

# Annual Report 2020-21

**IWDA** INTERNATIONAL  
WOMEN'S  
DEVELOPMENT  
AGENCY



## OUR VISION

# Gender equality for all

## OUR PURPOSE

# To defend and advance the rights of women and girls

IWDA ANNUAL REPORT 2020-21

**IWDA is an Australian-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 36-year herstory, IWDA has grown from the Melbourne 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 and 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.

As part of this contribution, we take actions to decolonise our approach to feminism and development. We want to become the best we can be in the world at north-south partnerships.

## OUR VALUES

# 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

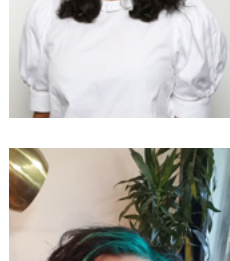
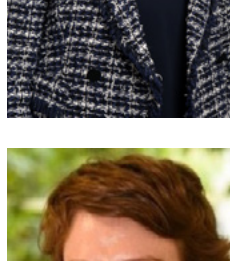
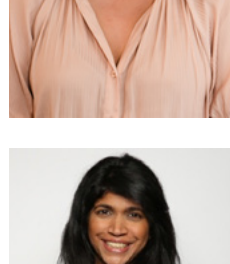
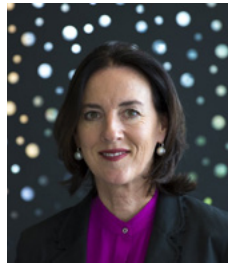
We are determined to make real, lasting improvements in women's lives by working to transform the root causes of gender inequality and holding governments and decision makers accountable.



# Contents

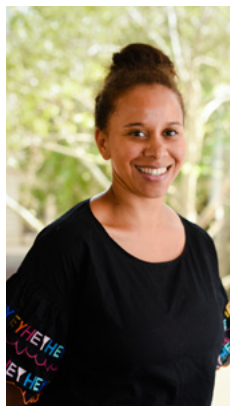
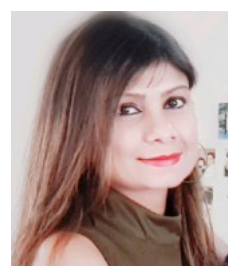
ii	OUR VISION
ii	OUR PURPOSE
iii	OUR VALUES
02	OUR PROGRAM PARTNERSHIPS
04	CEO'S MESSAGE
06	CHAIR'S MESSAGE

▼  
Some of IWDA's staff  
and Board Directors



08	THE YEAR IN NUMBERS
10	OUR STRATEGIC PLAN
12	GOAL 1
16	GOAL 2
20	GOAL 3
24	OUR CONTINUOUS IMPROVEMENT

26	THANK YOU
28	OUR BOARD 2020-21
30	TRANSPARENCY, ACCOUNTABILITY & ACCREDITATION
32	FINANCIAL OVERVIEW
34	FINANCIAL REPORT



# Our Program Partnerships

In 2020/21 we were proud to partner with the following women's rights organisations:

## MYANMAR

- Akhaya Women
- Shan Women's Action Network
- Ta'ang Women's Organisation
- Women's League of Burma
- Women's Initiatives Platform

## CAMBODIA

- Banteay Srei
- Gender and Development for Cambodia
- Rainbow Community of Kampuchea
- United Sisterhood Alliance

## TIMOR-LESTE

- ALFeLa
- Alola Foundation
- Covalima Community Centre
- Rede Feto



**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
- People with Disabilities Solomon Islands
- West 'Are'Are Rokotanikeneni Association
- Women's Rights Action Movement

**VANUATU**

- Sista

**FIJI**

- FemLINKpacific
- Fiji Women's Rights Movement

**SAMOA**

- Brown Girl Woke

**TONGA**

- Talitha Project

# CEO's Message

**In a turbulent year for women's rights, the need for strong, smart and courageous women's rights organisations and feminist movements has never been clearer. I am energised by the achievements of IWDA and our partners over the past 12 months, made possible by our committed supporters.**

2020/21 was the first year of IWDA's latest Strategic Plan. It more clearly distinguishes IWDA's own contributions as part of the global feminist movement, and the contributions of the diverse women's rights organisations that we resource with money, skills and access. You will see throughout this Annual Report stories of IWDA's contribution through advocacy and knowledge creation, and how this work is advancing our goals for change. You will also see glimpses into the extraordinary work of women's rights organisations in our region that IWDA has supported.

Change requires sustained effort in multiple spaces by many individuals and organisations. From IWDA's birth at the time of the Third World Conference on Women in Nairobi in 1985, we have worked in partnership with other women's organisations, seeking to bring together knowledge and expertise to support lasting change.

As we work to accelerate change in the midst of overlapping crises, IWDA has thought hard about what we are best placed to do, because of experience, expertise or location. We have reflected on where we need to stand with others, and where we should step back because others are better placed to act. This is captured in the framework of 'Step up, Stand with, Step back' at the heart of our Strategic Plan. This structures ongoing

reflections on power into our work. And it pushes us to be clearer about what IWDA does and contributes and what is the work of partners. You will see this reflected across the Annual Report.

As the COVID-19 crisis continued to unfold, flexibility, creativity, solidarity and sisterhood have been vital as we all navigated unknown territory.

IWDA supported partners in Asia and the Pacific to adapt and respond to evolving demands. For example, to continue providing crisis services to women and children experiencing family and sexual violence, while also sharing vital pandemic-related health information, or to amplify the voices of girls and young women whose experiences during the pandemic were being marginalised.

We contributed to decolonising thinking and practice with the resourcing and launch of ground-breaking research conducted by Oceanic feminist storyteller and researcher 'Ofa-Ki-Levuka Guttenbeil-Likiliki. *Creating Equitable South-North Partnerships: Nurturing the Vā and Voyaging the Audacious Ocean Together* featured the perspectives of Pacific women's rights activists who have interacted with Global North organisations over the past 30 years. The research shared positive reflections, including of support from feminist organisations, and critique of the ways in which Global North organisations have undermined the autonomy of Pacific women's rights organisations and perpetuated colonial practices. IWDA is applying the insights about equitable and empowered relationships as we continue to decolonise our approach to feminism and



**"Feminist leadership requires linking head and heart, analysis and empathy, reflection and action. As feminists we know that the personal is political. Transforming ourselves and our institutions is part of transforming the world."**

development. We urge other Global North organisations to likewise reflect and act.

Feminist leadership requires linking head and heart, analysis and empathy, reflection and action. As feminists we know that the personal is political. Transforming ourselves and our institutions is part of transforming the world. Improving organisational enablers of diversity and inclusion at all levels and ensuring IWDA is a safe organisation for all has been a central focus for me this year. As we work towards becoming an explicitly diverse, inclusive and anti-racist feminist organisation, I acknowledge and thank former and current IWDA staff members, particularly Women of Colour staff, who contributed significant intellectual, mental and emotional labour to advocate for change.

2020/21 also saw change in our Board as it welcomed new members, and farewelled others, notably Kirsten Mander as Chair. I sincerely thank Kirsten for her significant contribution, skilfully steering IWDA for the past six years. She oversaw strengthening of IWDA's strategy and governance, and substantial growth in our resources. I'm delighted to welcome Betty Barkha and Kerry Gardner AM as Co-Chairs and look forward to working with our new Board; 45% have a background or lived experience of the countries in which IWDA works.

As IWDA works iteratively on becoming the next best version of itself, I especially recognise and thank IWDA staff for their commitment, care and persistence while also managing increased unpaid care demands during a pandemic. You are marvellous. It is a privilege to work with you.

My final words of appreciation are to IWDA's generous supporters and committed funders who have powered our work this past year. In times of crisis and upheaval, your support is more powerful than ever. Thank you for standing with us. Together we can go further, faster.



**Bettina Baldeschi**



# Outgoing Chair's message

**As I reflect on my six years as IWDA Chair, I am immensely proud of the progress we have achieved over that time.**

This last year has been an exciting and busy year, with the delivery of our new Strategic Plan and vision for IWDA. It reimagines what kind of organisation we can be and where we are going. It was also a challenging one, with the COVID-19 crisis further highlighting the fundamental instability and inequality of our world, especially for women and girls. It's been heartening to see IWDA and our partners rapidly shift and respond to the crisis, and we have been privileged to work with flexible donors and funders who have enabled that work to happen. In a time of significant upheaval, we are grateful for the strong community support we continue to receive.

This past year has also been a time of growth and change for IWDA, bringing the opportunity to refresh our board membership to reflect our commitment to diverse skills and lived experiences. I extend a heartfelt welcome to our new board members, and very best wishes to IWDA's new Chair Kerry Gardner. I also wish to recognise and thank our board members who moved on this last year, Susan Harris-Rimmer and Philippa Taylor. Thank you for your service to IWDA.

As always, our work is a reflection of the many talented people who work with and alongside IWDA. It has been a privilege to work with you all, and I send my sincere thanks to my fellow board members over the years, our staff and volunteers, and the partners we work with in the Pacific and Asia. Thank you for your commitment.

I remain hopeful that by working together, we can defend and advance the rights of women and girls and achieve gender equality for all.



**Kirsten Mander**



# Incoming Chair's message

**It is my absolute privilege to join IWDA as Chair. I step into this role at a time of transformation for the organisation, as we continue to reckon with the impact of the COVID-19 pandemic on the lives of women and girls. It is also a time of internal transformation, as we seek to further decolonise our approach to feminism and development.**

When I joined the Board in June 2021, I was committed to a shared leadership approach. I am pleased to announce that in the coming financial year IWDA will shift to a Co-Chair model, with Betty Barkha joining me in October 2021 as Co-Chair. Co-chairing with Betty will be a wonderful opportunity for me, and for IWDA.

The Co-Chair model reflects IWDA's commitment to feminist approaches to leadership, valuing different skills and lived experiences. This new model will also ensure that one of IWDA's Chairs has cultural heritage and lived experience in Asia and the Pacific. In addition to myself and Betty, IWDA welcomed three new board directors, each with strong links to the Asia Pacific. I am thrilled to be part of a Board with exceptional talent and diverse representation.

In the year ahead, IWDA's Board looks forward to working closely with IWDA's leadership team and staff to realise our strategic objectives. Together we will nurture a culture where everyone feels valued, safe and respected. I am excited to work alongside IWDA staff members who all possess deep expertise in their fields, as well as a strong commitment to our shared values.

I am also incredibly excited to get to know IWDA's committed supporters, who have contributed to the impact laid out in this report. In a time where funding for women's rights is constrained by a variety of factors, your unwavering support is more powerful than ever. Thank you for deepening IWDA's impact and progressing the world closer to gender equality for all.

Looking to the future I will work with my Co-Chair Betty Barkha and our wonderful CEO Bettina Baldeschi, to deepen the board and donors' understanding of the inspiring and bold work being done by visionary women in the Asia Pacific to increase power and leadership of women and girls in their own communities. Diversifying our board has been the first step in our vision for a model of shared power and effective changemaking.



**Kerry Gardner AM**



# The Year in Numbers

**Together we are powerful. Here is a snapshot of what IWDA partners and IWDA achieved together in 2020/21:**



◀ Participants at an International Women's Day rally in Timor-Leste. Photo: Harjono Djoyibisono



# 189

WOMEN'S GROUPS, ORGANISATIONS  
AND COALITIONS WERE ACTIVELY  
INVOLVED IN PROJECTS

# 1,949

WOMEN ASSUMED  
LEADERSHIP POSITIONS

# 25,008

PEOPLE PARTICIPATED IN SESSIONS ON  
GENDER ISSUES AND WOMEN'S EQUAL RIGHTS

# 3,596

WOMEN SURVIVORS OF VIOLENCE  
RECEIVED COUNSELLING AND  
OTHER SUPPORT SERVICES

# 53

KNOWLEDGE PRODUCTS WERE  
PRODUCED BY IWDA

# 52

SOLIDARITY ACTIONS WERE  
UNDERTAKEN BY IWDA

# 9,061

AUSTRALIANS JOINED OUR CALL FOR  
GLOBAL LEADERS TO PRIORITISE  
GENDER EQUALITY IN PANDEMIC  
RECOVERY PLANS

# Our Strategic Plan

**2020/21 was the first year of our Strategic Plan 2020-2023, setting our direction towards gender equality for all. The plan sets three goals, five strategies and eleven objectives to guide our work. To see the full plan, visit our website at [iwda.org.au/iwda-strategic-plan-2020-2023](http://iwda.org.au/iwda-strategic-plan-2020-2023)**

As part of our contribution, we will continue to take actions to decolonise our approach to feminism and development. We want to become the best we can be in the world at north-south partnerships. 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 organisations, and make our own contribution to feminist movements



## STAND WITH

feminist movements in solidarity and amplify the work of global south actors



## STEP BACK

when others are better placed to take the lead.\*



\* "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*.

# 01

**RESOURCE AND CONTRIBUTE TO RESILIENT AND VIBRANT FEMINIST MOVEMENTS, PRIMARILY IN THE AREAS OF POWER, LEADERSHIP AND CIVIC SPACE; FREEDOM FROM VIOLENCE; AND GENDERED CLIMATE JUSTICE.**

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.

► Participants attend a workshop on women's rights hosted by IWDA partner Banteay Srei in Cambodia. Photo: Harjono Djoyobisono



## 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 seeks 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.

## 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.

# GOAL 01





# Resourcing and contributing to resilient and vibrant feminist movements



Women's Rights rally in Timor-Leste, 2019. Photo: Harjono Djoyobisono

## 01

## Well-resourced women's rights organisations, firmly rooted in local communities and context, are most effective at defending and advancing rights.

In 2020/21, IWDA continued to resource diverse women's right organisations with money, skills and access. Strengthened by these resources, our partner organisations showed incredible resilience in the face of sustained and complex challenges.

In February 2021 the **Myanmar** military unlawfully seized power of the country. Since then, women have been at the forefront of resisting the military dictatorship, fearlessly putting their lives on the line to demand democracy and peace.

IWDA's partner organisations **Women's League of Burma (WLB)** and **Shan Women's Action Network (SWAN)** have played important roles in sustaining women's rights movements in Myanmar against all odds. As WLB stated in one of their monthly public situation reports, "the junta might be tightening their control of the country in response to the growing mass resistance movements but the work of women-led organisations, committees and organising initiatives is ensuring that momentum isn't lost."

With support from the Australian Government and Foundation for a Just Society, IWDA has provided flexible and responsive funding to our Myanmar partners to ensure they can rapidly adapt.

WLB leveraged their resources and expertise to contribute to the dynamic pro-democracy movement. With the military targeting prominent women's rights activists, WLB focused on holistic safety of these activists – physical and digital safety as well as mental wellbeing. Through all this, WLB's member organisations also worked to fill gaps in service provision, offering food, medicine delivery and safe shelter to survivors of violence.

SWAN supported women leaders, including those democratically elected in the November 2020 election, to deliver emergency food and medical supplies to internally displaced people in Shan state. They also continue to document and raise awareness of human rights violations through community radio and social media.

Both WLB and SWAN are dedicated to forging a path towards a federal democratic union in Myanmar, and have been involved in high-level negotiations about constitutional reform. Even in these horrific circumstances, they continue striving for a peaceful Myanmar where all citizen's rights are valued and respected.

► We Rise Coalition partners FemLINKpacific Executive Director Susan Naisara-Grey and Fiji Women's Rights Movement Executive Director Nalini Singh. Photo: We Rise Coalition



▲ Myanmar women's rights activists give the 'three-finger salute' as a sign of solidarity and resistance Photo: Women's League of Burma



In 2020/21, IWDA and our partners continued to respond to the public health, social and economic impacts of the COVID-19 pandemic. From a significant rise in gender-based violence, to the disproportionate impacts of insecure work for women and increased burden of unpaid care, COVID-19 has shone a spotlight on the inequalities structured into our economies and societies.

In **Cambodia**, the rate of poverty is expected to double during the COVID-19 pandemic, and women with low-wage and insecure jobs in the garment and entertainment sectors are particularly vulnerable. Supported by Foundation for a Just Society, IWDA partner **United Sisterhood** provided emergency supplies and support to sex workers and entertainment workers who were ineligible for government assistance. They also convened spaces for garment workers to gather and strategise about their advocacy efforts, including pushing for social security support for garment workers following widespread factory closures.

In **Fiji**, IWDA partner **Fiji Women's Rights Movement (FWRM)** asked diverse girls and young women to share their experiences of the pandemic via an online survey and telephone interviews.

The findings revealed that the majority of the young women and girls were expected to do more housework than their male family members during lockdown; and about two thirds of the young women who were studying at universities faced challenges managing online studies and unpaid care work.

Building on preliminary findings, FWRM provided opportunities for young women and girls to share their COVID-19 experiences and learn from each other, including a webinar series which brought together an intergenerational panel of speakers who shared their experiences and reflections.

The insights from these activities will inform FWRM's work.

Supported by IWDA through the Australian NGO Cooperation Program (ANCP), FWRM's Grow Inspire Relate Lead Succeed (GIRLS) program has created space for young women and girls to raise their voices and be heard.

**As Pacific feminists contended with complex challenges in their countries and across the region, fostering strong and connected feminist movements was more critical than ever.**

In 2020/21 we were proud to welcome new members to the We Rise Coalition – a feminist coalition in the Pacific dedicated to building and sustaining women's collective power. The new partners **Brown Girl Woke** in Samoa, **Talitha Project** in Tonga, **Sista** in Vanuatu and **Voice for Change** in Papua New Guinea joined existing members **femLINKpacific** and the **Fiji Women's Rights Movement** from Fiji and **IWDA** in Australia.

Funded by the Australian Government, the We Rise Coalition cooperates in joint actions to advocate for women's human rights in the Pacific.

Yasmine Bjornum, Executive Director of **Sista**, said that each individual organisation was stronger together. "We all have something to bring to the table and I think it's a total game changer when women come together and we are ready," Yasmine said. "Ready to talk to each other openly and honestly, ready to celebrate each other's diversity, ready to help and support each other, ready to hold each other accountable and ready to create a new world that is inclusive of all," she said.

In June 2021, WeRise Coalition partner **femLinkpacific** hosted a virtual convening of 20 diverse rural women leaders from across Fiji. This meant that despite the COVID-19 pandemic, rural women's views and priorities were still able to be gathered. The rural women raised important issues including access to public health services, education, the growing need for mental health services, and the need for better planning for the impact of pandemics and natural disasters on rural women and girls. Their views helped inform femLINKpacific's budget submission to the Minister of Economy for 2021/22.





# GOAL 02





# Promote systemic change towards gender equality for all



Delegates at the opening session of the Generation Equality Forum in Paris.  
Photo: UN Women, Fabrice Gentile

## 02

## To progress lasting change for women and girls, we must address the root causes and structural barriers of inequality.

**In 2020/21, IWDA contributed to systemic change through knowledge creation and advocacy on significant issues including inclusive data, feminist foreign policy and fostering equitable partnerships between Global South and Global North organisations.**

At the beginning of the financial year, IWDA proudly launched **Equality Insights** – our flagship program to improve gender data and redefine how poverty is understood and measured. Underpinned by 12 years of research, Equality Insights collects gender-sensitive data at an individual level rather than relying on traditional methods of surveying ‘heads of households’. Powered with this data, policy-makers, women’s rights organisations and other advocates can transform inequalities more effectively.

In 2020/21 we began the process to develop Equality Insights Rapid, an adaption of our survey tool, to enable collection of gender-sensitive poverty data quickly and remotely. Rapid is designed to meet the demands of the COVID-19 context, moving to phone-based data collection and enabling faster generation of intersectional and inclusive data to inform gender-responsive pandemic response and recovery planning.

Using Rapid will reveal insights about areas of life that are usually overlooked when measuring poverty and inequality. This means we are better able to understand how gender, age, disability, geographic location or the intersection of these factors, create, shape or deepen experiences of poverty and inequality. The pandemic has deepened inequalities within and between countries, and gender data is key to rebuilding a world where everyone thrives.

To design policies for gender equality, and understand how economic recovery is progressing and translating into outcomes for women and girls, the lives and experiences of women must be visible in data.

IWDA will use Rapid to undertake data collection activities in two Pacific countries in the coming year, while supporting in-country stakeholders to use the data to inform policies and decisions that reduce poverty and inequality and lead to better outcomes for women. Equality Insights is funded by the Australian Government.

**In 2020/21 IWDA contributed significant evidence to growing conversations on feminist foreign policy. Since 2014, Sweden, Canada, France, Luxembourg, Mexico, Spain and Libya have adopted and declared feminist foreign policies. In doing so, all seven countries are embedding gender equality as the central purpose and key goal of their foreign policy commitments.**

With appetite growing amongst scholars and advocates for greater evidence and awareness about these policies, IWDA carried out a multi-country, qualitative research project to deepen knowledge of the factors and conditions that have influenced the adoption of feminist foreign policies.

***From Seeds to Roots: Trajectories towards Feminist Foreign Policy*** features insights from leading voices across 10 countries and provides an evidence base to support advocacy for uptake of feminist foreign policies. The findings showed that existing feminist foreign policies have often been a result of a 'window of opportunity', where progressive political leaders have taken advantage of a confluence of factors to declare a feminist foreign policy. In the coming year IWDA will convene a coalition of diverse groups in Australia to build on the insights from our global research to inform our advocacy for an Australian feminist foreign policy.

**Another contribution to systemic change in 2020/21 was the launch of new research led by Oceanic feminist researcher and storyteller 'Ofa-Ki-Levuka Guttenbeil-Likiliki. Commissioned by IWDA, the research is titled *Creating Equitable South-North Partnerships: Nurturing the Vā and Voyaging the Audacious Ocean Together*. The research navigated through the knowledge and experiences of 35 Pacific women's rights activists - capturing, amplifying and representing their voices as they shared perspectives on the role of Global North organisations and interactions with them over the past three decades.**

This ground-breaking and illuminating research called for a paradigm shift and proposed a model for developing equitable partnerships and achieving empowered relationships. The research will guide IWDA's practice going forward, particularly our efforts to decolonise our practice and become the best we can be in the world at north-south partnerships.

**During 2020/21, IWDA participated in the virtual Generation Equality Forums, convened by UN Women and co-hosted by the governments of Mexico and France. Generation Equality was a landmark moment for women's rights, bringing together governments, activists and the private sector to declare ambitious investments and policies for gender equality.**

IWDA was proud to be selected as a global civil society organisation to co-lead Generation Equality's Action Coalition on Feminist Movement and Leadership. Following more than a year of strategising, the Coalition released a blueprint for transformative change. The blueprint included key actions on funding and supporting diverse feminist movements; promoting and protecting civic space for feminist action; and strengthening support for young feminist leaders.

As part of Generation Equality, IWDA made a number of significant commitments, including committing to granting a minimum of \$4.5 million AUD annually to diverse women's right organisations, a total of \$22.5 million over five years.

IWDA also made several collective commitments in partnership with feminist allies, including committing to the development of a Global Alliance on Sustainable Feminist Movements and an alliance to improve accessibility of gender-environment data.

In Generation Equality, IWDA saw an opportunity to step up on the international stage to leverage our locational power and advocate for increased resourcing, space and power for feminist movements globally.

# GOAL 03





# Build a resilient and relevant feminist organisation



Gertrude, Cindy and Gissel  
counsel survivors of violence in  
the Autonomous Region of  
Bougainville. Photo: Harjono  
Djoyobisono

## 03

**IWDA is committed to fostering a strong organisational culture that promotes wellbeing and diversity. We are committed to addressing racial injustice wherever it pervades, including within our own organisation. We endeavour to listen, learn and act to become an explicitly anti-racist feminist organisation.**

**In 2020/21, we deepened our focus on ensuring our policies and practices align with our values – particularly ensuring diverse voices are heard and represented at all levels of our organisation.**

Sparked by a wave of Black Lives Matter and other anti-racism protests, the world has witnessed a historic moment of reckoning and reflection on racial justice. This long-overdue reckoning has awoken many white people and others to the realities of systemic racism. We acknowledge that this awakening is a privilege that many Women of Colour colleagues and partners have not been afforded, as they have been all too privy to the ways in which racism manifests in our societies.

IWDA's *herstory* is rooted in the international development sector – a sector which has often served as an instrument of neo-colonialism. We acknowledge that the struggle for racial justice is tied to the struggle to dismantle colonial agendas. As a Global North organisation partnering with Global South organisations, it is paramount we apply a decolonising lens to our work.

As a feminist organisation, we must also reckon with the ways in which some feminist movements have excluded, marginalised and dismissed Women of Colour. IWDA is committed to intersectional feminism both internally and externally, and we see this as inextricably linked to our anti-racist and decolonising approach.

In 2012/2021 we had critical conversations within IWDA, driven by Women of Colour who made powerful contributions. Some Women of Colour staff shared experiences of racism they had in the organisation, stemming from power dynamics.

In response to this, IWDA created a statement to guide our work, which outlines our commitment to listening, learning and acting to become an explicitly anti-racist feminist organisation. It included an apology for perpetuating racism and marginalisation which caused harm to emotional and mental wellbeing. These experiences were unacceptable, and as a result we committed to delving deeply into our practices and workplace culture. This statement can be found on our website at [iwda.org.au/accountability](https://iwda.org.au/accountability)

**"IWDA is committed to intersectional feminism both internally and externally, and we see this as inextricably linked to our anti-racist and decolonising approach."**

Our words have little value if they are not accompanied with action. In 2020/21, IWDA commissioned a transparent and participatory review of all elements of our organisational culture. The review included staff consultation through surveys and focus groups as well as a comprehensive review of our policies and practices. As a result, key issues were identified and staff then co-created a plan to address these issues. The plan charted strategies to foster a stronger organisational culture. Implementation of these strategies will continue in 2021/22 and beyond, as we acknowledge that systemic change takes time and continued effort.

In early 2021, staff and leaders also participated in training sessions on race and racism, People of Colour power and resilience (PoC and First Nations staff only), deconstructing whiteness and allyship in the workplace.

As part of IWDA's commitment to improving organisational enablers of diversity and inclusion at all levels of the organisation, we were pleased to welcome five new Board Directors who identify as Women of Colour. Each Director brings excellent skills, lived experiences and cultural connections to Asia

and the Pacific. You can read more about IWDA's Board on page 24.

In 2020/21 we took additional steps in our journey to decolonise our practice. This work was informed by the understanding that the inequities we seek to address through our work are both a result of, and perpetuated by, historical and contemporary forms of colonialism. In our Strategic Plan 2020-2023, we explicitly state our intention to decolonise our approach to feminism and development. This means we seek to understand when to step up and use our power, stand with feminist movements in solidarity and step back when others are better placed to take the lead.

IWDA also contributed to sector-wide discussions on anti-racism, diversity and inclusion. We committed to the Australian Council for International Development's (ACFID) Resolution on Race, Diversity and Australian NGOs. As part of this commitment, we resolved to progress dialogue and action on greater representation, participation and access to decision-making for diverse women within our own governance and leadership structure.

# Our Continuous Improvement

**IWDA is a proud learning organisation committed to evidence-based practice.**

**As part of our continuous improvement, we produce an annual organisational Monitoring, Evaluation and Learning (MEL) report which examines the extent we delivered against our strategies, outcomes achieved, key challenges and how we plan to adapt as a result of key learnings. The MEL reports are available on our website.**

As part of the 2020-21 MEL cycle, IWDA commissioned two important reviews to obtain feedback from our partners and stakeholders. The purpose of the reviews was to gather insights about the effectiveness and impact of our work to promote organisational learning.

## **Partner Perception Review**

The 2020/21 Partner Perception Review was conducted by Oceanic feminist researcher 'Ofa-Ki-Levuka Guttenbeil-Likiliki. The review involved eight IWDA partner organisations.

Partners spoke positively about IWDA's collaborative approach, with one partner commenting that IWDA "took on our ideas and supported us in bringing to the table what we thought would work best." Another partner commented, "we have been working with IWDA for a long time...out of all the donors supporting our work right now, IWDA is the one we feel most comfortable with."

Partners spoke positively about the way IWDA had provided support in the areas of finance, project design and project implementation. "They (IWDA) have continued to provide support in helping us achieve international

standards in financial reporting and that has opened up doors for other donors to come in," said one partner.

Other partners commented on IWDA's feminist values as being a strong positive enabler. "They are the most progressive feminist donors we have and they have core values that are feminist-based and driven, this is definitely what we value the most, it makes our relationship strong".

**"IWDA is not what they were ten, even five years ago. They are realising their role in the women's movement in a proactive way now. They are listening to our concerns and where they can they are changing the way they operate and work. They have Pacific and Asia reps on their board, they are working on being more inclusive in their staff complement, they are realising their roles as partners with the rest of the WROs. So all is good. I wish them well in this process". (Partner)**



When asked how IWDA could improve, one partner noted they would appreciate more visibility of internal changes, noting that “keeping partners up to date with what is going on within their own organisation, their own politics so that partners are not caught off guard when staff leave.”

Another partner said they wanted IWDA to increase public advocacy on issues that impact partners and their countries. “IWDA could be more vocal in holding their own government to account in terms of how they provide support to our country, they [IWDA] have a role in building that bridge... they should call their government to account, just like how we do ours”.

Another partner commented that as COVID-19 impacts face-to-face gatherings, IWDA should “provide online spaces for cross-cultural exchange with other Pacific feminist orgs”.

This was echoed in other feedback on IWDA’s role in the COVID-19 era. “This huge period of not seeing each other, not sharing with each other and not physically being re-energised by each other can do damage to the wider regional feminist movement and I think IWDA can play a critical role in this by linking all of the partners up so we can share our grassroots work.”

### Stakeholder Perception Review

IWDA’s 2020/21 Stakeholder Perception Review was conducted by partnership broker Yeshe Smith, who interviewed seven of IWDA’s stakeholders for the review. Participants represented a range of IWDA stakeholders, including a former partner organisation, feminist movement actor, grant manager, consultant, patron, adviser and researcher.

Multiple interviewees highlighted a set of strengths which included IWDA’s strong technical expertise and advice; relationship-building and networks; advocacy and communications; and commitment to a decolonising approach.

“The combination of technical skills/comms and advocacy/ networking and movement building,” said one stakeholder. “IWDA can’t afford to compromise on any of the three. They need the technical elements to maintain funding, comms/advocacy to maintain their

legitimacy, and networks/movement building for credibility and implementation.”

There was an emphasis throughout the interviews on IWDA’s commitment to feminist principles, and its willingness to tussle with what those principles mean in practice. “My perception before was that I had understood IWDA to be a pretty mainstream women’s rights development organisation,” said one stakeholder. “I was pleasantly surprised to experience really fierce feminist politics from them.”

A number of interviewees gave examples of IWDA staff working democratically, seeking feedback, making changes, and “demonstrating a real commitment to actually interrogating how far we’re falling short, as feminists, in terms of inclusion and investigating how we can do better.”

Multiple interviewees also raised the perception that IWDA is willing to openly address power dynamics and make space for courageous conversations about power within its range of relationships.

Some interviewees shared their perceptions about the use of the term ‘partnership’ for some relationships, noting the inherent power imbalance created by funding flows. One interviewee suggested that IWDA focus on defining which relationships were genuine partnerships, which were not, and find new terms for non-partnership relationships.

While sharing their hopes for IWDA in the future, interviewees said they would like to see IWDA leading the way on intersectionality and inclusiveness with other NGOs, including sharing evidence and lessons learned with the wider sector.

Overall, there was a strong appreciation for the care which IWDA staff take in building and nurturing relationships with stakeholders. “[IWDA] have an opportunity to lead by example. There are so many donor partnerships which aren’t partnerships, they’re just donor-beneficiary. IWDA is the one example of the global north organisation that is trying to make a better change. Even the UN agencies need to learn from this.”

# Thank You!

## 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 deep privilege that you chose IWDA. Thank you.

## DONORS

We offer our sincere thanks to those supporters who have made a very significant financial contribution to IWDA in the past year, including:

Anne Miller	Mira Levy
ANZ	Nicola Sandiford
Biophilia Foundation	Paterson Giving Account
Gaudry Foundation	Red Rocketship Foundation
Gillian and Andrew Karpel	The Arnold Foundation
Isaacson Davis Foundation	The Naylor-Stewart Ancillary Fund
Knights Family	WeirAnderson Foundation
Jabula Foundation	
Marianne Smulders	

◀ Samantha, Project Officer at IWDA partner Nazareth Centre for Rehabilitation with participants of a Male Advocate's Forum. Photo: Harjono Djoyobisono



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

▶ A member of a savings group run by IWDA partner Banteay Srei in Cambodia. Photo: Harjono Djoyobisono

## **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.

## **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 2020/21:

Srilatha Batliwala	Michelle Reddy
Virisila Buadromo	Peter Leslie
Anna Carlile	Stephen Mally
Diego Graf	Erin McCuskey
Michael Gwyther	Carol Miller
Deb Hartley	Yeshe Smith

Thank you to Colin Biggers & Paisley Pty Ltd and Landers and Rodgers for providing pro bono legal services to IWDA, with a particular thank you to Tamara Sims, Toby Blyth, Jessica Yazbek, Aras Mollison and Emma Purdue.



# Our Board 2020-21



**KIRSTEN MANDER**  
Outgoing chair

**Appointed:** November 2014  
**Retired:** June 2021  
**Special responsibilities:**  
Remuneration and  
Nomination Committee



**BETTY BARKHA**  
Incoming Co-Chair

**Appointed:** May 2021,  
appointed Co-Chair  
October 2021



**KERRY GARDNER**  
Co-Chair

**Appointed:** May 2021,  
appointed Co-Chair June 2021  
**Special responsibilities:**  
Chair, Remuneration and  
Nomination Committee



**LOUISE ALLEN**

**Appointed:** March 2019  
**Special responsibilities:**  
Remuneration and  
Nomination Committee



**TINAI COLAWAI**

**Appointed:** May 2021  
**Special responsibilities:**  
Remuneration and  
Nomination Committee



**CAROLYN IRELAND**

**Appointed:** August 2016  
**Special responsibilities:**  
Chair, Finance, Risk and Audit  
Committee & Investment  
Committee



**IVY JOSIAH**

**Appointed:** May 2021



**LINDA KELLY**

**Appointed:** July 2016



**BRONWYN LEE**

**Appointed:** July 2016  
**Retired:** August 2021  
**Special responsibilities:**  
Finance, Risk and Audit  
Committee & Investment  
Committee



**JANE NASH**

**Appointed:** March 2019  
**Special responsibilities:**  
Finance, Risk and Audit  
Committee & Investment  
Committee



**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](http://iwda.org.au/people).**



**PHILIPPA TAYLOR**

**Appointed:** August 2015  
**Retired:** April 2021  
**Special responsibilities:**  
 Outgoing Chair, Remuneration and Nomination Committee



**SHEHANI NOAKES**

**Appointed:** April 2021  
**Special responsibilities:**  
 Finance, Risk and Audit Committee & Investment Committee



**JENNIFER WITTWER**

**Appointed:** March 2019  
**Special responsibilities:**  
 Remuneration and Nomination Committee



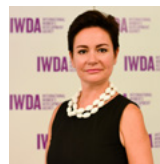
**PROFESSOR SUSAN HARRIS RIMMER**

**Appointed:** November 2015  
**Retired:** November 2020  
**Special responsibilities:**  
 Remuneration and Nomination Committee

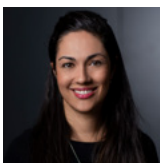
We also acknowledge committee members Tricia Peters (Finance, Risk and Audit Committee) and Linda Trusler (Investment Committee).

We offer our sincere thanks and appreciation to Tricia Peters who retired in September 2021 after 30 years of voluntary service to IWDA as a Board Member, Trustee and Committee member. Thank you Tricia for your commitment and service.

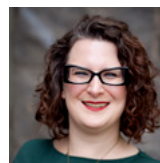
## **Our Leadership Team 2020-21**



**BETTINA BALDESCHI**  
 CEO



**NICKY KANDIAH**  
 Chief Financial Officer



**CHE BISHOP**  
 Director, Business Transformation



**EMILY MILLER**  
 Director, Systemic Change & Partnerships



**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 WOMEN 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](http://www.iwda.org.au/accountability)



ACFID  
MEMBER



PROFESSIONAL  
MEMBER  
CODE COMPLIANT

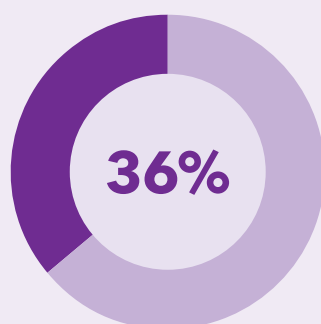


Australian Government  
Department of Foreign Affairs and Trade

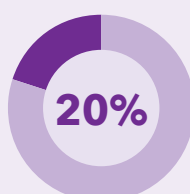


## Our Staff

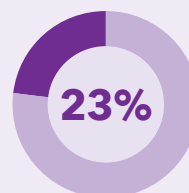
AS OF JUNE 2021:



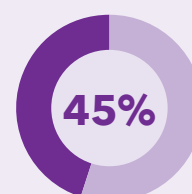
IWDA staff members  
identified as a Person of  
Colour (PoC)



of the leadership  
team were PoC



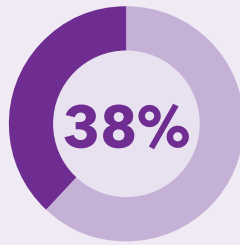
of the senior leadership  
group were PoC



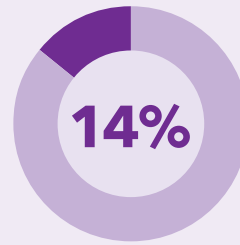
of the rest of  
staff were PoC

---

## AS OF JANUARY 2021:



of staff were aged older than 45 years. We had no staff under 24 years



of staff identified as LGBTIQ

## Environmental Management

As outlined in our Environmental Management Policy, IWDA is committed to reducing its 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:

- Purchased carbon credits for Biodiverse Reforestation Carbon Offset (45 Tonne)
- Moved towards e-approvals and improvements to the IWDA shared drive
- Identified opportunities for donation and recycling when disposing of equipment and assets
- Prioritised recycled or environmentally sustainable products when purchasing office amenities
- Installed sensor lights in the office to reduce electricity consumption

# 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.

## OPERATING RESULT

At the end of June 2021, IWDA realised an operating profit of \$685k. Our reserves at the end of financial year totalled \$3.1M, of which \$1.1k is in our Special Purpose Reserve and is restricted to funding certain programs or projects in future years. IWDA's consolidated equity grew to \$14.6M, an increase of 10% from 2020. Our full financial statements are available on our website.

## OUR INCOME

IWDA recognised income of \$12.1M in 2020/21. This is a \$2.5M, or 17%, decline in revenue, primarily due to the five-year Netherlands Government funded WAVE program ending in December 2020 and the COVID-19 impacts on both fundraising and grant income. Grant income continues to represent the majority of revenue and totalled \$8.4M, or 70% of our income.

## OUR EXPENDITURE

We continued to support our program partners, with \$9.0M in funding to support international programs. Overall expenditure decreased compared to prior year, due to the COVID-19 impacts on programming, fundraising activity and travel, as well as expenditure for the WAVE program ceasing midway through the financial year.

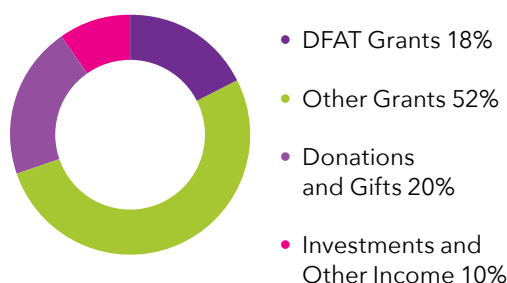
## MOVING FORWARD

IWDA is more than one year into our strategic plan for 2020-2023, 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 two years.

Like many others in our sector, we expect the coming financial year to be challenging as the impact of COVID-19 and changes in funding continue to influence our work. We persist in seeking new opportunities for diverse income to resource our work and partners, with a focus on ensuring a financially sustainable

organisation. We will rely on our strong financial foundations, and our new three-year Income Plan to do this. IWDA has demonstrated resilience and flexibility despite a global pandemic, which will serve us well into the future, particularly given the ongoing uncertainty and change at global and local levels.

## 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, JobKeeper Programs: Includes expenditure on long-term

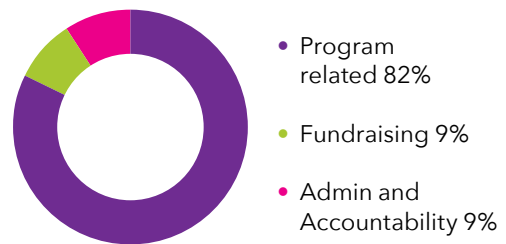
**Programs:** Includes expenditure on long-term international development, community education, program design and implementation, training, program personnel research, policy, advocacy and improving program effectiveness.



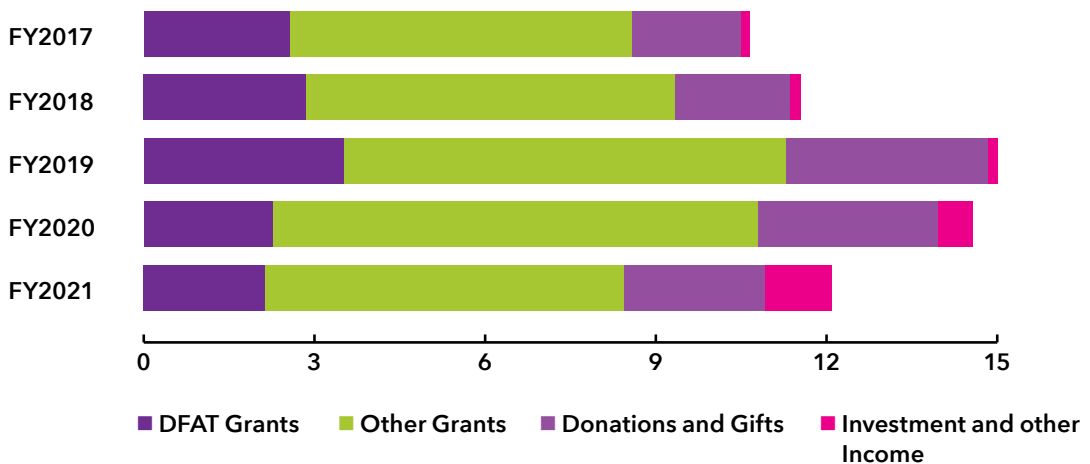
**Accountability and administration:** Relates to the overall operational capability of IWDA, such as audit fees, admin personnel, ICT, finance and administration costs, insurance premiums and memberships to peak bodies.

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

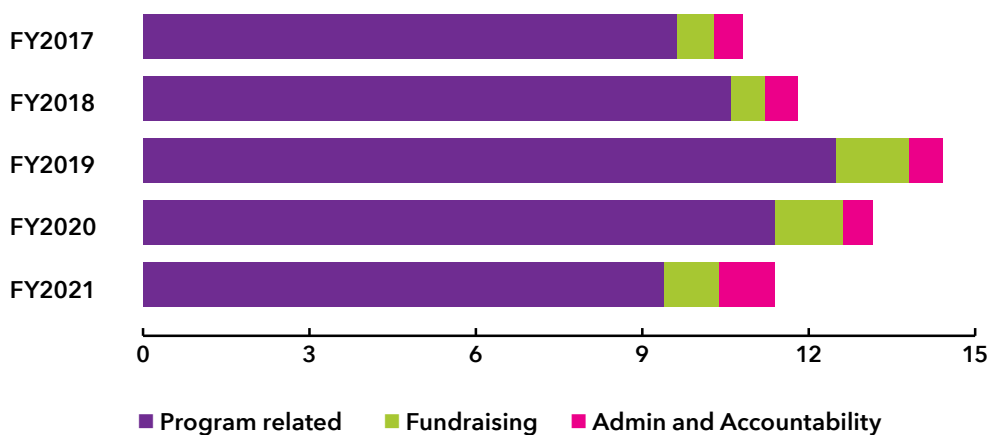
## WHERE THE MONEY GOES



## 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 2021

IWDA	2021 \$	2020 \$
<b>REVENUE</b>		
<b>Donations and Gifts</b>		
- Monetary	2,442,997	3,049,021
- Non-monetary	-	-
Legacies and bequests	32,181	113,223
<b>Grants</b>		
Department of Foreign Affairs and Trade	2,127,827	2,263,083
Other Australian	2,347,363	3,504,116
Other overseas	3,966,786	5,035,506
Investment income	16,646	73,015
Commercial Activities Income	-	-
Other income	1,150,857	540,224
<b>Total Revenue</b>	<b>12,084,657</b>	<b>14,578,188</b>
<b>EXPENDITURE</b>		
<b>International Aid and Development Programs Expenditure</b>		
<b>International programs</b>		
Funds to International programs	4,976,838	5,985,480
Program support costs	3,983,157	5,075,678
Community Education	419,806	321,373
<b>Fundraising costs</b>		
Public	737,042	999,330
Government, multilateral & private	247,097	234,909
Accountability and Administration	1,027,369	539,747
Non-Monetary Expenditure	-	-
<b>Total International Aid and Development Programs Expenditure</b>	<b>11,391,309</b>	<b>13,156,517</b>
Domestic Programs Expenditure	8,785	-
Commercial Activities Expenditure	-	-
<b>Total Expenditure</b>	<b>11,400,094</b>	<b>13,156,517</b>
<b>Excess/(Shortfall) of Revenue over Expenditure</b>	<b>684,563</b>	<b>1,421,671</b>
<b>TOTAL COMPREHENSIVE INCOME / (LOSS) FOR THE YEAR</b>	<b>684,563</b>	<b>1,421,671</b>

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 2021

IWDA	2021 \$	2020 \$
<b>ASSETS</b>		
<b>Current Assets</b>		
Cash and cash equivalents	8,229,807	6,698,474
Trade and other receivables	1,867,336	416,546
<b>Total Current Assets</b>	<b>10,097,143</b>	<b>7,115,020</b>
<b>Non-current Assets</b>		
Property, plant and equipment	38,324	59,570
Right-of-use assets	332,073	510,500
Intangible assets	-	-
Financial assets	-	-
Other non-current financial assets	47,290	47,290
<b>Total Non-current Assets</b>	<b>417,687</b>	<b>617,360</b>
<b>Total Assets</b>	<b>10,514,830</b>	<b>7,732,379</b>
<b>LIABILITIES</b>		
<b>Current Liabilities</b>		
Trade and other payables	396,684	349,141
Current tax liabilities	448,261	106,223
Provisions	319,971	341,144
Lease Liabilities	196,867	167,918
Other financial liabilities	5,838,293	3,965,325
<b>Total Current Liabilities</b>	<b>7,200,076</b>	<b>4,929,751</b>
<b>NON-CURRENT LIABILITIES</b>		
Provisions	55,996	31,567
Lease Liabilities	179,606	376,473
<b>Total Non-current Liabilities</b>	<b>235,602</b>	<b>408,040</b>
<b>Total Liabilities</b>	<b>7,435,678</b>	<b>5,337,791</b>
<b>Net Assets</b>	<b>3,079,152</b>	<b>2,394,588</b>
<b>EQUITY</b>		
Reserves	1,123,344	705,318
Retained surplus	1,955,808	1,689,270
<b>TOTAL EQUITY</b>	<b>3,079,152</b>	<b>2,394,588</b>

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 2021

	SPECIAL PURPOSE RESERVE	GENERAL RESERVE	RETAINED SURPLUS	TOTAL
IWDA	\$	\$	\$	\$
<b>AS AT 30 JUNE 2019</b>	<b>416,589</b>	<b>60,588</b>	<b>495,741</b>	<b>972,918</b>
Net surplus for the year	-	-	1,421,671	1,421,671
Transfer to (from) reserves	228,142	-	(228,142)	- 0
<b>AS AT 30 JUNE 2020</b>	<b>644,731</b>	<b>60,588</b>	<b>1,689,270</b>	<b>2,394,589</b>
Net surplus for the year	-	-	684,563	684,563
Transfer to (from) reserves	478,613	(60,588)	(418,025)	-
<b>AS AT 30 JUNE 2021</b>	<b>1,123,344</b>	<b>-</b>	<b>1,955,808</b>	<b>3,079,152</b>



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 2021 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 2021, which comprises the summarised Statement of Financial Position as at 30 June 2021, 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 22 October 2021.

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.

*ShineWing Australia*

**ShineWing Australia**  
Chartered Accountants

*Hayley Underwood*

**Hayley Underwood**  
Partner

Melbourne, 12 October 2021

**Brisbane**  
Level 14  
12 Creek Street  
Brisbane QLD 4000  
T + 61 7 3085 0888

**Melbourne**  
Level 10  
530 Collins Street  
Melbourne VIC 3000  
T + 61 3 8635 1800

**Perth**  
Level 25  
108 St Georges Terrace  
Perth WA 6000  
T + 61 8 6184 5980

**Sydney**  
Level 8  
147 Macquarie Street  
Sydney NSW 2000  
T + 61 2 8059 6800



ShineWing Australia ABN 39 533 589 331. Liability limited by a scheme approved under Professional

sw-ou.com



PO Box 64, Flinders Lane,  
Victoria, Australia 8009

03 8373 2500  
iwda@iwda.org.au  
[www.iwda.org.au](http://www.iwda.org.au)

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

IWDA wishes to acknowledge 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.

►  
A pro-democracy rally in Myanmar.  
Photo: Shuttersock