

Gender Equality For All

ANNUAL REPORT
2021-22

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 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 37-year history, IWDA has grown from the Melbourne living room of our founders to become the strong feminist organisation 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 South-North 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.



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Our Strategic Plan



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Goal 1: Resource and contribute to resilient and vibrant feminist movements

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Our Program Partnerships

In 2021/22 we were proud to partner with 23 women's rights organisations across 9 countries.

MYANMAR

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

CAMBODIA

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

TIMOR-LESTE

- Asisténsia Legál ba Feto no Labarik
- Covalima Community Centre

PAPUA NEW GUINEA

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

SOLOMON ISLANDS

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

VANUATU

• SISTA

FIJI

- FemLINKpacific
- Fiji Women's Rights Movement

SAMOA

• Brown Girl Woke

TONGA

• Talitha Project

CEO's Message

Annual reports are an opportunity to reflect on the year's achievements and challenges, and to check on the relevance of strategy and plans against rapidly changing realities. But how do you capture a year like 2021/2022 in just a few paragraphs?

This year, there were four key challenges that shaped our context and focus. The first is regressive forces working to limit progress on gender equality and wind back previous gains. Examples abound. Legal efforts to limit women's sexual and reproductive health and rights. Efforts in multilateral spaces to remove language about the intersecting discrimination and disadvantage associated with multiple identities. In other words, efforts to deny opportunities, voice and agency for diverse women and girls in multiple contexts.

The second and related theme is the deliberate closing of civil society space – not just in a context such as Myanmar but also in multilateral fora. As COVID-19 moved us all into virtual gatherings, existing opportunities for women's rights organisations and movements have not been replicated in these online settings, removing channels for feminist voices to contribute, engage and demand accountability.

The third challenge is the increased frequency and severity of loss and damage associated with climate change impacts. Existential threat and urgency of action is sharpening focus and shaping the operating environment for all of us.

The fourth challenge is the continuing impact of COVID-19. The increase in global poverty and inequality, and the growing evidence of the gendered impacts of the pandemic

reflect the worsening of gender discrimination. Existing systems and structures are not working for diverse women or for our planet. Getting back to 'normal,' or 'the way things were', is not an option.

The scope and scale of current challenges and their systemic nature underline the importance of acting together and in solidarity. The discipline of asking ourselves whether a context requires us to step up, stand with or step back brings our strategic plan to life. The result is smarter decisions about what we do and how we do it.

As you read this year's report, you will see examples of how we are influencing ideas and ways of working.

Equality Insights, our flagship program, is reshaping how poverty is understood and measured. This year, with support from the Australian Government, we collaborated with the Governments of Tonga and the Solomon Islands, and civil society, to implement Equality Insights Rapid. In the context of the pandemic and environmental disasters, we adapted our approach to poverty measurement for phone use, to gather gender-sensitive data about the circumstances of individuals. This data will support key decision makers in creating evidence-led gender responsive solutions.

IWDA's work on feminist foreign policy is transforming the discourse on what foreign policy could and should be. The establishment of the Australian Feminist Foreign Policy Coalition is moving feminist ideas and practice from the margins to a place of legitimacy and leadership. It is contributing to global shifts in the uptake of a

feminist lens to policy. As mainstream ideas and institutions struggle to comprehend and lead the change required, feminist thinking and processes are helping to reconceptualise and transform.

IWDA is also supporting transformative practice by standing with other feminist organisations, coalitions and movements. Using our locational power, IWDA held a convening role facilitating the Australian Government and others to engage with feminists displaced from Myanmar and with the alternate Myanmar Government in exile. One outcome is a significant five-year program of investment to enable women's rights organisations and the pro-democracy movement, including support for their work documenting human rights violations and advocating for accountability and change.

Our focus on transformation also includes looking inwards, recognising the harm we are complicit in as an organisation located in the Global North, working and engaging with the Global South. We continue to learn and unlearn as we confront the ongoing legacies of colonialism and racism that are embedded in Global North cultures, ideas and practices. IWDA's focus on decolonisation is central to our capacity to contribute to feminist futures.

This year was a transformational year for IWDA's Board. The renewal meant that half the Board was new at the beginning of this financial year. IWDA focused on onboarding new members, most with cultural heritage and lived experience from Asia and the Pacific, where our partnerships are located. We implemented a new Co-Chair model, building new governance arrangements that support our sustainability.

In parallel, we also intentionally transformed our Leadership Team. Representation, voice and visibility are core to feminist transformation, supported by structures and culture that enable agency and contribution. Transformation is a daily process of making and remaking. And representation is not just about having more women with lived experience of our region leading and contributing. It is also about bringing different understandings of power, different ways of knowing, being and working, into the heart of the organisation.

These transitions happened alongside our five-yearly accreditation with the Australian Government's Department of Foreign Affairs and Trade, providing a rigorous external check point and validation of our systems, policies and processes. Our re-accreditation for the next five years is your confirmation that IWDA continues to be a robust, compliant, trusted and effective organisation. I am deeply grateful to the ongoing work of staff and Board that makes this possible.

You will see the impact of the last two years of COVID-19 disruption in our financial report. Our deficit position has enabled the organisation to continue our work and support partners. Our ability to continue work in a difficult context is underpinned by the strength of our reserves and the accumulated capital of the IWDA Foundation, a profound legacy of a far-sighted and committed major donor. We are implementing our plan to get back to break-even supported by the most sophisticated financial analysis and management that IWDA has ever had, enabling strategic delivery and sustainability.

As we collaborate and contribute towards gender equality for all, I am both heartened and inspired by the energy, commitment and bravery of extraordinary feminists, and the importance and urgency of our shared vision. Thank you for all you have done this year.



Bettina Baldeschi



Co-chair Message

As we reflect on another extraordinary year for us all, and for IWDA, we are proud to lead an organisation that continues to deliver impact and results to achieve our vision: gender equality for all.

This year's report includes this message from us both: a milestone moment for IWDA having enshrined our Co-Chair model at the Board level, and committed to new ways of leadership. 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. We have been delighted to share our experience and intentionality in bringing this model to IWDA at a number of forums and gatherings, and we hope to see more organisations consider the ways in which shared power and shared experience can create more diverse and innovative ways of working.

This past year has been full of significant impact for IWDA, and this report shines a light on just a few of those achievements. Much of this work is thanks to the investment from our partners in funding, and we are pleased to see continued deep engagement in our work and support from DFAT, one of our largest funders. We also extend our sincere thanks to our many other trusted funders and donors, who enable this critical

work and support diverse voices across Asia and the Pacific. Thank you. We encourage any of our community to join both of us and our board to make a financial contribution to the vital work of IWDA as we stand with the women of Asia and the Pacific.

We also extend our thanks and congratulations to IWDA staff and CEO for the delivery of another outstanding year of impact and results. Our dedicated staff are passionate, talented, collaborative and deeply caring. We have seen staff and board members alike engage deeply with the journey of learning at IWDA, implementing organisational change that supports our intersectional feminist vision and values. As part of that journey, we are proud that IWDA is taking action to decolonise our approach, and our strategy continues to guide us in our work and our methods.

This coming year we welcome the opportunity to travel again, strengthening our relationships with key women's rights organisations and participating in the global feminist movement. IWDA is excited to partner with Women Deliver in 2023, to ignite and challenge conversations around gender equality. We also bring an ambitious partner-based plan for 2023 and beyond, working alongside inspiring women's rights organisations in Asia and the Pacific.

"The Co-Chair model reflects IWDA's commitment to feminist approaches to leadership, valuing different skills and lived experiences."

Finally, we acknowledge and thank our fellow directors for their experience, knowledge and valuable contributions to our work. Our goal to increase regional representation on our board is underway, and we are grateful for the skills and experience on the Board, that will continue to guide IWDA today and into the future. We would especially like to acknowledge Linda Kelly and Bronwyn Lee who stepped down from their Board duties in this past year, and Linda Trusler who moved on from our Investment Committee. Thank you sincerely for your service to IWDA.



Kerry Gardner



Betty Barkha



The Year in Numbers

Together we are powerful. Here is a snapshot of what IWDA partners and IWDA achieved together in 2021/22:



◀ Participants at the Women's Human Rights Defenders Forum held by Nazareth Centre for Rehabilitation in Bougainville, Papua New Guinea
Photo: Harjono Djoyobisono

134

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

549

WOMEN ASSUMED
LEADERSHIP POSITIONS

39,440

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

2,730

WOMEN SURVIVORS OF VIOLENCE
RECEIVED COUNSELLING AND
OTHER SUPPORT SERVICES

1,286

PEOPLE PROVIDED WITH
FINANCIAL SERVICES

5,009

PEOPLE REACHED WITH
LIVELIHOODS SUPPORT
INTERVENTIONS

25

DISABLED PERSONS ORGANISATIONS
(DPOS) ACTIVELY INVOLVED

725

PEOPLE WITH DISABILITIES
INVOLVED THROUGH PROJECTS

Our Strategic Plan

We are strongly guided by our Strategic Plan 2020 - 2023. For us, this sets out a stronger commitment to 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.

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.

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.

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 South-North 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*.

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.

▼
Chhit Hach, Team Leader from Banteay Srei during a provincial workshop in Cambodia
Photo: Harjono Djoyobisono



GOAL

01

**Resource and
contribute to
resilient and
vibrant feminist
movements**

▶ Rebecca Kossin, Project Officer
for Women Human Rights
Defenders from Nazareth
Centre for Rehabilitation,
photographed with participants
of the Male Advocate Forum
Photo: Harjono Djoyobisono



1

It is important now, more than ever, to resource the work of women's rights organisations at the forefront of change.

In 2021/22 IWDA continued to support partners organisations across Asia and the Pacific, resourcing women's rights organisations who are defending, driving and advancing gender equality in their communities and beyond. They are challenging systems of oppression that have been long upheld by individuals' beliefs, exclusionary practices, as well as institutions of power, and formal laws and policies.

This year, IWDA partner organisations in Papua New Guinea and Myanmar continued to stand in the face of violence, with strength, determination and resilience. These organisations are enabling women to empower themselves to become leaders in their contexts, and find ways to relentlessly combat and progress the issues that have continuously been adversely affecting women and girls for generations.

As diverse women across Asia and the Pacific step up for their rights, we stand with them.

FROM GENDER BASED VIOLENCE TO GENDER JUSTICE AND HEALING PROJECT

IWDA partner organisation **Nazareth Centre for Rehabilitation (NCfR)** works to prevent and respond to gender-based violence (GBV) specifically in Bougainville, Papua New Guinea. They provide rights-based services that support women and children who have experienced violence.



▲ Bernadette Komeleko, Women Human Rights Defender from Nazareth Centre for Rehabilitation
Photo: Harjono Djoyobisono

Supported by IWDA through the Australian Government, NCfR implements a project called "From Gender Based Violence to Gender Justice Healing" which aims to address the lack of effective systems available to deal with GBV and the limited services for survivors.

An essential element of the centre's approach is the group of Women Human Rights Defenders (WHRDs) and male advocates who support individuals in taking ownership over their actions to not only respond to GBV in their communities, but prevent it.

The WHRDs are women volunteers trained by NCfR to be the first point of contact for survivors of violence in their rural communities. They each create a tailored action plan to help them respond to complex cases of gender-based violence. WHRDs then are able to refer survivors to NCfR for services such as safe accommodation and ongoing support.

Aside from their work with survivors, WHRDs also work to change the narrative through NCfR's Men's Hub with the goal of changing the attitudes of men, including perpetrators of violence. They work closely with male advocates who then do community outreach to educate men in their area about gender equality.



The project has reached 7,914 people across 40 communities this financial year. 77% of those people were women and children. These survivors are not only provided safety but support to regain their independence.

Aside from responding to GBV, this project's training also builds women's leadership and representation at all levels. Bernadette Komeleko one of many WHRDs trained by NCfR, who is leader in her community explains,

"This is because sustained efforts by NCfR to do trainings in Bana District, WHRDs taking on leadership positions; many WHRDs now hold positions in organisations as executives, there are women on the boards of schools, in health sector. We are breaking through, and getting gender equality in our area, all since we had these trainings."

These women leaders are leading various initiatives for community peace and addressing GBV. From grassroots to government, NCfR and the WHRDs have also been making strong recommendations and reports which pushed the Papua New Guinea government to allocate \$7.93m Kina (AUD \$3.5m) to progress the implementation of a National GBV Strategy which had been at a standstill since 2016.

WOMEN FIGHTING FOR A DEMOCRATIC FUTURE

In February 2021, the Myanmar military overthrew the country's democratically elected government. Against all odds, IWDA partners **Women League of Burma (WLB)** and **Shan Women's Action Network (SWAN)** continued to sustain women's rights movements to ensure momentum is not lost. They played instrumental roles in standing up alongside women's rights activists across the country, putting their lives on the line to speak out for a democratic future based on an inclusive, federal model.

In 2021/22, with support from the Australian Government through the Australian NGO Cooperation Program (ANCP) and Foundation for a Just Society, IWDA continued to resource Myanmar women's rights organisations that have important roles

at the forefront of the democracy movement. Many of the women activists leading the resistance movement are graduates from young women's leadership programs run by organisations that IWDA has supported for over 20 years.

These graduates are taking strong, visible leadership roles in the resistance.

To further our support in this time of crisis, IWDA established Women Leading Change, a program that provides core, flexible funds for three diverse women's rights organisations: **WLB, SWAN** and **Ta'ang Women's Organisation (TWO)**.

These organisations are providing critical emergency support to women from ethnic minority groups heavily impacted by the coup, including women with limited income and displaced by the conflict. WLB told us:

"Despite the threat of reprisals by the military, women human rights defenders have not been discouraged by the deteriorating situation. They remain committed to the revolution and are spearheading pathways for transformative change."

WLB also collated critical data on human rights abuses against women, and with support from IWDA, they produced regular update reports, which are a key resource for recording and tracking the impact of the coup.

In Australia, IWDA joined forces with the Myanmar diaspora communities as part of the Myanmar Campaign Network to call upon the Australian Government to take strong action on Myanmar.

Using our locational power, IWDA was able to facilitate briefing sessions by partner organisations to Australian Members of Parliament (MPs) on the Myanmar crisis. These MPs are part of a network of Australian women MPs with a strong interest in Myanmar, through their participation in the flagship Myanmar Women Parliamentarians Mentoring Program.

GOAL

02

**Promote systemic
change towards
gender equality
for all**

▶ IWDA team members at a round table with Senator Penny Wong



02

Stepping up and standing with the global feminist movement to achieve gender equality for all.

In 2021/22, IWDA built upon our commitment to increase the availability of gender data to drive feminist social change through our flagship program *Equality Insights*.

Responding to the ever-evolving restrictions of COVID-19, this year IWDA officially launched *Equality Insights Rapid*, a new tool that collects gender-sensitive poverty data through phone surveying. Together with our partners, the team have collected data in Tonga and Solomon Islands where call centres were established in both countries for the first time, strengthening future capacity for remote data collection.

By developing a remotely administered survey, *Equality Insights Rapid* enables data collection during times of limited movement where face-to-face surveying is not possible. This was tested in Tonga where data collection was completed successfully following the Hunga Tonga-Hunga Ha'apai tsunami, and during its first surge of COVID-19.

IWDA is working with key partners in Tonga and Solomon Islands; In Tonga, we partnered with the Tonga Statistics Department and the Ministry of Internal Affairs, Women's Affairs and Gender Equality Divisions. As for Solomon Islands, our partners are the



▲ Participants in the Bougainville Women's Human Rights Defenders Forum
Photo: Harjono Djoyobisono

Ministry of Women, Youth, Children and Family Affairs Women's Development Division and the Solomon Islands National Statistics Office. Collaborating with these partners has strengthened the program's reach and roll-out.

IWDA also contracted software developers to build the *Equality Insights Rapid Portal*, an online interface that will allow for de-identified and secure access to data and insights gathered from the survey, to be launched in 2022/23. The goal of this project is to empower people to engage with the data no matter their statistical knowledge, including leaders, decision makers and individuals in the sector.

By making this data accessible, decision makers can better understand how different people experience poverty and inequality, and how this might vary depending on their gender, their age, whether they live in urban centres or rural areas and whether or not they are a person with a disability. With this information decision makers can better target policies, programs and resources to those in most need.



Building on IWDA research conducted in 2020/21 looking at the pathways different countries have taken to adopting feminist foreign policies, in December 2021 IWDA launched the Australian Feminist Foreign Policy Coalition (AFFPC).

The AFFPC aims to advance feminist foreign policy in Australia by growing support across foreign policy and related sectors, transforming the discourse around feminist approaches in foreign policy, and engaging directly on these ideas with political leaders. Since its launch, the AFFPC has attracted an influential cross-section of Australian foreign policy actors, with 137 individual and 29 organisational endorsements. We saw an increase in publication of articles on feminist foreign policy from a growing number of commentators, and sustained political engagement across all major political parties.

IWDA also launched the monthly AFFPC Issues Paper series, which explores the challenges and opportunities of applying feminist foreign policy through different lenses. Papers published to date have focused on Indigenous foreign policy, feminist climate diplomacy, gendering the Indo-Pacific dialogue, and Women, Peace and Security in Afghanistan.

In March 2022, IWDA and the AFFPC held a roundtable with Senator Penny Wong to discuss the first three Issues Paper in depth. AFFPC members James Blackwell and Julie Ballangarry spoke powerfully to their proposition of a First Nations Foreign Policy for Australia, as outlined in AFFPC Issues Paper #1. Subsequently, Senator Wong announced that Australia would adopt a First Nations Foreign Policy.

In April 2020 as the COVID-19 pandemic was disrupting every aspect of our lives, IWDA began work on a project called *Imagining Feminist Futures After COVID-19*.

This project aims to support feminist movements in exploring how the systemic disruption caused by the pandemic was impacting the trajectories for feminist social change, and what we needed to do differently now in order to create a feminist future. To do this, IWDA contracted a group of feminist futureists led by *Changeist* to develop a new workshop methodology

combining futures thinking and feminist analysis tools to explore existing trends (such as the disruption in funding for Non-Government Organisations (NGOs), the acceleration of racial justice led by the Black Lives Matter movement, or the impacts of climate change). They also looked at the ways these trends were impacted by COVID-19, and how feminist movements could capitalise on this moment of disruption to change their course into the future.

Between July 2021 and January 2022, 16 workshops were held with over 200 participants from all around the world. These workshops generated 48 possible feminist futures, as well as key insights about what feminist movements need to do differently in order to bring these futures into being. Key themes include centring racial justice and First Nations justice, finding creative ways to subvert capitalism, re-build trust within and between communities, and re-learn our connection to the Earth's ecosystem from First Nations' values, knowledge and worldviews. Key findings from these workshops will be shared in an illustrated zine format in late 2022.

In 2021/22, IWDA developed and refined a range of intersectional feminist workshops and training offerings based on two of our toolkits: *Plan Your Power (PYP)* co-developed with *Womankind*, and *Feminist Organisational Capacity Strengthening (FOCS)*.

These Intersectional Feminist Workshop modules are designed to guide individuals and organisations in strengthening their feminist practice. The workshops range from a 1-day development course to multiday workshops suitable for beginners and people more experienced in their feminist practice.

To support the launch of these workshops, IWDA began testing a range of funding options, with initial pilot funding from the IWDA Foundation and the Foundation for a Just Society into future years. This funding has allowed us to develop a range of fee-for-service offerings, and to work with our partners and other Global South women's rights organisations to seek grant-based funding to cover the costs of their participation.

GOAL

03

**Build a resilient
and relevant
feminist
organisation**

▶ Some of IWDA's staff members



03

IWDA's River of Change is the plan that shapes our journey towards ensuring that IWDA is resilient and relevant inside and out. We listen, learn, un-learn and engage fully to become an explicitly anti-racist feminist organisation.

In 2021/22 IWDA continued to support staff and stakeholders, maintaining a deep commitment to fostering a culture of self and collective care that builds our resilience as an organisation.

Our work on inclusion is central to this strategy, knowing that in order for us to meaningfully support partners overseas, we must first look inward and support our employees. Part of this work is creating a space where all staff feel a sense of belonging and that they can bring their whole selves to work. We strive for an environment where people are embraced, respected and valued for the perspectives, lived experience, expertise and capabilities they bring.

This focus is deeply rooted in our River of Change roadmap that was implemented in 2021 to help guide IWDA's journey toward becoming an explicitly anti-racist feminist organisation. The River of Change is a concept from Melanesia that illustrates how gender equality happens in Melanesia. To be successful, there needs to be four main tributaries of change to improve gender relations in the community. Drawing on this approach, IWDA adopted the same model, bringing together different aspects of our

work and outlined 44 actions across 12 key areas for 2021. All IWDA staff worked to co-create these actions and bring the changes to life. All staff have had an opportunity to influence the future direction of IWDA's River of Change.

Through this work, IWDA had seen a number of changes and progress against our goals.

Recognising that a diverse staff profile is a critical goal, in 2021 IWDA introduced a new de-identified recruitment platform that helps us to recruit the best candidates, regardless of their backgrounds. This approach takes into account more nuanced strengths such as lived experience and cultural competency. This tool allows us to challenge traditional hiring practices that perpetuate systemic bias. As part of our diverse recruitment process from start to finish, we also ensure that the review panel and interview panel are made of diverse IWDA staff. IWDA provides annual training and reflection for staff to support our commitment to being an anti-racist organisation, to learn about First Nations justice and its intersection with our sector, and to learn more about gender diversity and disability inclusion.

Our Board of Directors underwent significant change, transformation and renewal in 2021, with 6 members joining the Board in this time. IWDA identified the need for Board Members to bring lived experience to their roles, making and leading decisions that ultimately benefits from having that perspective. Alongside the introduction of a shared leadership model, these have been significant changes that have helped shape a more inclusive and diverse Board.

From co-creation to implementation, the River of Change process is a continuous significant piece of organisational cultural change work which requires both systemic and individual input. We acknowledge and deeply appreciate in particular the emotional and intellectual labour to achieve change that had been carried out by Women of Colour at IWDA.

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

INTERSECTIONALITY AT THE CORE OF IWDA

IWDA is part of the global feminist movement contributing to progressive change towards gender equality. We also resource others in the movement, particularly women's rights organisations primarily in Asia and the Pacific, to do their work recognising that women deeply embedded in their local communities are best placed to drive transformative change.

Resilient and vibrant feminist movements, especially those led by trans, intersex and nonbinary people, racialised people, Indigenous women, people with disabilities, young feminists, and other historically excluded and marginalised people, are critical to defending and advancing gender equality. These are the movements IWDA support with the mutual goal of achieving our vision of gender equality for all.

As an organisation based in the Global North, working in and with the Global South, IWDA acknowledges the damaging human consequences of colonisation. We know that international development has often been an instrument of neo-colonialism, which has reinforced structures of global and local inequality, maintaining the dominance of "developed nations" (the Global North) over the "developing world" (the Global South).

As such, IWDA applies a decolonising solidarity lens to our feminist movement strengthening work. The 3Ss framework from our Strategic Plan is used here because the inequalities we seek to address through our movement strengthening work are both a result of, and perpetuated by, historical and contemporary forms of colonialism.

Stepping Up, Standing With and Stepping Back is IWDA's approach to acknowledging and mitigating these structural issues. The 3Ss can be seen as a dance - the steps we take will be different depending on who we are dancing with. It all depends on our positional power within any given relationship, at any moment in time, we will inhabit each role to varying extents.

We've seen this approach in action across this last year. In 2021/22 IWDA joined the Advisory Group for Women Deliver 2023 to contribute a voice from the Asia-Pacific region in this important dialogue and to support its ambitions to be the most inclusive event it can be. To this we bring our absolute commitment to feminist ways of working - a practice of naming and navigating power to ensure full and safe participation of all.

IWDA made a number of commitments under the Generation Equality Forum, including flexible funding for core support for diverse women's rights organisation of at least \$4.5m annually, a commitment to build the availability of individual-level, gender-sensitive data that reveals the relationship between gender and poverty through our Equality Insights program and a commitment to convening a collation of diverse feminist organisations to advance an Australian Feminist Foreign Policy.

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 how 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.

In 2021/22, it comes as no surprise that IWDA continued to feel the effects of COVID-19 alongside the sector and partner organisations. However, despite the ongoing challenges, our MEL report shows that we've made significant progress against the objectives outlined in the three-year Strategic Plan. We were also recognised by partners and external stakeholders as a high-performing organisation that brings to its partnerships "intellectual heft, specialist knowledge and technical skills, useful resources and content expertise." IWDA's funded partners described how exhausted and overwhelmed they felt over the past 12 months with the "multi-layered and intersecting issues of COVID-19, political wars and tension, backsliding of women's rights, [and] diminishing of women's rights movements..." but, they acknowledged "the ongoing and constant support IWDA provides to its partners despite their situations and changing contexts."

While much of the feedback from partners and stakeholders were positive, there was demand for IWDA to better communicate the breadth of our role and how we are utilising our locational power to help movement building and relationship building. IWDA also heard from partners that the organisation

should invest time in communicating how it is changing as an organisation, for example on issues relating to sexual orientation, gender identity and expression, sex characteristics and decoloniality.

GROWING OUR FEMINIST PRACTICE

In FY21 IWDA introduced a new webinar series, "Troublemakers: Courageous Conversations with Fiery Feminists". It is a series designed to help inform our own feminist practice as well as to make a contribution to critical debates within the development and international, intersectional feminist sectors. Here, we turn to feminists in Asia and the Pacific who have a wealth of knowledge and expertise.

The series kicked off with a conversation between Virisila Buadromo, Co-Director of Urgent Action Fund, Asia Pacific, and Zharin Zhafrail, Co-Director of Musawah entitled *Double Trouble: Feminist Co-Leadership and Power Sharing*. Over the course of the conversation Virisila and Zharin shared their personal experiences of feminist co-leadership and why this form of power sharing had been so instrumental to achieving their personal and organisational goals.

In our second webinar Bangladeshi writer, activist and researcher, Sanam Amin and Asia Pacific Regional Secretary for Public Services International, Kate Lappin, tackled *The Trouble with Capitalism: The Case for Anti-Capitalist Feminism*. Kate and Sanam explored the tensions between feminism and capitalism and the need to disrupt and redistribute power instead of centralising it within the hands of the few.



◀ Cindy Kehali, Counsellor, Bernard, forum participant and Doloritha Lula (Dolly), Counsellor from Nazareth Centre for Rehabilitation at the Bougainville Male Advocate Forum
Photo: Harjono Djoyobisono

Our next instalment focused on the challenges and opportunities posed by trying to move resources to unregistered feminist collectives, in *Money Troubles: Resourcing unregistered feminist collectives*. Researcher, facilitator and practitioner from Maraa Collective, Angarika Guha, and the Association for Women's Rights in Development's Manager of the Resourcing Feminist Movements initiatives and current interim Deputy Director of Programs, Gopika Bashi, unpacked the global feminist funding eco-system and the transformative change that would be made possible by better resourcing feminist collectives.

The final webinar in the first series of Troublemakers saw Sattara Hattirat, founder of Backyard Politics Thailand, and Kunthea Chan, co-director of JASS Southeast Asia discussing *Radical Wellbeing: Reimagining Collective Care for Feminist Activists*. Their discussion explored their efforts to broaden and deepen the meaning of 'wellbeing' for women and LGBTQIA+ activists to make room for practices that centre spirituality, economic security and reconceptualisations of sexual, romantic and familial relationships.

IMPLEMENTATION OF CO-CHAIR MODEL

In 2021, IWDA announced a shift to an innovative Co-Chair model.

Alongside IWDA's commitment to intersectional feminism both internally and externally, and its links to our anti-racist and decolonising approach, the Board introduced this new approach to ensure at least one of IWDA's Chairs has cultural heritage and lived experience in Asia and the Pacific, where IWDA has a primary focus.

Deconstructing power and authority have long been a central goal of feminist thinking and IWDA's Board is championing this approach through this new model, as well as demonstrating an approach to feminist leadership that values a range of experiences and skills.

This Co-Chair model will chart new pathways for us as we harness the power of having diverse perspectives govern IWDA's vision of gender equality for all.

Thank You!

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

BEQUESTS

We are grateful to the supporters who have left a Gift in their Will to IWDA. We are committed to bringing your legacy to life and feel 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:

Andyinc Foundation	Marianne Smulders
Anne Miller	Mira Levy
ANZ	Naylor Stewart Foundation
Arnold Foundation	Nicola Sandiford
Biophilia Foundation	Paterson Giving Account
Isaacson Davis Foundation	Red Rocketship Foundation
Kirsten Mander	WeirAnderson Foundation
Knights Family Jabula Foundation	

◀
Pisey Ly, Ol Puheavy and Chansitha Mark from United Sisterhood Alliance
Photo: Gemma Carr



▶ Brenda Samson and Lilly
Be'Soer from Voice of Change
Photo: Gemma Carr



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 2021/22:

Aleisha Carroll	Nalini Singh
Caroline Lambert	Ofa-Ki-Levuka Guttenbeil-Likiliki
Deb Hartley	Paul Nichols
Desiree Acholla	Peter Leslie
Diego Graf	Saranel Benjamin
Div Pillay and MindTribes	Shantelle Thompson
Geoff Simkiss	Srilatha Batliwala
Heather Brown	Stephen Mally
Karen Prior	Virisila Buadromo
Leonie Morgan AM	Yin Paradies
Michelle Reddy	Bandula Gonsalkorale

Thank you to Colin Biggers & Paisley Pty Ltd and Lander and Rodgers for providing pro bono legal services to IWDA, with a particular thank you to Tamara Sims, Aras Mollison, Tegan Rudolph and Tayla Crump.

We also offer our thanks to the members of the Equality Insights Rapid Global Technical Advisory Group in guiding us through the development and implementation of Equality Insights Rapid. They are:

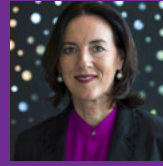
Albert Motivans	Jhon Quinchua
Amrik Cooper	Julie Macdonald
Andrew Moore	Karen Garcia
Chris Ryan	Kieran Walsh
Epeli Waqavonovono	Mayra Buvinic
Gemma Van Halderen	Sara Duerto Valero
Jacqueline Hart	Vaela Falefahi Ngai
Jeni Klugman	

Our Board 2021-22



BETTY BARKHA
Co-Chair

Appointed: May 2021
Special responsibilities:
Ex-officio to all committees
and Co-Chair of the Resource
& Partnerships Committee



KERRY GARDNER AM
Co-Chair

Appointed: May 2021
Special responsibilities:
Ex-officio to all committees.
Chair of Governance
Committee & Co-Chair of
Resource and Partnerships
Committee



CAROLYN IRELAND

Appointed: August 2016
Special Responsibilities:
Chair of Finance Risk & Audit
Committee and Investment
Committee until June 2022



IVY JOSIAH

Appointed: May 2021
Special Responsibilities:
Member of Resource and
Partnerships Committee



JANE NASH

Appointed: March 2019
Special Responsibilities:
Member of Finance, Risk &
Audit Committee and
Investment Committee



JENNIFER WITTWER

Appointed: March 2019
Special Responsibilities:
Member of Governance
Committee



LOUISE ALLEN

Appointed: March 2019
Special Responsibilities:
Member of Governance
Committee



TINAI COLAWAI

Appointed: May 2021
Special Responsibilities:
Member of Governance
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.



SHEHANI NOAKES

Appointed: May 2021
Special Responsibilities: Member of the Finance, Risk and Audit Committee and Investment Committee



SUSAN WNUKOWSKA-MTONGA

Appointed: August 2021
Special responsibilities: Member of Resource and Partnerships Committee



DR LINDA KELLY

Appointed: July 2016
Retired: January 2022



BRONWYN LEE

Appointed: July 2016
Retired: August 2021
Special Responsibilities: Member of the Finance, Risk and Audit Committee and Investment Committee

Our Leadership Team 2021-22



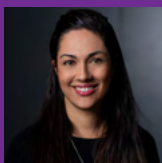
BETTINA BALDESCHI
CEO



DR SALMAH LAWRENCE
Director, Systemic Change and Partnerships



GEMMA HARDIE
Director, Business Transformation



NICKY KANDIAH
Chief Financial Officer



JOANNA PRADELA
Director, Knowledge Translation & Equality Insights

Transparency, Accountability & Accreditation

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

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

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

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

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

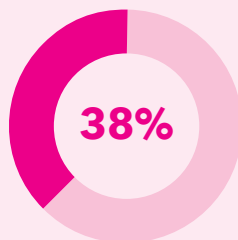


Our Staff

IWDA has been on a continuous journey of self-improvement, strengthening our commitment to all the feminists who work for us. To us, having an inclusive and diverse workforce helps us better serve our partner organisations, contributing to our work as an intersectional feminist organisation.

IWDA was pleased to be recognised as an inclusive employer by Diversity Council of Australia in FY22. This shows us that we are on the right track, although there is always room for improvement.

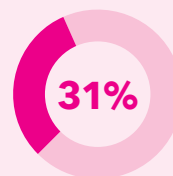
AS OF JUNE 2022:



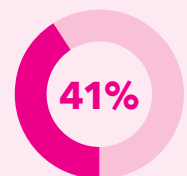
IWDA staff members identified as a Person of Colour (PoC)



of the leadership team were PoC



of the senior leadership group were PoC



of the rest of staff were PoC

▶ Ly Kemcy, staff of Banteay Srei in Cambodia
Photo: Harjono Djoyobisono



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 (74 Tonne)
- Implementation of digital signature software to reduce paper use
- Worked with PonyUp for Good to ethically dispose of depreciated equipment and devices; 113.5 kilos of technology were collected, 94% was reused and the remainder recycled. The proceeds generated resulted in 2973 donated meals to SecondBite, providing meals for Australian's experiencing food poverty
- Prioritised recycled or environmentally sustainable products when purchasing office amenities

Financial Overview

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

OPERATING RESULT

At the end of June 2022, IWDA realised an operating deficit of \$442k, which was slightly better than budget. Our reserves at the end of financial year totalled \$2.6M, of which \$1.1k is in our Special Purpose Reserve and is restricted to funding certain programs or projects in future years.

OUR INCOME

IWDA recognised income of \$11.2M this financial year. This is a \$0.9M decline in revenue, primarily due to the one-off income from JobKeeper in 2020/21 - which was not available in 2021/22. Grant income continues to represent the majority IWDA's revenue and totalled \$8.5M, or 76% of our income. The new grants secured from the Department of Foreign Affairs and Trade (Australian Government) increased IWDA's Australian grant income and offset the decrease in overseas income (which was a result of the Netherlands Government funded WAVE program ceasing in 2020/21).

OUR EXPENDITURE

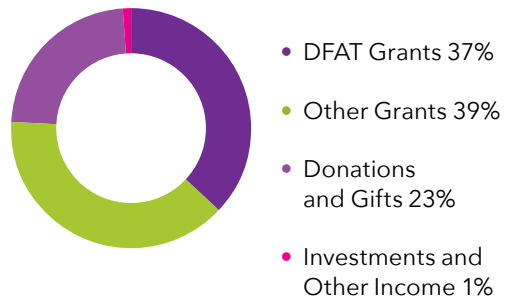
We continued to support our program partners, with \$8.8M in funding to support international programs. Overall expenditure increased by \$0.2M compared to prior year, as we increased community education activity and focused on our future sustainability with investments in both fundraising activity and in securing new grants. Inflationary impacts also had a small impact on the increase in expenditure.

MOVING FORWARD

IWDA is now midway 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 year.

Both the funding environment and general economic environment remain challenging, but IWDA will leverage strong financial foundations to focus on income generation and new opportunities. IWDA's general reserves of \$1.5M enable us to operate strategically and invest in ourselves for the future. IWDA has demonstrated resilience and an ability to pivot and respond creatively. We remain committed to resourcing diverse women's rights organisations and contributing to global feminist movements - advancing our vision of gender equality for all.

WHERE OUR SUPPORT COMES FROM



DFAT Grants: The Australian Government's aid program.

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

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

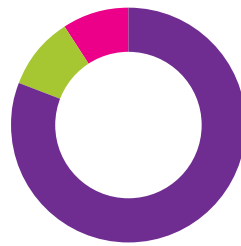
Investment and Other Income: Fundraising events, merchandise sales and interest earned.

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

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

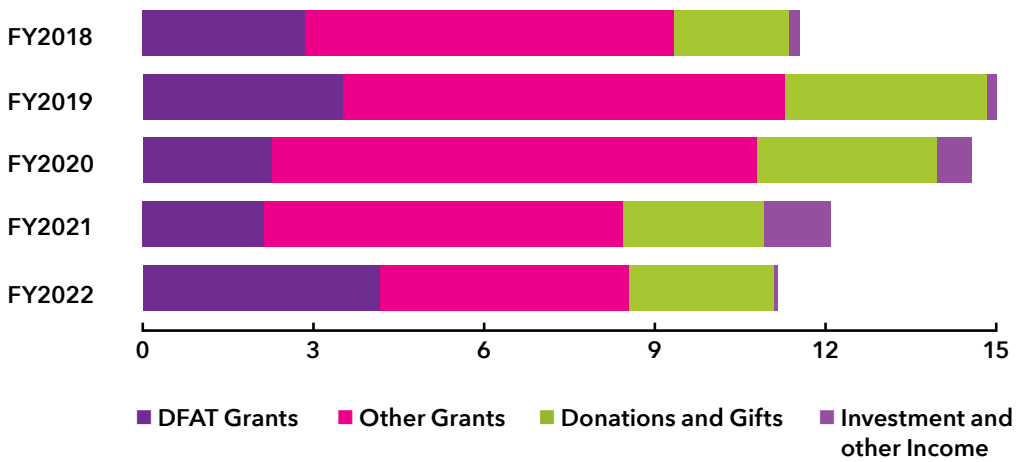
Fundraising: Covers marketing, grant writing and communication costs to secure donations that fund our work.

WHERE THE MONEY GOES

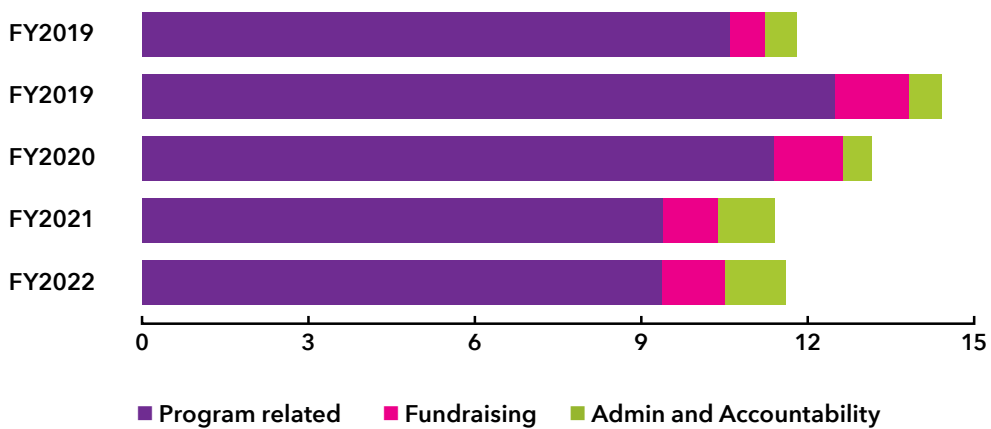


- Program related 81%
- Fundraising 10%
- Admin and Accountability 9%

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 2022

IWDA	2022 \$	2021 \$
REVENUE		
Donations and Gifts	2,258,387	2,442,997
Legacies and bequests	302,658	32,181
Grants		
Department of Foreign Affairs and Trade	4,155,983	2,127,827
Other Australian	2,424,527	2,347,363
Other overseas	1,952,651	3,966,786
Investment income	10,512	16,646
Other income	54,311	1,150,857
Total Revenue	11,159,029	12,084,657
EXPENDITURE		
International Aid and Development Programs Expenditure		
International programs		
Funds to International programs	(5,481,124)	(4,976,838)
Program support costs	(3,294,934)	(3,983,157)
Community Education	(596,922)	(419,806)
Fundraising costs		
Public	(875,164)	(737,042)
Government, multilateral & private	(254,342)	(244,417)
Accountability and Administration	(1,098,290)	(1,030,049)
Total International Aid and Development Programs Expenditure	(11,600,776)	(11,391,309)
Domestic Programs Expenditure	-	8,785
Total Expenditure	(11,600,776)	(11,400,094)
Excess/(Shortfall) of Revenue over Expenditure	(441,747)	684,563
TOTAL COMPREHENSIVE INCOME / (LOSS) FOR THE YEAR	(441,747)	684,563

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

Statement of Financial Position as at 30 June 2022

IWDA	2022 \$	2021 \$
ASSETS		
Current Assets		
Cash and cash equivalents	9,073,385	8,229,807
Trade and other receivables	88,286	1,867,336
Total Current Assets	9,161,671	10,097,143
Non-current Assets		
Property, plant and equipment	36,802	38,324
Right-of-use assets	153,646	332,073
Intangible assets	-	-
Financial assets	-	-
Other non-current financial assets	47,290	47,290
Total Non-current Assets	237,738	417,687
Total Assets	9,399,409	10,514,830
LIABILITIES		
Current Liabilities		
Trade and other payables	351,415	396,684
Current tax liabilities	159,808	448,261
Provisions	285,520	319,971
Lease Liabilities	179,606	196,867
Other financial liabilities	5,720,349	5,838,293
Total Current Liabilities	6,696,698	7,200,076
NON-CURRENT LIABILITIES		
Provisions	65,306	55,996
Lease Liabilities	-	179,606
Total Non-current Liabilities	65,306	235,602
Total Liabilities	6,762,004	7,435,678
Net Assets	2,637,405	3,079,152
EQUITY		
Special Purpose Reserves	1,113,289	1,123,344
General Reserves	1,524,116	1,955,808
TOTAL EQUITY	2,637,405	3,079,152

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 2022

IWDA	SPECIAL PURPOSE RESERVE	OTHER RESERVES	GENERAL RESERVES	TOTAL
	\$	\$	\$	\$
AS AT 30 JUNE 2020	644,731	60,588	1,689,270	2,394,589
Net surplus for the year	-	-	684,563	684,563
Transfer to (from) reserves	478,613	(60,588)	(418,025)	-
AS AT 30 JUNE 2021	1,123,344	-	1,955,808	3,079,152
Net loss for the year	-	-	(441,747)	(441,747)
Transfer to (from) reserves	(10,055)	-	(10,055)	-
AS AT 30 JUNE 2022	1,113,289	-	1,524,116	2,637,405



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 2022 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 2022, which comprises the summarised Statement of Financial Position as at 30 June 2022, 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 25 October 2022.

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 Audit (formerly ShineWing Australia)
Chartered Accountants

Hayley Underwood
Partner
Melbourne, 27 October 2022

Brisbane Level 15 240 Queen 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 8 167 Macquarie Street Sydney NSW 2000 T +61 2 8059 6800
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-  @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.

Viola Design
Printed on 100% post-consumer recycled paper



▶
Lway Moe Kham from
Ta'ang Women's Organisation,
Boe Cho and Julia Marip from
Women's League of Burma
Photo: Gemma Carr