delegates.

The Victorian Government acted as a Regional Convening Partner for the Oceanic Pacific region,

"We are connected by the world's largest ocean, and we draw our strength from our shared experience, our cultural ties, and communal ways of living."

in partnership with the Australian Government. DIVA for Equality was a foundational collaborator alongside IWDA.

The third Pacific Feminist Forum (PFF) directly preceded the Women Deliver convening and provided another pivotal moment for movement strengthening in 2022/23.

More than 150 feminists, women human rights defenders and gender equality advocates from 20 countries across the Pacific came together in Fiji for the Forum. Together, participants took stock of their progress, nurtured their ever-growing movement and set bold ambitions for the future.

A regional working group organised the PFF, made up of the Pacific Disability Forum, Kiribati Association of Non-Governmental Organisations and members of the We Rise Coalition – a feminist partnership between Fiji Women's Rights Movement, femLINKPacific, Brown Girl Woke, Sista and Voice for Change. IWDA is a supporting partner organisation in the We Rise Coalition. The PFF was supported by the Commonwealth Government of Australia through both the We Rise Coalition and Pacific Women Lead at Pacific-Community-SPC, and the European Union in the Pacific – UN Spotlight Initiative.

Fiji Women Rights Movement's Lilian Delana shared the significance of PFF. "It's very unique because first of all, look at the Pacific. We are so rich in the diversity of our languages and cultures. But we are also so distanced, and with that distance comes special challenges. Our resources are very limited when it comes to funding. We go through cyclones every year, we are at the frontline of climate change, at the centre of a geopolitical struggle for influence in the region, and we have some of the highest rates of gender-based violence in the world. But despite that we are still very resilient. We are connected by the world's largest ocean, and we draw our strength from our shared experience, our cultural ties, and communal ways of living."



ADVANCING DISABILITY RIGHTS IN SOLOMON ISLANDS

IWDA partner People with Disabilities Solomon Islands (PWDSI) has long-campaigned for both formal and informal changes to ensure people with disabilities can lead full and meaningful lives with equitable access to opportunities. In 2023 they achieved a significant win when the Solomon Islands Government ratified the UN Convention on the Rights of People with Disabilities. This formal recognition, alongside the country's new National Disability Development Policy, is expected to result in greater government action in upholding the rights of people with disabilities.

PWDSI CEO Casper Joseph Fa'asala said there is a surge of momentum for advocacy led by people with disabilities.

"In the past, in terms of lobbying, it's been able-bodied people and the government that have been in the vehicle, driving the country and its policies, while we have been behind the car. Now, the vehicle is being driven by us and what we are saying to the government and other civil society organisations is please come with us."

PWDSI has also worked alongside IWDA partners Christian Care Centre and Family Support Centre to meet the needs of women with disabilities who are experiencing gender-based violence. This has included making counselling, legal, case management and psychological first aid services more accessible to women with disabilities – ensuring equitable access to life-saving support services when they need it most. PWDSI is co-funded by IWDA and the European Union Programme – European Instrument for Democracy and Human Rights.

• LOCALLY-OWNED RESEARCH • INCLUSIVE DATA • TRANSFORMING DISCOURSE • FEMINIST FOREIGN POLICY •

GOAL

02

**PROMOTE SYSTEMIC
CHANGE TOWARDS
GENDER EQUALITY
FOR ALL**

In 2022/23, IWDA contributed to systemic change through our own knowledge creation and advocacy in areas including inclusive data, feminist foreign policy and locally-owned research. IWDA also continued our advocacy for core, flexible and multi-year funding for feminist movements.

We remain committed to transforming discourse on gender equality and the rights of diverse women, trans, gender diverse and non-binary people.

► IWDA'S JOANNA PRADELA, BETTINA BALDESCHI AND KERRY GARDNER MEET WITH FRANCE'S AMBASSADOR FOR GENDER EQUALITY DELPHINE O AND POLITICAL COUNSELLOR AT THE EMBASSY OF FRANCE TO AUSTRALIA LUCILLE SANCHO.

PUTTING INCLUSIVE DATA IN THE HANDS OF CHANGE-MAKERS

Achieving gender equality is between 132 and 300 years away, according to various analysts. If we are to accelerate the pace of change, we need strong feminist evidence to underpin strong feminist action. This is what IWDA's flagship program, Equality Insights, sets out to do. It produces new, gender-sensitive data to inspire feminist social change.

In 2022/23, the program focused on putting data in the hands of change-makers. Working alongside statisticians, policy-makers and gender equality advocates, the Equality Insights team produced working papers, blogs, presentations and briefings to support key stakeholders to use Equality Insights data to drive gender-transformative change.

This collaborative work included partnering with SPC (Pacific Community), the United Nations Statistical Institute for Asia and the Pacific, and UN Women Asia and the Pacific to deliver gender data training in Solomon Islands and Tonga. During the training, participants from the public sector and civil society explored how to use Equality Insights data in their work, including policy and advocacy activities.

The Equality Insights program also ran validation exercises, where preliminary data and insights were shared with a wide range of stakeholders in Tonga and Solomon Islands with knowledge and expertise to test and contextualise. Together with the Tonga Statistics Department and Ministry of Internal Affairs, Women's Affairs and Gender Equality Division in Tonga, Equality Insights launched the 2022 Equality Insights Rapid survey findings in Nuku'alofa in June 2023. In Solomon Islands, with partners the Ministry of Women, Youth, Children and Family Affairs and Solomon Islands National Statistics Office, plans are underway to launch the findings of their 2022 survey results.

The program's feminist approach to accompanying stakeholders through all stages of the data value chain is essential for moving from data availability to data use.

"If we are to accelerate the pace of change, we need strong feminist evidence to underpin strong feminist action."

ADVANCING FEMINIST FOREIGN POLICY

A global dialogue on feminist foreign policy has grown louder in recent years. In 2022/23, IWDA contributed to this momentum as convener of the Australian Feminist Foreign Policy Coalition (AFFPC).

The AFFPC advocates for feminist foreign policy as a framework to understand and transform the global systems of power which uphold and perpetuate inequality - including patriarchy, colonialism, capitalism, racism and others - to create peaceful and flourishing societies.

Through the AFFPC, IWDA has continued to positively influence the Australian Government's commitment to a First Nations' Foreign Policy, as well as an updated International Development Policy framework.

IWDA has worked alongside First Nations collaborators - particularly in Australia, Aotearoa/ New Zealand and Canada - to make and hold space for understanding the interconnections between feminist and First Nations approaches to foreign policy. We recognise that in a settler-colonial country like Australia, an intersectional feminist approach must be grounded in First Nations justice.

In 2022/23, AFFPC's bi-monthly Issues Paper Series applied a feminist foreign policy lens to issues including women's rights in Afghanistan, gender and poverty, infrastructure and LGBTQI+ rights.

In a significant contribution to the series, world-renowned feminist economists Naila Kabeer and Sarah Cook explored the notion of a feminist economy of wellbeing. Providing a powerful resource for feminist foreign policy-makers, the paper explored the historical and patriarchal construction of Gross Domestic Product and noted opportunities to move beyond it as the dominant approach to measuring a country's growth.

IWDA also showcased the AFFPC's work at several influential gatherings including the Paris Peace Forum and the Australasian Aid Conference.

SUPPORTING LOCALLY-OWNED RESEARCH IN PAPUA NEW GUINEA

IWDA is committed to enabling feminist, decolonial and participatory research as part of our contribution to strengthening feminist movements. In 2022/23, IWDA supported Dr Orovu Sepoe (Lead Researcher) and a steering committee of diverse women's rights activists in Papua New Guinea to co-design, conduct and co-direct the Women Empowerment and Voice for Equal Rights (WEAVERS) research project.

The aim of the WEAVERS research project is to strengthen the PNG women's rights movement through a locally-owned and implemented research process, drawing on feminist and decolonial research approaches.

The research team includes diverse voices from the women's rights movement in PNG, who work collaboratively across all research phases through a consultative and shared decision-making approach. Over two in-person workshops in Port Moresby, Dr Sepoe and the Steering Committee collectively refined the research and data collection questions, selected five research sites, selected research activities and identified 59 research stakeholders. The research findings and recommendations will be ready in the coming year.

The project demonstrates IWDA's role in stepping up to secure funding to support locally-owned research and movement strengthening in PNG; standing with PNG women's movement actors by providing enabling infrastructure for the research including logistics, coordination and contract and budget management; and stepping back to foreground the voice of PNG women's rights movement actors to ensure the research itself is locally-led. The WEAVERS research project is funded by the Australian Department for Foreign Affairs and Trade (DFAT).





▲
IWDA STAFF ATTEND THE WOMEN
DELIVER 2023 OCEANIC PACIFIC
REGIONAL CONVENING IN MELBOURNE.

GOAL

03

**BUILD A RESILIENT AND
RELEVANT FEMINIST
ORGANISATION**

In 2022/23, we continued our journey towards ensuring IWDA is a resilient and relevant feminist organisation.

At the heart of this journey is our ongoing commitment to decolonise our practice. Together, we will shape IWDA into the next best version of itself.

RIVER OF CHANGE

IWDA is committed to building and nurturing an organisational culture which has safety, inclusion and wellbeing at its heart.

In 2022/23, IWDA progressed our strategy to strengthen organisational culture. This transformation strategy, called the River of Change, was developed in 2021 following a participatory review of all elements of organisational culture.

Staff collaboratively identified 12 key priority areas which form the River of Change, including representation of Women of Colour, reporting of racism, First Nations justice, addressing high workloads and building staff capacity in skills and professional development. Since implementing the River of Change initiative, IWDA has appointed five new Board Directors who reflect the diversity and capabilities of the region in which it operates. Other progress milestones include increased representation of Women of Colour at leadership team level to 40% and across all levels to 46%; new approaches to employment contracts with the majority of staff on permanent contracts; introduction of a de-biased recruitment system; new regular training on anti-racism, First Nations cultural competence and trans and gender diversity; and the establishment of new staff working groups focused on Women of Colour, First Nations justice, disability inclusion, LGBTQIA+ inclusion and rights.

In January 2023, IWDA hired its first Culture and Transformation Advisor to lead the River of Change work. This significant addition to the team has helped built momentum while fostering a culture of self and collective care.

Deliverables have included a suite of new resources to support staff and managers on issues including ensuring respect and dignity at work, resolving issues in the workplace, performance support and management, code of conduct and an inclusive meetings guide.

IWDA is committed to continually grow our feminist and decolonial practice so that we can contribute to feminist movements and achieve our vision of gender equality for all.

A staff evaluation of the process in April 2023 highlighted leadership commitment, resourcing and learning opportunities as the key factors which have enabled progress to date. Barriers to progress included workload, prioritisation, lack of change management and the ability of leaders to embed learning and inclusive work practices at a team level.

A River of Change steering group was established to support with change management and consultation, and ensure the journey remains staff-informed. Forthcoming River of Change work will focus on balancing formal and informal initiatives and drawing from both systemic and individual levers to ensure change is enduring.

IWDA's Board, leadership and staff remain committed to addressing racial injustice and discrimination of all forms, including within our own organisation. We endeavor to listen, learn and act to become an explicitly diverse, inclusive and anti-racist organisation.

IWDA'S DECOLONIAL PRACTICE

IWDA is committed to continually grow our feminist and decolonial practice so that we can contribute to feminist movements and achieve our vision of gender equality for all.

We recognise that international development has deep roots in the harmful and oppressive structures of coloniality. As an organisation located in the Minority World engaging in the development sector, we take actions to decolonise our approach.

In 2022/23, IWDA developed the organisation's first Decolonial Framework and Strategy to support this goal.

Led by IWDA Director of Systemic Change and Partnerships and academic Dr Salmah Eva-Lina Lawrence, the Framework will provide conceptual guidance and establish a common language and understanding about concepts including racial

justice, whiteness, coloniality and decolonisation. The strategy part of the document will identify the sites of necessary transformation, IWDA's decolonial practice principles and concrete commitments. It will also outline how we will discern our progress and be accountable for continuous learning.

IWDA looks forward to launching the Decolonial Framework & Strategy in early 2024. The theoretical foundation of this work is based on the concepts and theories drawn from Dr Salmah Eva-Lina Lawrence's forthcoming book: Decolonising International Development: The view from the Majority World.

▼
PHOTO CAPTION: TAMARA PEÑA PORRAS, WE RISE PROGRAM COORDINATOR AT IWDA, AND EMELI ANISE, TEAM LEADER FOR THE INTERGENERATIONAL WOMEN IN LEADERSHIP PROGRAMME AT FIJI WOMEN'S RIGHTS MOVEMENT. PHOTO: INFINITY IMAGES.



OUR CONTINUOUS IMPROVEMENT

IWDA is a learning organisation. We are committed to tracking the progress and impact of our work while reflecting and learning to improve our practice.

IWDA's organisational Monitoring, Evaluation and Learning (MEL) process is critical to achieving our strategic vision. Annual MEL reports are available on IWDA's website.

As part of the 2021/22 MEL cycle, IWDA commissioned two reviews to obtain feedback from our partners and stakeholders. Both reviews aimed to gather evidence and insights about our work to promote organisational learning.

PARTNER PERCEPTION REVIEW

The Partner Perception Review was the organisation's second, and aimed to ensure transparency and accountability to the network of women's rights organisations that IWDA supports with money, skills and access. The report was once again conducted by an independent consultant, feminist researcher 'Ofa-Ki-Levuka Guttenbeil-Likiliki.

In the review, many partners described the challenges involved in navigating multi-layered and intersecting issues related to the COVID-19 pandemic, conflicts and rising backlash against their work.

Partners spoke positively of IWDA's approach to listening and adapting in the face of rapidly changing circumstances. "When we explained to them (IWDA) why we could no longer carry out our activities because of what was happening in our country, they understood and offered to help us with other options," one partner said.

"We are not allowed to gather and talk about the politics happening in our country and IWDA helped us think of other ways we could continue as an organisation, I don't know if any other donor would have done what they did," said another partner.

Some partners raised concerns about the challenges in working with IWDA remotely while travel limitations were in place. "I was frustrated sometimes when we would have telephone calls or Zoom meetings and our connection was always not good, because I could tell the difference when we would have planned face-to-face meetings, our relationship felt good and strong, so we did get worried about the bad connections," said one partner.



PHOTO CAPTION: OFA-KI-LEVUKA GUTTENBEIL-LIKILIKI FACILITATING A SESSION AT A WE RISE COALITION RETREAT IN FIJI. PHOTO: INFINITY IMAGES.



Some partners mentioned frustrations in feeling disconnected from donors, with one partner saying IWDA needed to work on “helping us to connect directly with donors rather than coming in between.” Another partner spoke of the need to bridge a gap in discourse, urging IWDA to work on “ensuring that we are speaking the same language” around concepts including feminism and decolonisation.

In speaking about the value IWDA adds to their organisations, partners spoke about finance and governance support, access to funding, connection to other women’s rights organisations and access to feminist resources, information and toolkits. Six of the eight partners interviewed said IWDA was their preferred Global North / Minority World partner.

“My organisation was not connected to many other organisations nationally, regionally and internationally and IWDA has really connected us and made us visible in the international space.”
- IWDA partner

STAKEHOLDER PERCEPTION REVIEW

IWDA’s 2021/22 Stakeholder Perception Review was conducted by independent consultant Yeshe Smith. The review included nine IWDA stakeholders who were divided into two groups – resourcing stakeholders and collaboration stakeholders.

Common themes from the interviews included IWDA’s strong interpersonal and relationship-building skills, enabling support to partners, strong technical skills and high level of professionalism and engagement.

“The importance of walking with people, that you’re genuinely in it with them, you value them as people. It’s not an instrumental relationship. It’s an unspoken thing – we’re not just using you; we’re building a relationship that’s real and will last,” one stakeholder said.

“We see IWDA as a technical support provider with a feminist lens,” one stakeholder explained. “The added value that we’ve seen is their ability to provide local partners with technical support. Capacity building for staff and management teams, financial support etc. They’re able to do this with very specific support.”

Almost every interviewee discussed IWDA’s feminist lens and practice as a key enabler. “They are explicitly feminist and transformative,” one stakeholder said. “All about the power structures and how you change them. IWDA is not about charity for even a second, it’s about disrupting power structures for greater empowerment of women. When I say feminist, I mean that as a method. I know IWDA is very intersectional in their approach to disrupting power structures.”

Stakeholders also highlighted a growing focus on advocacy. “They’re thinking about advocacy at different levels, and how to strengthen advocacy skills,” one stakeholder said. “Also, that they’re thinking about regional groupings, and cross-country collaborations, like Cambodia and Myanmar. We’re learning from IWDA about good practice in this area.”

When asked what IWDA could do differently, stakeholders mentioned a need for greater focus on working with women with disabilities, increased profile-raising internationally and further sharing of access to international platforms, networks and opportunities with partners.

A stakeholder raised the importance of domestic advocacy. “They could be more focused on Australia than they currently are,” they said. “Their focus on our region is welcome and wonderful, but there’s a big need to have the kind of conversations they’re having internationally in Australia.”

A stakeholder discussed IWDA’s efforts to increase staff diversity and inclusion. “In the past it was a very white organisation,” the stakeholder said. “The changes so far have been good, but how do they relate to the senior staff cohort, long-standing Board members, new policies? When we can work with anyone, it’s not to IWDA’s advantage to be such a white organisation.” (See page 31 for more information on IWDA’s commitment to diversity and inclusion).

Stakeholders said they looked forward to seeing IWDA’s contribution in coming years. One stakeholder said they wanted IWDA to “continue to support and be pivotal in making sure that women’s voices don’t die down.”

Visit iwda.org.au/accountability to access IWDA’s MEL reports and the partner and stakeholder reviews.

THANK YOU!

We extend a heartfelt thank you to the many supporters, donors, volunteers and friends who make progress possible.

BEQUESTS

We are grateful to the supporters who have left a Gift in their Will to IWDA. We are committed to bringing your legacy to life and feel deeply privileged that you chose IWDA. Thank you.

DONORS

We are incredibly appreciative of those supporters who have made a very significant financial contribution to IWDA in the past year, including:

- | | |
|---------------------------|---------------------------|
| Andyinc Foundation | Marianne Smulders |
| Anne Miller | Naylor Stewart Foundation |
| ANZ | Paterson Giving Account |
| The Arnold Foundation | Red Rocketship Foundation |
| Christine Brown | WeirAnderson Foundation |
| Isaacson Davis Foundation | |



◀ IWDA'S JOANNE CRAWFORD.



EMPOWER

Monthly donations through our regular giving program, Empower, are critical for our planning and ability to respond quickly to opportunities. We are extremely grateful to the supporters who contributed to IWDA through regular monthly giving.

▲
**MARIA NAILEVU, PROGRAM
MANAGER AT FEMLINKPACIFIC,
AND CATHY WAMIL, VOICE FOR
CHANGE'S EVAW PROGRAM
COORDINATOR, AT A WE RISE
COALITION RETREAT IN FIJI.
PHOTO: INFINITY IMAGES.**

SPECIAL ACKNOWLEDGMENTS

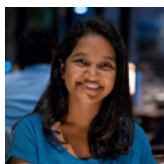
IWDA is powered by a great number of feminist friends, allies and advisers. We would like to recognise the following people for their support and advice in 2022/23:

Aras Mollison	Minus 18
Emma Purdue	'Ofa-Ki-Levuka Guttenbeil-Likiliki
Collin Biggers & Paisley Pty Ltd	Dr Orovu Sepoe
Shantelle Thompson	Nancy Nuñez
Donna Davies	Peter Leslie
Team Blue Sky	Yeshe Smith
Div Pillay	Yin Paradies
Karen Prior	Urgent Action Fund Asia & Pacific
Dr Kathomi Gatwiri	Pacific Feminist Fund
Michael Cumming	

IWDA TEAM 2022-23

Our Board 2022/2023

The Board of Directors is responsible for directing IWDA's activities towards achieving our vision, purpose and strategic goals. To find out more about our Board of Directors, visit our website iwda.org.au/people



DR BETTY BARKHA
CO-CHAIR

Appointed: May 2021

Special responsibilities:

Ex-officio to all committees and Co-Chair of the Resources & Partnerships Committee



KERRY GARDNER AM
CO-CHAIR

Appointed: May 2021

Special responsibilities:

Ex-officio to all committees, Chair of the Governance Committee and Co-Chair of the Resources & Partnerships Committee



CAROLYN IRELAND

Appointed: August 2016



IVY JOSIAH

Appointed: May 2021

Special responsibilities:

Member of the Resources & Partnerships Committee



JANE NASH

Appointed: March 2019

Special responsibilities:

Member of the Finance, Risk & Audit Committee and the Investment Committee



SHARON PARKER

Appointed: July 2022

Special responsibilities:

Chair of the Finance, Risk & Audit Committee and Chair of the Investment Committee



SHEHANI NOAKES

Appointed: May 2021

Special responsibilities:

Member of the Finance, Risk & Audit Committee and the Investment Committee



SUSAN WNUKOWSKA-MTONGA

Appointed: August 2021

Special responsibilities:

Member of the Resources & Partnerships Committee



TINAI COLAWAI

Appointed: May 2021

Special responsibilities:
Member of the Governance Committee



JENNIFER WITTWER

Appointed: March 2019

Retired: November 2022

Special responsibilities:
Member of the Governance Committee



LOUISE ALLEN

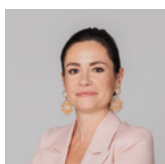
Appointed: March 2019

Retired: November 2022

We also acknowledge and thank Finance, Risk & Audit committee members:

- Ashika Anand
- Nikki Ball
- Vanessa Fong (Board observer)

Our Leadership Team 2022/23



BETTINA BALDESCHI

Chief Executive Officer



DR SALMAH LAWRENCE

Director, Systemic Change & Partnerships



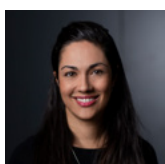
GEMMA HARDIE

Director, Business Transformation
Jul 22 - Mar 23 (Parental Leave)



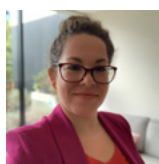
JACQUI RABEL

Director, Business Transformation
Mar 23



NICKY KANDIAH

Chief Financial Officer



JOANNA PRADELA

Director, Knowledge Translation & Equality Insights

TRANSPARENCY, ACCOUNTABILITY & ACCREDITATION

IWDA is committed to full accountability and transparency to our partners, supporters and the diverse people we work with.

We have full accreditation under the Australian Aid program. We are an active member of the Australian Council for International Development (ACFID) and committed to the ACFID Code of Conduct. As a signatory to the Code, we are committed to conducting our work with transparency, accountability and integrity.

IWDA is also a member of the Fundraising Institute of Australia and is guided by its Code of Ethics and Professional Conduct.

We are committed to being a leader and specialist in gender and feminist development practice, and ensuring our work is evidence-led.

Our key policies, including on disability inclusion, conflict of interest, fraud and corruption and privacy are available on our website www.iwda.org.au/accountability.

Requests for information can be made by any of the following methods:

Email: info@iwda.org.au

Phone: +61 3 8373 2500

Mail: PO Box 64 Flinders Lane, VIC 8009 Australia

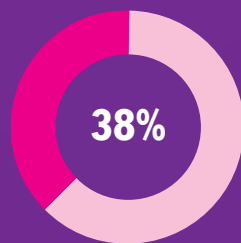


◀
**PHOTO CAPTION: VOICE FOR CHANGE FOUNDER
LILLY BE'SOER AT A WE RISE COALITION RETREAT
IN FIJI. PHOTO: INFINITY IMAGES.**

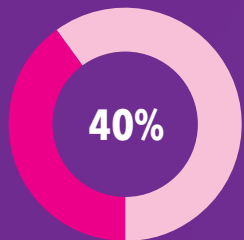
OUR STAFF

IWDA is committed to improving organisational enablers of diversity and inclusion at all levels of the organisation. This means we are focused not only on increasing the representation of diverse people within IWDA, but also ensuring it is a place where everybody feels safe, respected and valued for the experience and expertise they bring to their roles. We were pleased to be recognised as an inclusive employer by Diversity Council of Australia.

AS OF JUNE 2023:



IWDA staff members identified as a Person of Colour (PoC)



of the leadership team were PoC



ENVIRONMENTAL MANAGEMENT

IWDA is committed to supporting environmental sustainability and climate justice. IWDA's Environmental Management Policy outlines our approach to reducing our environmental impact and ecological footprint through the following measures:

- encouraging the responsible use of energy and water
- working towards zero waste to landfill by reducing consumption, reusing products and maximising
- recycling (including food waste and electronic waste)
- reducing paper consumption and using 100% recycled products whenever feasible
- minimising air travel and offsetting emissions in accordance with the IWDA Travel Policy
- Ensuring that procurement of products and services consider sustainability principles, such as life cycle impacts

In the past 12 months, IWDA has implemented the following initiatives to reduce our environmental impact and ecological footprint:

- offset 115 tonnes of carbon emissions with carbon neutrals biodiverse reforestation project in the Yarra Yarra Biodiversity Corridor.
- worked with PonyUp for Good to ethically dispose depreciated and unusable equipment, diverting it from landfill. 472.5kg of technology was collected with 47.1% being reused and 95% of the remainder being recycled to make new products
- laptops in appropriate working condition were donated to IWDA partners
- during our office relocation, cabinetry and equipment was retained and recycled, rather than purchasing new
- surplus office equipment and stationary was donated to local schools

FINANCIAL OVERVIEW

IWDA's strategy aims to ensure the ongoing viability and sustainability of IWDA, with diverse sources of funding, and targeted programs that expend funds efficiently. This helps us to leverage on our unique position as Australia's leading feminist international development agency.

OPERATING RESULT

At the end of June 2023, IWDA realised an operating deficit of \$64k, which was better than budget. Our reserves at the end of financial year remained steady at \$2.6M. Of this, \$1.3M is in our Special Purpose Reserve and is restricted to funding certain programs or projects in future years.

OUR INCOME

IWDA recognised income of \$13.7M this financial year. This is a \$2.6M increase in revenue, primarily due to growth in grant funded programs. Grant income continues to represent the majority of IWDA's revenue and totalled \$11.3M, or 82% of our income. The increased grant income from the Department of Foreign Affairs and Trade (Australian Government) was a result of growth in the Women Leading Change (WLC), Equality Insights (EI) and Women's Empowerment for Voice and Equal Rights in Papua New Guinea (WEAVERS) programs, and new funding for Women Deliver.

OUR EXPENDITURE

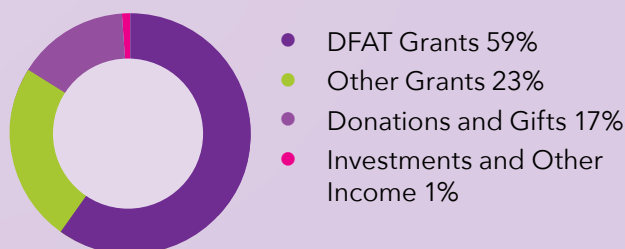
We continued to support our program partners, with \$11.2M in funding to support international programs. Overall expenditure increased by \$2.2M compared to prior year, primarily due to increased direct funding to partner organisations and additional program support costs associated with managing the growing portfolio of grants. Administration costs decreased \$0.2M compared with prior year, primarily due to one-off savings relating to staffing.

MOVING FORWARD

IWDA recently delivered a refreshed Strategic Plan 2025, which outlines how we will advance our vision of gender equality for all. The strategic plan sets the direction for IWDA and underpins the activities we will undertake for the next year.

Both the funding environment and general economic environment remains challenging, but IWDA will leverage strong financial foundations to focus on income generation and new opportunities. IWDA's retained surplus of \$1.2M enable us to operate strategically and invest in ourselves for the future. IWDA has demonstrated resilience and an ability to pivot and respond creatively and remains committed to resourcing diverse women's rights organisations and contributing to global feminist movements – advancing our vision of gender equality for all.

WHERE OUR SUPPORT COMES FROM



DFAT Grants: The Australian Government's aid program.

Other Grants: Bilateral (foreign governments) and other grants (i.e private sector or nongovernment sector).

Donations and Gifts: Contributions from the Australian public, trusts, foundations, bequests and distribution from the IWDA Foundation.

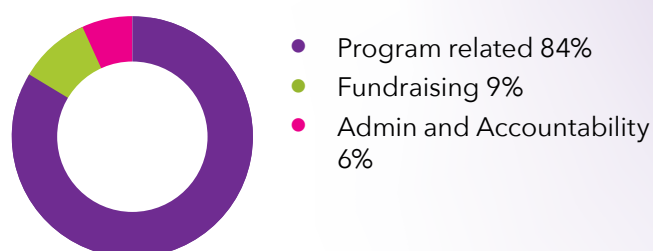
Investment and Other Income: Fundraising events, merchandise sales and interest earned.

Programs: Includes expenditure on long-term international development, community education, program design and implementation, training, program personnel research, policy, advocacy and improving program effectiveness.

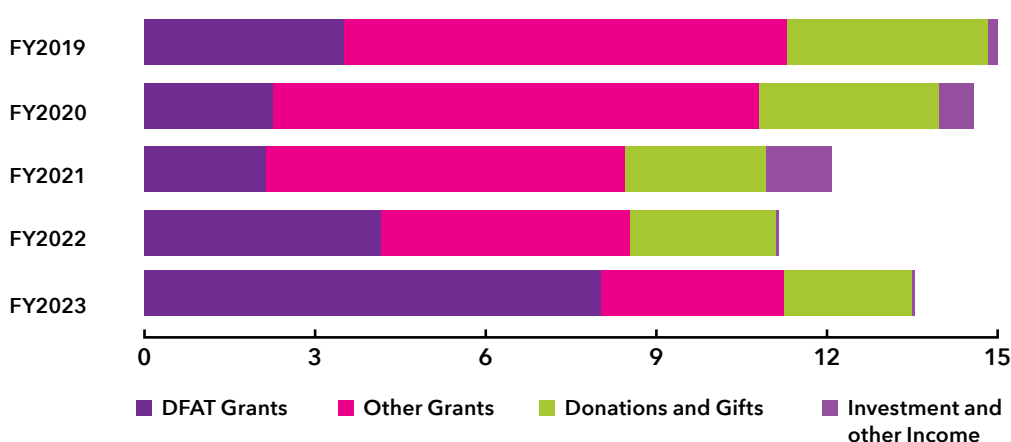
Accountability and administration: Relates to the overall operational capability of IWDA, such as audit fees, admin personnel, ICT, finance and administration costs, insurance premiums and memberships to peak bodies.

Fundraising: Covers marketing, grant writing and communication costs to secure donations that fund our work.

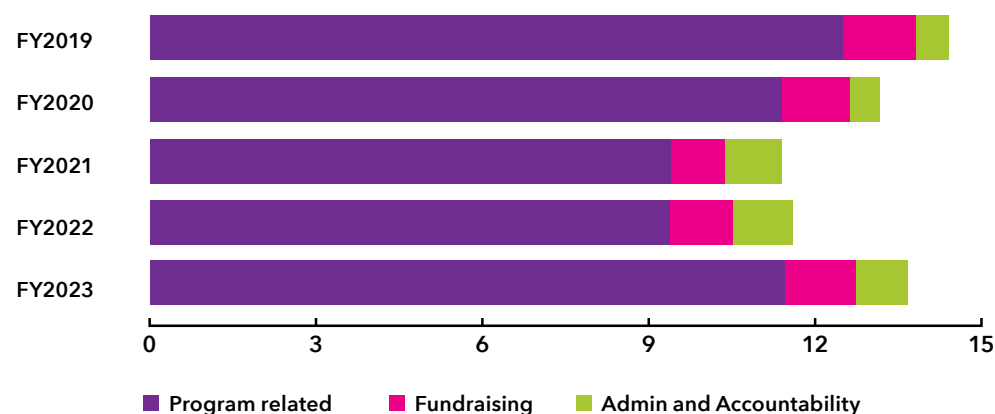
WHERE THE MONEY GOES



TREND FOR INCOME BY SOURCE (\$M)



TREND FOR EXPENDITURE BY SOURCE (\$M)



THANK YOU TO OUR MAJOR FUNDERS



FINANCIAL REPORT

STATEMENT OF COMPREHENSIVE INCOME FOR THE YEAR ENDED 30 JUNE 2023

IWDA	2023 \$	2022 \$
Revenue		
Donations and Gifts		
Monetary	2,289,596	2,258,387
Non-monetary	-	-
Legacies and bequests	33,660	302,658
Grants		
Department of Foreign Affairs and Trade	8,185,050	4,155,983
Other Australian	1,866,224	2,424,527
Other overseas	1,240,592	1,952,651
Investment income	66,788	10,512
Commercial Activities Income	-	-
Other income	53,264	54,311
Total Revenue	13,735,174	11,159,029
Expenditure		
International Aid and Development Programs Expenditure		
International programs		
Funds to International programs	(6,185,007)	(5,481,124)
Program support costs	(4,967,778)	(3,294,934)
Community Education	(461,340)	(596,922)
Fundraising costs	-	-
Public	(899,298)	(875,164)
Government, multilateral & private	(405,251)	(254,342)
Accountability and Administration	(880,087)	(1,098,290)
Non-Monetary Expenditure	-	-
Total International Aid and Development Programs Expenditure	(13,798,761)	(11,600,776)
Domestic Programs Expenditure	-	-
Commercial Activities Expenditure	-	-
Total Expenditure	(13,798,761)	(11,600,776)
Excess Revenue over Expenditure	(63,587)	(441,747)
Total comprehensive income for the year	(63,587)	(441,747)

During the financial year, the entity had no transactions in relation to international political or religious adherence promotion programs.

STATEMENT OF FINANCIAL POSITION AS AT 30 JUNE 2023

IWDA	2023 \$	2022 \$
Assets		
Current Assets		
Cash and cash equivalents	5,336,101	9,073,385
Trade and other receivables	582,344	88,286
Other current financial assets	2,047,290	-
Total Current Assets	7,965,735	9,161,671
Non-current Assets		
Property, plant and equipment	90,799	36,802
Right-of-use assets	377,138	153,646
Intangible assets	-	-
Financial assets	-	-
Other non-current financial assets	87,796	47,290
Total Non-current Assets	555,733	237,738
Total Assets	8,521,468	9,399,409
Liabilities		
Current Liabilities		
Trade and other payables	971,714	351,415
Current tax liabilities	249,721	159,808
Provisions	343,508	285,520
Lease Liabilities	118,470	179,606
Other financial liabilities	3,923,413	5,720,349
Total Current Liabilities	5,606,826	6,696,698
Non-current Liabilities		
Provisions	81,004	65,306
Lease Liabilities	259,820	-
Total Non-current Liabilities	340,824	65,306
Total Liabilities	5,947,650	6,762,004
Net Assets	2,573,818	2,637,405
Equity		
Reserves	1,325,158	1,113,289
Retained surplus	1,248,660	1,524,116
Total Equity	2,573,818	2,637,405

At the end of the financial year, IWDA had no balances in the Assets held for Sale, Other Financial Assets, Investment property or Borrowings categories.

STATEMENT OF CHANGES IN EQUITY FOR THE YEAR ENDED 30 JUNE 2023

IWDA	SPECIAL PURPOSE RESERVE	GENERAL RESERVE	RETAINED SURPLUS	TOTAL
	\$	\$	\$	\$
As at 30 June 2021	1,123,344	-	1,955,808	3,079,152
Net surplus for the year	-	-	(441,747)	(441,747)
Transfer to (from) reserves	(10,055)	-	10,055	-
As at 30 June 2022	1,113,289	-	1,524,116	2,637,405
Net surplus for the year	-	-	(63,587)	(63,587)
Transfer to (from) reserves	211,869	-	(211,869)	-
As at 30 June 2023	1,325,158	-	1,248,660	2,573,818



Take the lead

INDEPENDENT AUDITOR'S REPORT

TO THE DIRECTORS OF INTERNATIONAL WOMEN'S DEVELOPMENT AGENCY AND CONTROLLED ENTITY

Opinion

In our opinion, the Code of Conduct Summary Financial Report derived from the audited financial report of International Women's Development Agency and controlled entity for the year ended 30 June 2023 is consistent, in all material respects, with that audited financial report, in accordance with the Australian Accounting Standards and the Australian Council for International Development Code of Conduct.

Report on the Code of Conduct Summary Financial Report

The accompanying Code of Conduct Summary Financial Report for the year ended 30 June 2023, which comprises the summarised Statement of Financial Position as at 30 June 2023, the summarised Statement of Comprehensive Income, and the summarised Statement of Changes in Equity for the year then ended, are derived from the audited financial report of International Women's Development Agency and controlled entity for the same year. We expressed an unmodified audit opinion on that financial report in our report dated 23 October 2023.

The Code of Conduct Summary Financial Report does not contain all the disclosures required by Australian Accounting Standards and therefore, reading the Code of Conduct Summary Financial Report is not a substitute for reading the audited financial report of International Women's Development Agency.

Responsibilities of the Directors Code of Conduct Summary Financial Report

The directors of the International Women's Development Agency are responsible for the preparation of the Code of Conduct Summary Financial Report and to ensure it is in accordance with Australian Accounting Standards and the Australian Council for International Development Code of Conduct.

Auditor's Responsibilities for the Audit of the Code of Conduct Summary Financial Report

Our responsibility is to express an opinion on Code of Conduct Summary Financial Report based on our procedures, which were conducted in accordance with Auditing Standard ASA 810 Engagements to Report on Summary Financial Statements.

SW

SW Audit
Chartered Accountants

Hayley Underwood

Partner

Melbourne, 8 November 2023

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 internationalwomensdevelopmentagency
 @iwda
 iwdaorg
 International Women's Development Agency
(IWDA)

**IWDA ACKNOWLEDGES THE
TRADITIONAL CUSTODIANS OF
THE LAND OUR OFFICE IS LOCATED
ON, THE WURUNDJERI PEOPLE OF
THE KULIN NATIONS. WE PAY OUR
RESPECTS TO THEIR ELDERS PAST
AND PRESENT.**