

STANDING IN OUR FEMINIST POWER

Annual Report 2024-25

IWDA INTERNATIONAL
WOMEN'S
DEVELOPMENT
AGENCY

**40 Years
of Impact**



IWDA acknowledges the Traditional Custodians of the land our office stands on, the Wurundjeri People of the Kulin Nation. We extend that respect to the Traditional Owners of the lands where our staff work remotely, and to all First Nations people. We acknowledge the deep and continuing connections to Country, which have been cared for since time immemorial. We stand in solidarity with First Nations people leading movements for Voice, Treaty and Truth.

Who We Are

IWDA exists to defend and advance the rights of women, girls and gender diverse people. Within the ecosystem of women's rights organisations, we are both for and part of feminist movements.

Our Purpose

To defend and advance the rights of women, girls and gender diverse people.

Our Vision

Gender equality for all.

Our Values



Feminist



Decolonial



Accountable



Collaborative



Transformative

Our Vision for the Future

By the time we reach our 50th year, we see IWDA standing in our power as a formidable force for feminist transformation. In this future, our partnerships across Asia, the Pacific, and beyond, have deepened, and we are part of an interconnected ecosystem of solidarity and action. Our partners – resourced in a way that matches their true value – are transforming their contexts and communities while supporting women, girls and gender diverse people to lead lives free from oppression. Feminist movements are more resourced, visible, and interconnected as they set the agenda for change at local, national, regional, and global levels.

The underlying drivers of gender inequality are widely exposed and challenged, with power holders accepting and adopting alternative systems that uphold feminist, decolonial, and anti-racist principles. Feminists across Australia and beyond see their values, ambitions, and power reflected in our organisation. All of this is enabled by a growing feminist funding base in Australia, alongside our continued collaboration with values-aligned philanthropy and global funders. Together, we are reshaping the sector, proving that feminist-led development that embraces decolonial values is not just possible—it is the future.

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Sok Sreyleap outside the Women's Network for Unity Drop in Centre in Phnom Penh.



Representative from GADC's Women's Economic Empowerment program in Cambodia.

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Yan Sopheap, beneficiary of IWDA & Gender and Development Cambodia (GADC)'s partnership.



Chrek Sopha, a member of the Messenger Band, Cambodia's first all-women social activist group.

40 Years of Impact

Our story is one of partnership, persistence, and resistance. Of forging a path forward and working in new and different ways. This work has always been a collective effort, nurtured by the dedication, passion, and wisdom of many. And it has always been part of something bigger: a global feminist movement that has fought, dreamed, and is co-creating a more just world together.

1990s

1985

IWDA is introduced to the world at the Third UN World Conference on Women in Nairobi, Kenya. Partnerships developed with 10 organisations across 10 countries.

1992 to 1995

IWDA's defining piece of work 'Beneath Paradise' takes place, documenting the experiences of hundreds of Pacific women, capturing their voices through photography, soundscapes and testimonials.

1994

IWDA is on the brink of closure but supporters rally together, donating an extraordinary \$44,000 (or the equivalent of almost \$100,000 in today's value) in just 24 hours to help keep our vision alive.

2000s

2000

IWDA reaches two significant milestones – we fund our 300th overseas project and reach 3,000 supporters.

2000

IWDA Cambodia becomes the Cambodian NGO Banteay Srei, which remains a partner for years to follow.

2007

The IWDA Foundation is established to provide long-term financial sustainability.

2009

IWDA hosts 'Asia Pacific Breakthrough: The Women, Faith and Development Summit to End Global Poverty', which results in \$1.2 billion in new funding commitments to women and girls.



→
Participants of Triple Jeopardy research in Cambodia.

←
Beneath Paradise project in 1994.

↓
IWDA CEO, Nayomi Kannangara, speaking at IWDA's 40th anniversary celebrations.



2010s

2010 to 2012

IWDA's pioneering research 'Triple Jeopardy: Violence against women with disabilities in Cambodia' is delivered, taking a world-leading approach and revealing critical insights about the multiple, intersecting forms of discrimination Cambodian women with disabilities experienced.

2015

The 'Individual Deprivation Measure' launches at the UN Headquarters in New York – a new approach to gender-sensitive poverty measurement.

2016

The 'Women's Action for Voice and Empowerment' (WAVE) program commences, a five-year collaboration with 15 women's organisations across five countries to amplify women's voices, place more women in positions of power and increase women's roles in decision making.

2020s

2020

The 'Equality Insights' program launches, taking forward the work of the Individual Deprivation Measure and its mission to develop and implement a gender-just measure of poverty.

2020 to 2022

Reimagining feminist futures through COVID-19 continues to take place, advancing Feminist Foreign Policy and collaborating virtually at key convenings around the world.

2024

IWDA forms the 'ResourceFULL Collective' with Urgent Action Fund - Asia Pacific and the Pacific Feminist Fund to work together to grow the pie of funding for feminist movements in the region.

2024

The 'iCount Coalition' launches, an inclusive data coalition with members from government, civil society, academia, and other networks.

2025

IWDA develops a new ten-year strategy, a bold future-focused plan for feminist transformation, underpinned by the introduction of a new decolonial organisational value.



Our Program Partnerships

Myanmar

Creative Home

Shan Women's Action Network

Ta'ang Women's Organisation

Women's League of Burma

Women's Organisation Network

Cambodia

Gender and
Development for
Cambodia

Rainbow Community
Kampuchea

United Sisterhood
Alliance

Timor-Leste

Asisténsia Legál
ba Feto no Labarik

Covalima
Community Centre

In 2024-25, IWDA held partnerships with 22 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

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

Fiji

- FemLINKpacific
- Fiji Women’s Rights Movement

Samoa

- Brown Girl Woke

A message from our CEO



**Nayomi Kannangara,
CEO**

A message from our CEO

It is truly an honour to write this Annual Report as we mark a momentous milestone — 40 years of IWDA standing alongside feminist movements across Asia and the Pacific. For four decades, IWDA has been part of a powerful collective journey: resisting injustice, advancing equality, and reimagining a feminist future.

It is my privilege to carry forward the courageous vision of our founders and leaders who came before me - women who dared to create an organisation for women, by women. Their feminist spirit has fuelled our progress and transformative impact. From these foundations, we have turned courage into action, breaking barriers once thought unshakable and continuing the fight for equality with determination and hope.

The past year demanded such clarity and courage, as we witnessed deepening inequality, shrinking civic space, accelerating climate impacts, and continued rollbacks on women's and human rights. In the face of these realities, IWDA has remained steadfast, anchored in our values and standing with feminist movements and women's rights organisations on the frontlines of change across Asia and the Pacific.

“When women’s rights organisations and feminist movements are bold, resourced and connected, we are unstoppable.”

This year we moved from strategy to momentum, developing a new 10-year vision, reshaping our operating model and advancing the cultural and structural shifts required to live our feminist and decolonial values. Our new organisational strategy is a response to the challenging times we live in. It sets out our vision for the next decade - to build more equitably funded movements, centre Majority World leadership to influence feminist and decolonial impact, ensure policy and decision-making are informed by feminist evidence, and model a values-aligned, decolonial way of being.

Strengthening partnerships to build more equitable practice and deeper solidarity continues to be our focus, grounded in our commitment to locally led change and long-term movement building. Through the ResourceFULL Collective — a collaboration between IWDA, Urgent Action Fund Asia & Pacific, and the Pacific Feminist Fund — we model feminist philanthropy in action, resourcing movements through trust-based, collaborative approaches that shift power, not just money.

Our organisational transformation has continued through initiatives such as the River of Change, the 4S Leadership Framework, and our Shorter Hours Experiment — building a more inclusive, sustainable and future-fit organisation. We also introduced ‘decolonial’ as a new organisational value. At IWDA, we recognise that decolonial practice is not an abstract concept — it is a lived commitment to undoing harmful practices that undermine the strength of local and Indigenous ways of being, doing, knowing and relating. It is about shifting power, not just resources. It involves rejecting racism, discrimination and ‘power-over’ approaches and striving for relationships based on reciprocity, trust and respect.

In a volatile funding environment, we prioritised financial sustainability, strengthened governance and risk stewardship, and diversified revenue - protecting what matters most: our people, our partners, and our mission.

Our centre of gravity remains our program partners and the feminist movements we are part of – from the local to the global – as we amplify their leadership and resource locally led solutions.

It is a privilege to work alongside the IWDA Board, consisting of bold feminists. My sincere thanks go to our Board Co-Chairs Dr Kar Mei Tang and Kristen Wallwork, and the rest of the Board for their inspiring leadership and steadfast belief in IWDA’s feminist purpose. Their collaboration and partnership have been instrumental in ensuring IWDA remains strong, values-led and strategically focused as we advance our vision of gender equality for all.

Creating forty years of impact would not have been possible without our dedicated staff and our powerful partners across Asia and the Pacific, our feminist peers, and our committed donors and supporters. Thank you for standing with IWDA — for your care, expertise and belief in our shared mission. Together, we carry the legacy of 40 years and together we will shape the next 40.

As we look forward, we do so with conviction and optimism. The world needs feminist movements now more than ever — movements that are intersectional, resilient and visionary. Our herstory tells us this and so our belief remains unshaken: when women’s rights organisations and feminist movements are bold, resourced and connected, we are unstoppable.

Nayomi Kannangara, CEO

A message from our Co-Chairs



**Dr Kar Mei Tang,
Co-Chair**



**Kristen Wallwork,
Co-Chair**

A message from our Co-Chairs

It is a privilege to share this message as we mark our first year serving together as Co-Chairs of the IWDA Board. This year has been a remarkable milestone, as we celebrated 40 years of feminist leadership and collective action across Asia and the Pacific.

Reflecting on the past four decades of courage, resilience and vision is both humbling and inspiring — a powerful reminder of the extraordinary legacy we inherit, and the responsibility we carry as we look to the future.

Celebrating 40 years of IWDA's work has been an opportunity to both reflect and look forward. Over the past year, we have worked closely with Nayomi Kannangara, IWDA CEO, and the staff to develop the new 10-year Strategic Framework. This strategy represents a bold commitment to building momentum from ripples to waves — amplifying the impact of feminist movements and reimagining what is possible. It prioritises diversifying funding sources, decolonising our work, disrupting entrenched power structures, and demonstrating alternative ways of leading and working that are grounded in feminist values.

“Together, we can continue to make an impact, push boundaries, and create waves of change in the years to come.”

A key objective within this process was the **introduction of decolonial as an organisational value**. This reflects IWDA's commitment to acknowledge, dismantle, reimagine, and transform colonial structures that have long shaped development practices. We recognise that this work can be challenging and, at times, uncomfortable. Yet it is precisely in this discomfort that opportunities for collective learning, growth, and solidarity emerge. It challenges us to continually interrogate our own assumptions, while supporting partners to create change in their own contexts.

This Annual Report highlights some of the organisation's many achievements as we conclude our previous strategic cycle and consider the tangible impacts of our work. Despite the complex and challenging external environment, our partners have remained steadfast in their commitment to empower women and girls across the region.

For example, the Women's League of Burma continues to support women affected by the military coup through advocacy, legal aid, and protection. In Cambodia, Gender and Development Cambodia is breaking down systemic and generational barriers by engaging men and boys to unlearn long-held patriarchal beliefs. We also launched the iCount Coalition alongside 18 foundational partners at the 5th UN World Data Forum, working from the shared belief that data goes beyond numbers and is a tool for social transformation and lasting change.

Closer to home, IWDA has continued to rethink how we work internally to navigate a rapidly changing external landscape. We are committed to long-term sustainability, while modelling alternative approaches to feminist organisational practice, such as the Shorter Hours Experiment (SHE) which has seen a 20 percent reduction in work hours for all staff.

These are just a few of the stories that illustrate the strength, creativity, and courage of our partners, staff, and supporters. We hope these stories inspire you, as they inspire us, to continue standing alongside IWDA in solidarity with feminist movements globally.

We are deeply grateful for your ongoing support, advocacy and partnership. Together, we can continue to make an impact, push boundaries, and create waves of change in the years to come.

**Dr Kar Mei Tang & Kristen Wallwork,
IWDA Board Co-Chairs**

The Year in Numbers

We're proud to stand shoulder to shoulder with our program partners, driving bold, transformative change. This is a glimpse of what IWDA and our partners have achieved together.



312

Women's groups, organisations and Coalitions involved in partner projects



15,964

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



2,450

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



462

Women and girls were supported to assume leadership positions



62

Disabled Persons Organisations (DPOs) actively involved in programs



1,037

People with disabilities involved in projects



1,140

People provided with financial services

Our 2025 Strategic Plan

In this Annual Report, we showcase IWDA's impact under the three strategic goals of our 2025 Strategic Plan. This year we celebrated the completion of that strategy and embarked on an exciting new chapter with the launch of our ten-year organisational strategy (see pages 26-27).

GOAL 01

Resource and contribute to resilient and vibrant feminist movements.

GOAL 02

Promote systemic change towards gender equality for all.

GOAL 03

Build a resilient and relevant feminist organisation.

GOAL

01



A woman with a baby in the aftermath of the earthquake in Myanmar (Resource: REUTERS).

Resource and contribute to resilient and vibrant feminist movements.

Diverse women's rights organisations and strong feminist movements continue to drive meaningful change. In 2024/25, IWDA supported partners in Myanmar, Fiji, and Cambodia, providing funding, capacity building, and technical advice to strengthen leadership, advocacy, and humanitarian action.

We invested in long-term, trust-based partnerships that empowered women and girls to lead, influence decision-making, and transform communities, ensuring their voices and priorities shape local, national, and regional agendas.



Strengthening Humanitarian Response in Myanmar

Amid ongoing conflict and instability since the 2021 coup in Myanmar, IWDA partner Women's League of Burma (WLB) continues to lead with courage, sustaining women's rights advocacy and life-saving humanitarian work across the country and its border regions. As violence deepens, WLB and its member organisations have become vital lifelines for women and girls, providing both practical support and a vision for peace grounded in gender equality.

As conflict intensified, WLB's emergency response reached more than 15,000 Internally Displaced People (IDPs), nearly half of whom are women and girls. WLB provided food, shelter and medical aid across Sagaing, Chin, Shan, Karenni and along the Thai and Indian borders. Behind these numbers are stories of courage and care.

Among those assisted was a pregnant mother who fled from Bago to Mae Sot in search of safety. Separated from her husband and without documentation, she faced serious challenges but received support from organisations such as WLB, including essential food and baby supplies that provided much-needed relief in difficult circumstances.

In Thayetchaung Township, WLB member organisation the Tavoyon Women's Union

collaborated with the local War Evasion Committee to deliver food and medical supplies to people displaced by military airstrikes.

They faced significant challenges in transporting these supplies which were frequently inspected and confiscated at military checkpoints. Drivers also faced risks of arrest and hostage-taking.

"I had to carry it with great difficulty," said a member of the War Refugee Committee of Taung pyar District who works to ensure displaced families receive essential assistance in safe locations.

In 2024, WLB celebrated several important achievements including their 25th anniversary, which provided an opportunity to reflect on over two decades of collective action for justice, equality and peace. WLB also helped secure a significant policy achievement that recognises the effects of armed conflict on women and girls and increase their safety. The Women, Peace and Security Strategy Framework (2024–2027), which WLB drafted, was adopted by the National Unity Consultative Council.

IWDA has provided long-term support to WLB through core funding, technical advice and organisational strengthening including finance, safeguarding, and program management.



Representatives from FWRM's GIRLS program, taken during one of their workshops.

Advancing Young Women's Leadership in Fiji

Over the past three years, 23 hearing and 12 deaf girls have strengthened their understanding of human rights, increased their confidence, and developed advocacy skills to speak out on issues that matter through the GIRLS project, an initiative of IWDA partner the Fiji Women's Rights Movement (FWRM).

In 2025, the GIRLS Exist II project concluded a three-year journey empowering a new generation of feminist leaders. Its participants, now united as the Young Feminist Network (YFemN), are recognised as a legitimate representative body for deaf and hearing girls in Fiji.

A powerful milestone for inclusive leadership, together they have become visible champions for girls' rights, showing courage, critical thinking and a commitment to equality.

For Tanisha Depasha Lal, a 17-year-old from Fiji's Western Division, the GIRLS program sparked a transformation. Growing up where girls' voices were often overlooked, Tanisha was a quiet participant when she joined in 2023.

With GIRLS training and encouragement, Tanisha found the confidence to respectfully challenge the gender bias in her school and help establish a 50–50 gender quota for competitions. She also later captained the school's first science debate team.

Her leadership was recognised when she was selected as 'UK Ambassador for a Day' for the British High Commission in Fiji. Shadowing the UK High Commissioner, she spoke at a Pacific roundtable on gender equality, showing that respectful and firm advocacy can challenge harmful norms. Tanisha now leads school sessions on breaking gender stereotypes and has mentored younger girls to speak out against unfair treatment.

Tanisha is not the only case, with YFemN's growing voice heard across national and regional platforms. Another YFemN member was part of the UN Pacific International Women's Day panel discussion on women and girls' rights, equality and empowerment. In August 2024, the group was invited by the Online Safety Commission Fiji to contribute to the Swipe Safe App consultation. They later met with UNICEF Executive Director Catherine Russell to discuss violence against women and girls, sexual and reproductive health and rights, and education access for deaf girls.

The GIRLS Program has been supported by IWDA and WaterAid through the Australian NGO Cooperation Program (ANCP), and Pacific Girl. Its legacy continues through YFemN's leadership and the growing recognition of deaf and hearing girls as agents of change.

Women's Economic Empowerment

Across three provinces in Cambodia, women are proving that when families work together, entire communities thrive. IWDA partner Gender and Development for Cambodia (GADC) runs the Women's Economic Empowerment in Small-Scale Business project. Designed to build women's leadership and transform social norms, the project engages couples including those with disabilities to make decisions together and share household responsibilities more equally.

Twenty-eight couples from Kampong Chhnang, Pursat and Prey Veng are part of the project, supported through activities such as the Gender Café and Gender Action Learning System (GALS). These sessions create space for women and men to discuss gender roles, financial management and family decision-making. Women business owners say they are more confident expressing their ideas and leading at home.

"From time to time, I can create options to solve issues as a way to avoid arguments with my husband," said one participant from Prey Veng. Through GALS, couples examine power and ownership within households, recognise inequalities and work together to make change.

Men's participation has been vital. Through transformative masculinity training and Men's Dialogues, participants reflected on how gender expectations shape their lives and relationships. Many now share childcare, support their wives' business activities and speak openly against gender-based violence. One husband from Kampong Chhnang shared that he no longer drinks alcohol and threatens his wife and instead helps expand their agricultural work.

In June 2025, village meetings brought together more than 300 community members, including people with disabilities and young people, to celebrate the important progress that had been made in the community.

"Through women's self-development, we see progress in business growth and family economic stability, which also helps reduce domestic violence" said Chhoun Neang, Pursat Deputy Commune Chief.

These local transformations are now influencing broader change. Lessons from the project have shaped the new national plan promoting men's engagement in gender equality developed by the Ministry of Women's Affairs. The model has also inspired GADC's new initiative, Empowering Women for Climate Resilience and Economic Empowerment in Rural Cambodia (E-CREW), expanding the movement for equality and shared prosperity.



Chanthou from the Women's Network for Unity (WNU) outside the Drop In Centre in Phnom Penh.

GOAL

02

Promote systemic change towards gender equality for all.

IWDA drives systemic change through knowledge, advocacy, and collaboration. In 2024/25, we advanced inclusive data, feminist foreign policy, and movement strengthening, supporting organisations to build capacity and leadership.

We also partnered with feminist movements and governments to promote accountability and gender equality, using our expertise and influence to ensure marginalised voices are visible and included in decision-making.

Building Collective Power for Inclusive Data

Around the world, too many people remain invisible in the data that guides global decision-making. Inclusive and individual-level measurement is critical for understanding how poverty and inequality are shaped by gender, disability, age or location, and for ensuring no one is left behind.

In November 2024, IWDA launched the iCount Coalition alongside 18 foundational partners at the 5th UN World Data Forum in Medellín, Colombia as part of the Commit to Data campaign. Acting together through a shared belief that data are more than numbers but an important tool for social transformation, the Coalition brings together governments, think tanks and civil society to shape an inclusive data framework for the post-2030 development agenda. Together, we are working to ensure that innovations to make marginalised groups visible in data are shared, strengthened and applied to drive change.



Too often, global systems treat data as an objective tool to quantify or illuminate a problem. Yet feminist economists, researchers and practitioners have long shown that data systems reflect the same social norms and biases that shape daily life.

Built from this feminist analysis, IWDA's flagship program 'Equality Insights' has designed an inclusive approach to measuring poverty and inequality that both exposes and corrects these biases. Its world-leading methodology measures multidimensional poverty at the individual level, showing what is possible when feminist principles guide innovation. For more than fifteen years, with strategic support from the Australian Government, Equality Insights has worked with governments and civil society partners to take an inclusive, intersectional and gender-sensitive approach to data and poverty measurement.

But redefining poverty measurement is only part of the solution. Global data systems are driven by foundational policy processes and international agreements that determine what, and who, gets measured. Through the iCount Coalition, the Equality Insights program is building collective power to influence those systems and ensure that global measurement standards reflect everyone's lived experience.

Together, the iCount Coalition is shaping a future where every person counts, and where inclusive data drives progress for all.



IWDA staff at the launch of the iCount Coalition in Colombia.



←
IWDA staff attending the Australian High Commission event during the 69th Commission of the Status for Women (CSW)

Ensuring Gender Equality in Hard Times

In 2021, IWDA conducted trailblazing research on feminist foreign policy. It found that even countries that demonstrate strong support for gender equality through aid and development often treat this commitment as a “nice to have” in other policy areas rather than a guiding principle for national interest and international engagement.

By December 2024, this finding faced real-world pressures. Overseas development assistance was being scaled back, budgets reduced, and funding for gender equality under threat in multiple contexts. At the same time, IWDA launched follow-up research ‘A Decade of Feminist Foreign Policy: Changing Trajectories of Adoption and Accountability Over Time’. The study revealed that without accountability embedded in resourcing, planning and implementation, governments risked creating a gap between commitment and action.

In this challenging environment, IWDA leveraged its locational power and role as the convenor of the Australian Feminist Foreign Policy Coalition (AFFPC) to engage Australia in sustained accountability dialogue. When the Australian Government released its new International Gender Equality Strategy in early 2025, 10 of the 21 recommendations contributed through the AFFPC were actioned.

These included strong support for sexual and reproductive health and rights that are critical for bodily autonomy including abortion. It further included commitments to work with women’s rights organisations, a core component of feminist foreign policy.

Through these efforts, IWDA supports the Australian Government to take more gender-transformative action through its overseas aid and foreign policy. By embedding accountability and collaboration with women’s rights organisations, governments can deliver on their responsibility and ambition to achieve gender equality. The full report ‘A Decade of Feminist Foreign Policy: Changing Trajectories of Adoption and Accountability Over Time’ is available at www.iwda.org.au/resource/a-decade-of-feminist-foreign-policy-changing-trajectories-of-adoption-and-accountability-over-time.



IWDA Program Manager, Fhon Williams, with IWDA partner Pisey Ly from Rainbow Community Kampuchea (ROCK), one of our movement strengthening partners.

Strengthening the Movement and Building Capacity

Feminist movements thrive when the organisations within them are equipped to act, advocate, and lead. IWDA supports women's rights organisations (WROs) to grow their organisational capacity through tailored workshops and facilitation grounded in feminist principles and insights. In FY2025, we worked with 10 WROs, including four IWDA partners to deliver training using our Feminist Organisational Capacity Strengthening (FOCS) modules and the Plan Your Power advocacy strategy method. We held two Brave Space workshops open to gender equality advocates in Australia plus one Brave Space workshop for an Australian WRO.

In Papua New Guinea, IWDA partner Women with Disabilities Network exemplifies the transformative potential of this work. By helping this emerging group map their strengths, identify their needs, and envision their future, IWDA supported them to develop advocacy plans that give them the confidence to bring their agenda to the right decision-makers at the right time. These plans strengthen action and impact at the intersection of gender and disability in PNG, ensuring that voices too often marginalised are heard and prioritised.

In delivering these workshops, we recognise that movements are made up of many parts. By nurturing each organisation, each leader, and each initiative, IWDA strengthens the broader feminist ecosystem. Stronger organisations lead to more resilient movements capable of creating sustained change and drive gender equality across communities and nations.

GOAL

03



The IWDA team at IWDA's 40th anniversary staff celebrations.

Build a resilient and relevant feminist organisation.

IWDA remains deeply committed to fostering an organisational culture that centres wellbeing, inclusion and diversity.

In 2024/25, we made further progress on our journey to build a strong, dignity-centred culture. We also continue to take steps to decolonise our practice and ensure we remain a relevant, reflective and feminist organisation.



Our Organisational Culture

IWDA is focused on the continued delivery of our cultural transformation strategy, called the River of Change, which was co-created in 2021 following a staff participatory review of all elements of our organisational culture.

In 2024/25, we focused on reflection and action in three areas of our cultural transformation: representation and retention of People of Colour; anti-racism learning program; and staff wellbeing.

Representation and retention of People of Colour

The number of staff members identifying as People of Colour increased from 41 percent to 46 percent, while representation at executive leadership level was maintained between 40 to 60 percent throughout the year. Retention of People of Colour grew to 88 percent, up from 67 percent the previous year and 55 percent two years ago. These improvements reflect our ongoing commitment to nurturing a workplace where diverse staff feel valued, supported and empowered to lead.

Anti-racism learning program

IWDA continued to partner with Kind Enterprises to deliver the second year of a bespoke anti-racism learning program. This year's sessions included anti-racism in the development sector, inclusive leadership culture, anti-racist people leadership practices, and practical approaches to mitigating microaggressions. The completion of this program has been critical in advancing IWDA's racial literacy, contributing directly to our 88 percent retention rate of People of Colour.

Staff wellbeing

In 2024/25, IWDA achieved its highest levels of staff retention on record, with 86 percent of employees remaining throughout the year. Staff feedback collected at the end of the financial year reflected a strong culture and commitment to wellbeing, with 82 percent of staff recommending IWDA as a great place to work and 92 percent expressing pride in working for the organisation. These outcomes demonstrate the positive impact of our ongoing focus to foster a safe, inclusive and supportive workplace.

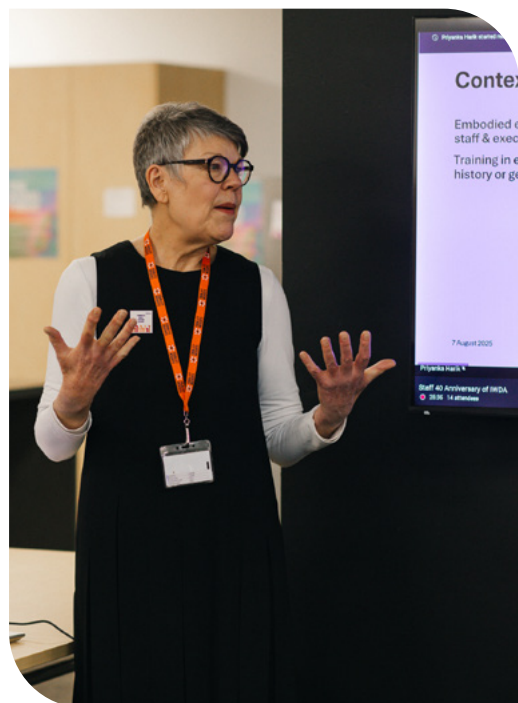


Expanding Gender Inclusion

Since its inception 40 years ago, IWDA has held an Exemption under the Equal Opportunity Act. This exemption permitted IWDA to employ only women (cis or trans) as a way to mitigate the well-understood and documented disadvantage women experience in the workplace.

Over recent years, IWDA has been exploring how we can more explicitly expand to include other gender identities harmfully impacted by the patriarchy – in terms of access to employment and leadership opportunities – including gender diverse, trans and non-binary people.

As we embark on a new strategy, so too will we expand employment opportunities to prioritise employment of, and support substantive equality for people with a gender identity that is adversely impacted by the patriarchy in terms of employment and leadership opportunities to include women, non-binary, trans and gender diverse people. This is deeply aligned to our strategic plan and vision - we recognise that the achievement of gender equality for all is predicated on equality for trans, gender diverse and non-binary people everywhere.



↑
Longstanding IWDA staff member, Jo Crawford, sharing about the organisation's herstory at IWDA's 40th anniversary staff celebrations.



IWDA staff members engage in a “time capsule” activity at IWDA’s 40th anniversary staff celebrations.



IWDA staff engage in 40th anniversary celebrations, marking the start of our Four-Day Work Week Trial.

Gender Equality through a Four-Day Work Week

IWDA recognises that women often carry a disproportionate burden of unpaid domestic and care work. To address this, we have long considered ways to reduce working hours, and in 2024/25 we developed plans for a trial.

With nearly 40 percent of employees already working part-time, we determined that principles of equity and fairness would facilitate an opportunity for all staff to participate in a reduction of work hours. The Shorter Hours Experiment (SHE) was designed to test this approach.

IWDA received a scholarship from Australian Philanthropic Services for key staff to undertake training with 4-Day Week Global, while extensive staff engagement ensured co-design and readiness for the trial.

The six-month trial commenced in August 2025, with 55 metrics established to track performance. This experiment reflects IWDA’s commitment to practical innovation in achieving gender equality and creating a workplace that supports staff wellbeing and work-life balance.



Introducing Our New 10-Year Strategy

2025-2035

We are proud to launch IWDA's new 10-Year Strategy – a bold, future-focused roadmap to advance gender equality and transform systems of power. This strategy is more than a document – it is our commitment to feminist movements, to decolonial practice, and to the collective power of those demanding a more just and equitable world.



4S:

**Step Up
Stand With
Step Back
Sit With**



4D:

**Diversify
Decolonise
Disrupt
Demonstrate**



Strategies

- Shift resources to women's rights organisations
- Engage in movement strengthening
- Advance feminist & decolonial knowledge for change
- Demonstrate a values-aligned organisation



Grounding truths

- Local knowledge matters
- Feminist movements are powerful
- Values matter
- Connected movements drive systems change
- Transform root causes and power structures



Ripples

- Better & more equitably funded movements
- Majority World movements are centred
- More feminist-informed policy & decision-making
- IWDA models a different way of being



Waves

- Systems of power uphold feminist and decolonial principles
- Diverse feminist & aligned movements set the agenda from the local to the global level
- Iwda stands as a formidable force for feminist transformation



Guiding Star

Anchored by lessons from our 40-year history and guided by fiercely held feminist and decolonial values, IWDA's core strategies over the next 10 years will have created the interconnected waves of change required to address the root causes of injustice and, in solidarity with a diverse ecosystem of feminist movements, will be creating a gender equal future for all.

OUR VALUES

 **Feminist**  **Decolonial**  **Accountable**
 **Collaborative**  **Transformative**

Our Continuous Improvement

Monitoring, Evaluation and Learning

FY25 marked the conclusion of IWDA's 2023–2025 Strategic Plan. The learnings and outcomes from this period have directly informed the development and launch of our 2035 Strategy.

At the conclusion of FY25, IWDA undertook a three-part annual reflection process across the organisation to capture insights from the past year and identify where these aligned with previous learnings. All staff were invited to participate through an individual reflection survey; a facilitated thematic review discussion; and an online thematic review platform.

Findings from the FY25 reflection affirmed that, across the life of our last strategic plan, IWDA made steady progress in all areas. Through both internal processes and external validation with stakeholders, we have built a strong evidence base demonstrating that deepening our feminist and decolonial practice is generating meaningful value – both within IWDA and for our partners. Our systemic change work continues to be globally influential, strengthening our ability to leverage IWDA's locational power. These outcomes are underpinned by ongoing advancements in organisational capability and improving the enablers of diversity. Notably, in FY25, IWDA achieved its highest staff retention rate since measurement began.

→ Women's Economic Empowerment program workshop in Phnom Penh, Cambodia where women business owners and their spouses shared experiences.

The challenges identified in FY25 reflect consistent themes raised in annual reflection and learning reports since 2020. While initiatives are underway to address these issues, some remain foundational, linked to our organisational size and business model. Like many charities, IWDA experiences the effects of donors' reticence to “pay what it takes”, placing burdens on our ability to scale systems and processes and create a fully resilient staffing structure.

Nevertheless, we continue to invest progressively in strengthening our business model, systems, processes, and workforce. These will remain priorities as we enter our new strategic era. Our commitments to **demonstrate, decolonise, and disrupt** will be sustained through ongoing efforts to diversify our funding base, enabling IWDA to drive the waves of change we aspire to achieve.



“We really feel that IWDA stands with us – not above us.”

Grantee partner

The Value of IWDA’s Feminist and Decolonial Partnerships

In 2024, we took a landmark step in redefining what equitable international partnerships can look like with the launch of our Decolonial Framework and Strategy. This formalised our commitment to challenging colonial legacies and power imbalances that persist within global development systems. A subsequent review delivered this past year, ‘The Value of IWDA’s Feminist and Decolonial Partnerships: Progress and Tensions on the Path to a Gender-Equal Future’, examined how these principles are being translated into practice and what value they generate for partners and the broader sector.

The external research was guided by feminist and decolonial methodologies, drawing on interviews with nine partner organisations (six grantees and three collaborators), 12 IWDA staff members, and a review of internal and external documentation. At its heart, the study recognised that feminist, decolonial partnerships hold inherent value because they are grounded in self-determination and rights-based development. It also questioned how ‘value’ is defined and by whom, noting that global evidence on the value of locally led development remains limited.

Partners consistently highlighted IWDA’s distinctiveness — both in how we work and what we prioritise. Over the past decade, IWDA has evolved from a more traditional mode of operating to a model that centres mutual learning, shared power and feminist solidarity. Partners describe IWDA’s approach as going beyond standard locally led frameworks to embody decolonial values in practice. IWDA’s approach aligns with the Advanced level of DFAT’s Locally Led Development Continuum, a reflection of its deep commitment to equitable, trust-based partnerships.

At the same time, the review surfaced important tensions and areas for growth. Partners acknowledged challenges around maintaining continuity amidst staff turnover, ensuring support for independent sustainability, and balancing IWDA’s involvement in decision-making processes. Some partners called for greater attention to “nurturing the Vā”— a Pacific concept that values time, reciprocity, and relational depth — as a way to sustain meaningful, long-term relationships.

Overall, the review affirmed that IWDA’s feminist and decolonial approach delivers relational, operational, and systemic value, while also navigating the constraints of donor-driven systems. By centring partner voices, IWDA continues to evolve its model of partnership — one that strives not only to redistribute power but to reimagine what equitable collaboration looks like on the path toward a gender-equal and decolonial future.

There is no one-size-fits-all approach, as women’s rights organisations hold diverse priorities and expectations. Guided by a vision of vibrant and diverse feminist movements, and committed to supporting a broad spectrum of women’s rights organisations, coalitions, and movements, IWDA must respond in ways that are context-specific and relational. This means continually holding its broader vision in focus while adapting its role to align with the unique needs and capacities of each partner.

Thank You

Our impact is made possible through the power of partnership.
Thank you to our donors, supporters and partners for standing with us to advance gender equality and drive transformative change.

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.

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.

The logo for the Empower program, featuring the word "EMPOWER" in a bold, sans-serif font. The "E" is red, and the "M" is blue, while the remaining letters are red.

Equipped. Emboldened. Equal. Empowered.

Interested in becoming a Regular Giver?
Find out more about the EMPOWER movement:

iwda.org.au/empower

Major donors and institutional partners

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

Anne Miller

ANZ

The Arnold Foundation

Christine Brown

Department of Foreign Affairs and Trade

Foundation for a Just Society

European Union

Isaacson Davis Foundation

Marianne Smulders

Mecca M-Power

Mundango Abroad

Naylor Stewart Foundation

Paterson Giving Account

Red Rocketship Foundation

WeirAnderson Foundation



Thank you to our friends and advisors who have contributed to IWDA this year:

4 Day Week Global

Australian Philanthropic Services

Brian DeGregory, Jersey Initiatives

Chandni Dhingra

Collin Biggers & Paisley

Coolamon Creative

Deanne Weir

Design by Nature

Emily Wellard-Baring

InfoXchange

Jo Kirk

Julie Ballangarry

Julie Reilly

Dr Kathomi Gatwiri

Kind Enterprises

Lander & Rogers

Let's Talk About X

Lisa Keenan

Maria Paula Hernandez Ruiz

Nancy Nuñez, Groupwork Centre

Dr Orovu Sepoe

ResourceFULL Collective member – Pacific Feminist Fund

ResourceFULL Collective member – Urgent Action Fund - Asia Pacific

Sarah Bailey

Shantelle Thompson

Simon Lewis

Team Blue Sky

Tim Werner

Wurundjeri Woi-wurrung Cultural Heritage Aboriginal Corporation



Sicily, Program Manager at IWDA
Partner Brown Girl Woke.

IWDA Leadership

Our Board



Kristen Wallwork
Co-Chair
Appointed: May 2024



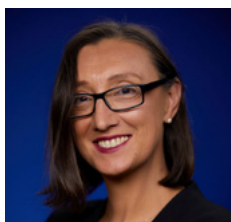
Kar Mei Tang
Co-Chair
Appointed: May 2024



Chantelle Marie Stratford
Appointed: May 2024



Sarah Barker
Company Secretary
Appointed: March 2024



Sarah Goulding
Appointed: April 2025



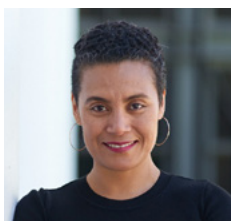
Sharon Parker
Appointed: July 2022



Ivy Nallammah
AHC Josiah
Appointed: May 2021



Shehani Anushka Noakes
Appointed: May 2021



Tinai Drawaqa Colawai
Appointed: May 2021

Outgoing Board members

Carolyn Maree Ireland
Appointed: August 2016

Susan Wnukowska-Mtonga
Appointed: August 2021

Jane Nash
Appointed: March 2019



We also acknowledge and thank outgoing members of the Executive Leadership Team for their lasting contributions to IWDA in 2024/25:

- **Tracey Newbury**
Director, Systemic Change & Partnerships
- **Grishma Bista**
Director, Systemic Change & Partnerships
- **Amanda Schofield**
Director, Resource Growth & Communications

Our Executive Leadership Team

Nayomi Kannangara
Chief Executive Officer

Gemma Hardie
Director, People, Finance & Operations

Gemma Porter
Director, Partnerships

Phoebe Tan
Director, Resource Growth & Communications

Joanna Pradela
Director, Knowledge Translation & Equality Insights

Transparency, Accountability & Accreditation



IWDA remains committed to accountability and transparency across every aspect of our work including to our partners, supporters, and collaborators.

We are fully accredited by the Australian Department of Foreign Affairs and Trade (DFAT). The accreditation program ensures the Australian Government is funding effective and well-managed NGOs that deliver high-impact development outcomes and are accountable to their stakeholders. Accreditation also provides IWDA with access to the Australian NGO Cooperation Program (ANCP) and other DFAT-funded programs.

As an active member of the Australian Council for International Development (ACFID) and a signatory to the ACFID Code of Conduct, IWDA is committed to upholding standards of transparency, accountability and integrity.

IWDA holds all required licenses to fundraise in Australia. We are a member of the Fundraising Institute of Australia and are guided by its Code of Ethics and Professional Conduct.

As leaders in feminist development practice, we remain committed to operationalising our values, sharing our learnings and ensuring our work is evidence-led. Our key policies, including on disability inclusion; commitment to diversity, inclusion, and anti-racism; fraud and corruption, whistleblower and privacy are available on our website www.iwda.org.au/accountability.



Our Staff

IWDA is committed to improving 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.

As of June 2025:

46%

**OF STAFF IDENTIFY
AS PEOPLE OF
COLOUR**

40%

**OF EXECUTIVE
LEADERSHIP TEAM
IDENTIFY AS PEOPLE
OF COLOUR**



IWDA staff at 40th anniversary office celebrations.



Norm Sophors from IWDA partner United Sisterhood Alliance.

Environmental Management

In addition to advancing gender climate justice in Australia, our region, and around the world, IWDA is also committed to supporting environmental sustainability. 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 implemented the following initiatives to reduce our environmental impact and ecological footprint:

- offset 134 tonnes of emissions with Carbon Neutral
- donated unused laptops

Financial Overview

In a year defined by change and opportunity, IWDA strengthened its financial foundations to support our enduring mission: advancing gender equality for all. We remain committed to careful stewardship of our resources while building a resilient organisation capable of sustaining feminist movements for generations to come.

Operating Result

At the end of June 2025, IWDA realised an operating loss of \$1.0M, an outcome that was better than budgeted. Our reserves at the end of the financial year were \$4.1M, including \$2.3M held in our Special Purpose Reserve, which is designated for future programs and projects aligned with our strategic priorities.

Our Income

IWDA recognised income of \$13.6M this financial year. This represents a \$3.9M decrease from FY2024, primarily reflecting bequest revenue returning to normal levels following an exceptional year in FY2024 and a modest decline in grant-funded programs. Grant income continued to make up the majority of our revenue, totalling \$11.0M or 81 percent of total income.

Our Expenditure

IWDA continued to invest in and stand alongside program partners, with \$11.5M spent delivering on our partnerships and Equality Insights program work. Of this amount, \$5.7M was distributed directly to IWDA partners. Close to \$25M in total was distributed throughout the life of our 2021-2025 Organisational Strategy.

A further \$0.55M supported our advocacy, movement strengthening and communications, helping to elevate the voices of our partners and their communities, support stronger and more resilient movements, influence public policy, and powerfully advocate for a gender-equal world.

An ongoing investment of \$2.5M underpinned our operational capability, ensuring we could meet contractual commitments, strengthen our systems, and sustain the infrastructure that allows our programs to thrive.

Overall expenditure decreased by \$0.2M compared to the prior year, reflecting IWDA's continued commitment to financial discipline and strategic resource allocation. Administration costs also fell by \$0.2M, largely due to a greater proportion of staff time being allocated to programmatic work. This shift highlights our ongoing focus on maximising direct impact while focusing on securing the financial sustainability in an uncertain and hostile environmental funding context.

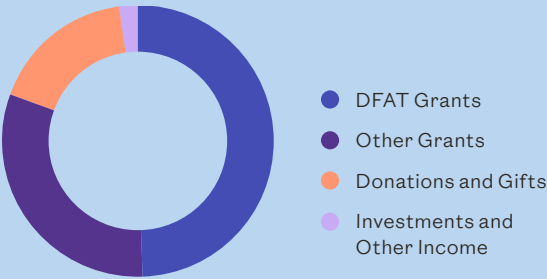
Moving Forward

This year, IWDA developed a new 10-year organisational strategy that clearly defines our ambition to continue resourcing women's rights organisations and contribute to stronger, more equitably funded movements. In line with this vision, ensuring IWDA's long-term financial sustainability has been a central focus. Through the year, we have implemented revenue diversification initiatives designed to strengthen our resilience and adaptability in an increasingly challenging funding environment.

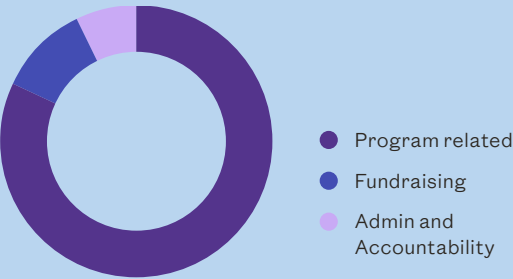
Our objectives are to ensure steady and reliable income streams; to identify, grow, and maintain untied funding opportunities across existing income channels; and to promote a holistic approach to resource mobilisation that ensures visibility, accountability, and collective decision-making across IWDA. Our advocacy, communications, and fundraising efforts have been integral to this work—enhancing IWDA's visibility, deepening engagement with supporters, and amplifying the impact of women's rights movements.

IWDA continues to demonstrate resilience, creativity, and adaptability, remaining steadfast in our commitment and shared vision of gender equality for all.

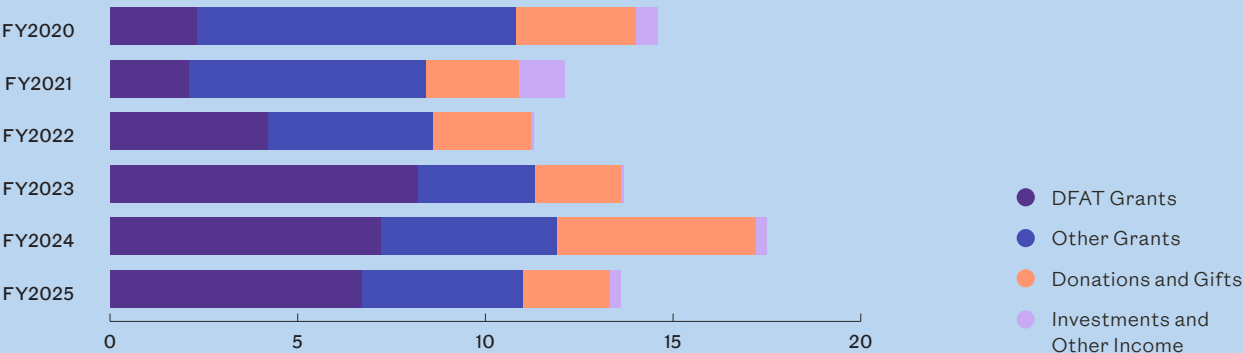
Where Our Support Comes From



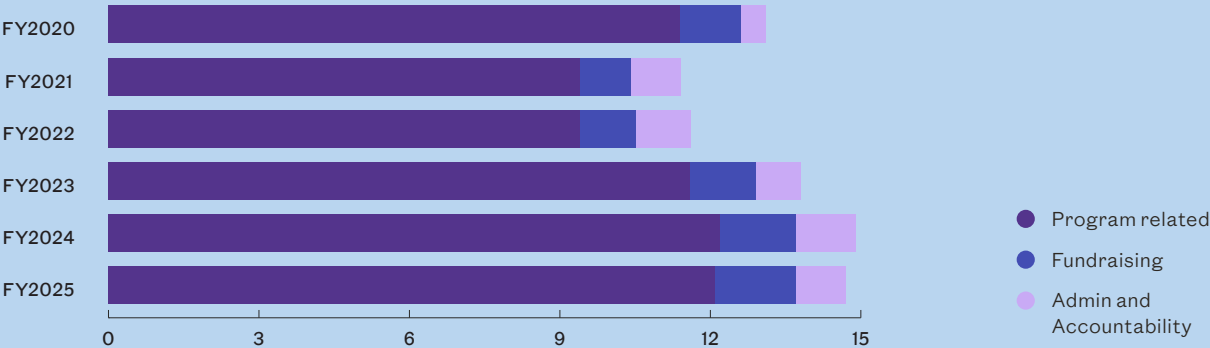
Where the Money Goes



Trend for Income by Source (\$M)



Trend for Expenditure by Source (\$M)



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.

Financial Report

Statement of Comprehensive Income for the year ended 30 June 2025

	2025	2024
REVENUE	\$	\$
Donations and Gifts		
Monetary	2,214,013	2,370,857
Non-monetary	-	-
Legacies and bequests	105,000	2,978,801
Grants		
Department of Foreign Affairs and Trade	6,729,977	7,152,954
Other Australian	3,076,704	3,579,972
Other overseas	1,194,729	1,138,924
Investment income	153,501	133,879
Commercial Activities Income	-	-
Other income	154,576	125,680
Total Revenue	13,628,500	17,481,067
EXPENDITURE	\$	\$
International Aid and Development Programs Expenditure		
International programs		
Funds to International programs	(5,724,182)	(6,397,238)
Program support costs	(5,777,984)	(5,380,535)
Community Education	(558,512)	(451,586)
Fundraising costs		
Public	(970,987)	(1,028,963)
Government, multilateral & private	(642,688)	(446,163)
Accountability and Administration	(981,567)	(1,186,370)
Non-Monetary Expenditure	-	-
Total International Aid and Development Programs Expenditure	(14,655,920)	(14,890,855)
Domestic Programs Expenditure	-	-
Commercial Activities Expenditure	-	-
Total Expenditure	(14,655,920)	(14,890,855)
Excess Revenue over Expenditure	(1,027,420)	2,590,212
Total comprehensive income for the year	(1,027,420)	2,590,212

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

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 Financial Position as at 30 June 2025

	2025	2024
	\$	\$
ASSETS		
Current Assets		
Cash and cash equivalents	10,285,739	8,053,832
Trade and other receivables	170,057	861,887
Other current financial assets	77,435	1,038,377
Total Current Assets	10,533,231	9,954,096
NON-CURRENT ASSETS		
Property, plant and equipment	44,517	94,409
Right-of-use assets	118,529	247,833
Employee benefits	193,706	-
Financial assets	-	-
Other non-current financial assets	-	74,391
Total Non-current Assets	356,752	416,634
Total Assets	10,889,983	10,370,730
LIABILITIES		
Current Liabilities		
Trade and other payables	734,911	762,324
Current tax liabilities	58,034	292,900
Employee benefits	508,415	408,104
Lease Liabilities	129,745	130,075
Other financial liabilities	5,294,659	3,438,434
Total Current Liabilities	6,725,764	5,031,837
NON-CURRENT LIABILITIES		
Employee benefits	27,609	45,119
Lease Liabilities	-	129,745
Total Non-current Liabilities	27,609	174,863
Total Liabilities	6,753,373	5,206,700
Net Assets	4,136,610	5,164,030
EQUITY		
Reserves	2,277,542	3,668,760
Retained surplus	1,859,068	1,495,270
Total Equity	4,136,610	5,164,030

Statement of Changes in Equity for the year ended 30 June 2025

	SPECIAL PURPOSE RESERVE	GENERAL RESERVE	RETAINED SURPLUS	TOTAL
	\$	\$	\$	\$
As at 30 June 2023	1,325,158	-	1,248,660	2,573,818
Net surplus for the year	-	-	2,590,212	2,590,212
Transfer to (from) reserves	2,343,602	-	(2,343,602)	-
As at 30 June 2024	3,668,760	-	1,495,270	5,164,030
Net surplus for the year			(1,027,420)	-1,027,420
Transfer to (from) reserves	(1,391,218)		1,391,218	-
As at 30 June 2025	2,277,542	-	1,859,068	4,136,610



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 2025 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 2025, which comprises the summarised Statement of Financial Position as at 30 June 2025, 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 31 October 2025.

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

Xuan (Amy) Zhang

Partner Melbourne, 20 November 2025

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sw-au.com

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Snapshots from IWDA's 40th Anniversary Celebrations



Panel of IWDA partners and Board members.



IWDA past and present CEOs with Founder, Wendy Rose.



Dr Betty Bharka, former Co-Chair of the IWDA Board.



ResourceFULL Collective members celebrate IWDA's 40th anniversary.



IWDA Founder, Wendy Rose, is honoured for her feminist leadership.



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 [International Women's Development Agency \(IWDA\)](https://www.linkedin.com/company/international-women-s-development-agency-iwda/)

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WOMEN'S
DEVELOPMENT
AGENCY