



# World YWCA Stands Accountable

Annual Report 2020



WorldYWCA





“As a women’s movement, let us continue to sustain our legacy of implementing profound programmes that generate impact and strengthen resilience, and together let us continue to build a future that brings hope, equality, and peace for the younger generations to come.”

- Mira Rizeq,  
President, World YWCA



“World YWCA works to be a valuable touchstone in the life of the YWCA global leadership movement. We also seek to walk our talk and investigate and challenge our accountability to young leaders and Goal 2035. When we all adopt this discipline, our movement and Goal 2035 will move, hum, and buzz more and more loudly – to a deafening roar where power structures are transformed toward gender equality. The annual report is a story of how the World YWCA has brought the 2020-2023 Strategic Framework to life.”

- Casey Harden,  
General Secretary, World YWCA



“In spite of the pandemic, we were successful in securing new funding as we work to rebuild the sustainability of the World YWCA. We also raised funds in two separate fundraising campaigns, targeting our supporters all over the world.”

- Emma McCarthy,  
Treasurer, World YWCA

With a presence in over a hundred countries and with over a century's experience, the World YWCA is proudly the world's largest and oldest women's movement, with a particular focus on **young women's leadership**.

## Our Global Reach



### Primary Thematic Areas

- SEXUAL REPRODUCTIVE HEALTH RIGHTS
- CHILD, EARLY AND FORCED MARRIAGE
- VIOLENCE AGAINST WOMEN AND GIRLS
- TRANSFORMING YOUNG WOMEN'S LEADERSHIP
- SOCIAL AND ECONOMIC JUSTICE
- ECONOMIC EMPOWERMENT
- NUMBER OF COUNTRIES WITH SAFE SPACES MODEL ADOPTED



**We know that the leadership of young women and women is vital to creating a better world, especially building back better after an unprecedented year in 2020 with the COVID-19 pandemic – changing life as we know it globally.**

We **connect and mobilise the power of women, young women, and girls** from across regions, cultures, and beliefs to transform their lives and the world, for the better. Grounded in local communities and rooted in the transformational power of women, we work to provide support and opportunities for women, young women, and girls to become **leaders and change-makers** who not only affect change in their own lives and communities, but galvanise others to do the same. **We give women safe spaces and platforms to raise their voices.**

Our extensive global network and unique position as a powerful, ecumenical, progressive, feminist global movement, gives us the opportunity to advocate and fight for women's rights and gender equality at the local, national, regional, and international level.

This annual report is a showcase to the remarkable progress made by the World YWCA and the young women and women leaders that make up the YWCA movement, *in spite of the pandemic*, and investing in work that is relevant and has a discernable impact on the lives of girls, young women and women.

We have continued to create, expand and replicate effective models of leadership and advocacy which value the legacy, approaches and principles of the YWCA and inspire innovative and low-cost solutions, rooted in young women and girls' engagement, consultation and leadership – aimed to further mobilise a dynamic network of intergenerational global leaders.

“ We young people have lost tons of opportunities to learn, to work, to talk with friends, and so on, since the outbreak of the COVID-19. However, the current chaos is an opportunity to change the stigmatised narrative. It is we youth that can take actions to make it happen. We can ask for help, we can speak up for gender equity and we can take actions together. ”

- Nanako Tojo,  
young YWCA Leader, Japan



The YWCA movement has experienced an extraordinary period of disruption and change, forcing everyone to re-imagine everything that we have known to date, from how we work, to how freely we travel, to how we can engage and continue to build a movement virtually. YWCA leaders have led the way and effected real change, responding to vital community needs with great strength, hope, innovation and resilience.

Despite the closures, mobility restrictions, increased conflict and war, climate crises, and shrinking resources globally, the World YWCA put its best foot forward. We made great strides virtually, despite significant barriers. The World YWCA did what we do best, investing in leaders on-the-ground and working within the communities, including:

- Engaging with young woman leaders around the world, and **ensuring their visibility** as leaders and providing opportunities to affect change.
- **Securing new large partnership grants**, as well as the renewal of existing grants helping member associations continue and strengthen their work for economic, social and political justice.
- Responding to the realities of member associations<sup>1</sup>, **raising a special fund for a COVID-19 response**.
- Fully engaging as a member of the Big 6 youth organisations, the world's largest youth organisations, and as such, **our position as a major player in the youth sector was recognised**.

In our unique purpose we continued to make a significant global impact and be a touchstone of the global YWCA movement of leaders.

# Our Purpose

The purpose of World YWCA is to develop the leadership and collective power of women and girls around the world to achieve justice, peace, health, human dignity, freedom and a sustainable environment for all people.

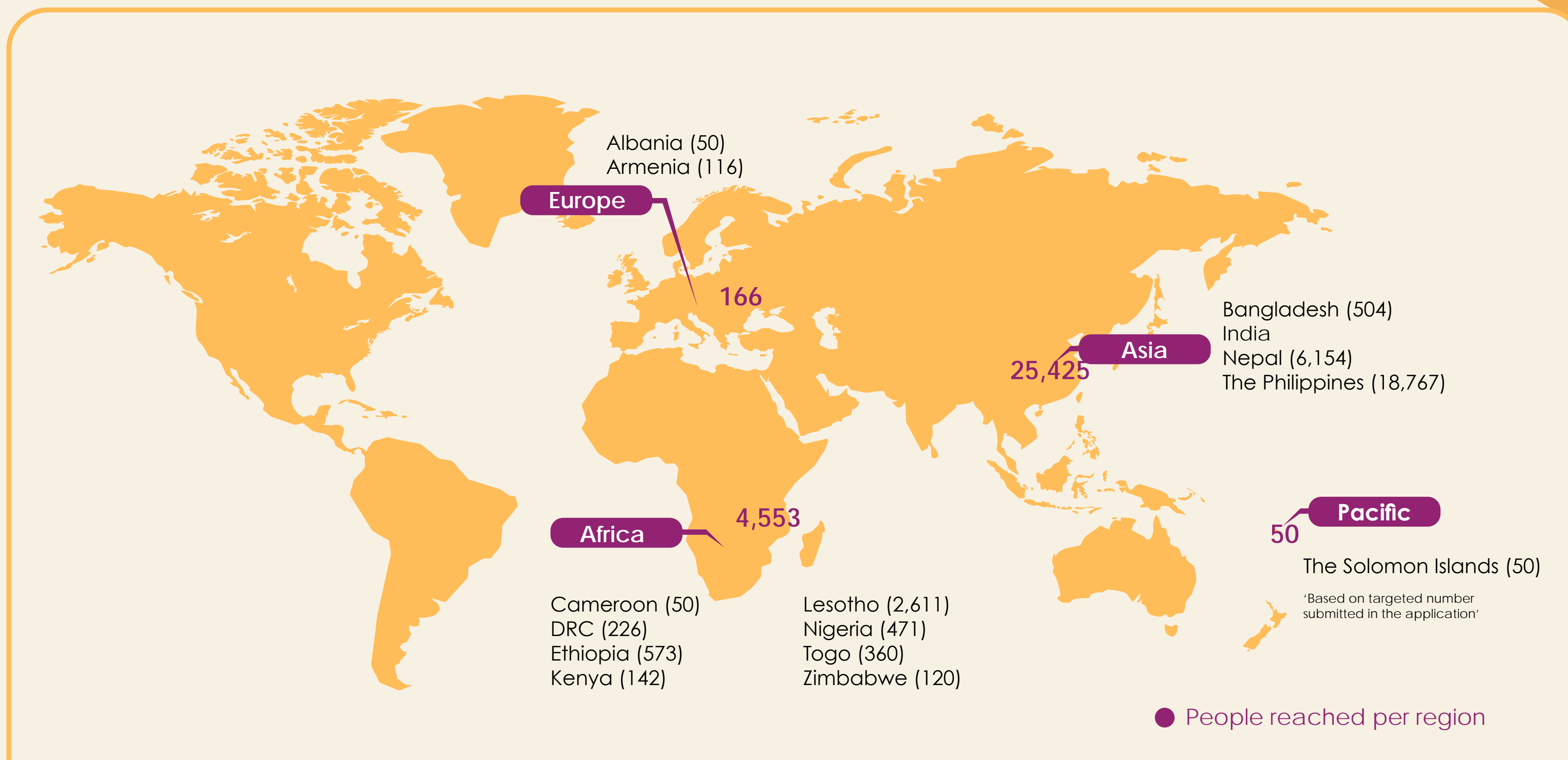


# World YWCA Responds to COVID-19

The World YWCA plays an instrumental role in the lives of women, young women, and girls in over a hundred countries across eight regions: Africa, Asia, Caribbean, Europe, Pacific, Latin America, Middle East, and North America.

In 2020, we launched a fundraising campaign, the 'COVID-19 Crisis Response Fund'. The campaign's primary purpose was to assist YWCA member associations (MAs) across every region in response to the COVID-19 pandemic, especially in the heart of communities and in the most vulnerable parts of the world. World YWCA leaders and World YWCA funding ensured that the needs of girls, young women and women were met on-the-ground, rather than from traditional aid sources or governments.

Additional funding from Bread for the World and our programme partner, the Government of Finland under our COVID Crisis Response Funding helped us reach more than 15 other countries and thousands of women, young women and community members, which will be reported in 2021.



Distribution of funds from a total of \$20,000 (USD) (Bread for the World and our programme partner, the Government of Finland provided additional grants to the World YWCA to be used in 2021 under our COVID Crisis Response Fund) raised during the the World YWCA COVID Crisis Respond Fund campaign.

**Africa** (8 countries) \$11,300 | **Asia** (3 countries) \$3,000 | **Europe** (2 countries) \$4,700 | **Pacific** (1 country) \$1,000



# COVID-19 Crisis Response Fund





# Goal 2035 and Strategic Framework (2020-23)

We remained true to our goal despite the pandemic.

*“By 2035, 100 million young women and girls transform power structures to create justice, gender equality and a world without violence and war; leading a sustainable YWCA movement, inclusive of all women.”*

Adopted in 2015, our bold **Goal 2035** affirms our foundational belief in centring young women and girls and directly reflects our commitment to the future and sustainability of our movement.

In 2019-20, one year into our four-year plan, the World YWCA actively advanced three strategic priorities that were adopted by YWCA Leaders as the **Strategic Framework 2020 - 23**:

- **Management and Governance Excellence Toward Goal 2035**
- **Strategic Partnerships and Communication Toward 2035**
- **Engagement and Mobilisation of Girls, Young Women and Women Toward 2035**

The Framework was designed to ensure that while YWCAs and YWCA leaders around the globe affect change for good in their respective communities, collectively we work together towards the bold and transformative Goal 2035.

“ And I replied, “I cannot be limited because I’m a girl.”  
I am an expert of my reality.  
I can achieve and do well in life.  
I multitask, so I can be a good leader.  
I am a bold and transformative leader.  
We need to break every written and unwritten law posing as a barrier to achieving our dreams.  
Yes! My society is cynical by default.  
Yet! I leverage so much on the gaps to make my voice heard. ”

- **Adaeze Muonyelu,**  
young YWCA Leader, Nigeria





## Key Ways We Progressed the Strategic Framework in 2020:



Designing virtual safe spaces and leadership and advocacy programmes for YWCA leaders globally.



Implementing rich and robust communication and transparency systems.



Campaigning on key issues including mental health, sexual and reproductive health and rights (SRHR) and gender-based violence (GBV), peace and justice, particularly heightened during the pandemic.



Ensuring accountability principles in all we do.



Advancing financial management to strengthen the movement.



Propelling our brand to raise our visibility and fundamental role in the fight for gender equality.



Fundraising campaigns with young women's voices front and centre.



Building strong and lasting partnerships, within and beyond the movement, to optimally leverage the power of the movement.



A focus on young women and a continuous recognition of the importance of intergenerational leadership providing invaluable knowledge and mentorship.



Evaluating the engagement of young women leaders in the movement to learn from and improve future activities of the World YWCA and partner organisations and leaders.



Remarkable, given the unanticipated and serious impacts of the pandemic. This is a testament to the clarity of the Strategic Framework and the conditions of success World YWCA adopted in 2019.

**Here, we share some highlights.**

## Driving the Business Vitality and Mission Impact of our Work

Our Goal 2035 states a vision of a transformation of power structures, and that includes the World YWCA. Accountability is the key to transforming power structures to be equitable and just. As in 2019, in 2020 the World YWCA has continued to demonstrate high accountability and the standards of good management by tending to the business vitality and mission impact of our work, collaborating with young women to ensure trends of intergenerational engagement are understood and used to modernise and sustain the YWCA movement.

**In our 2020 annual satisfaction survey, out of 152 responses received, the performance for each strategic priority was ranked as follows:**

### Strategic Priority - 1

Management and Governance  
Excellence toward Goal 2035  
**81% satisfactory and above**

### Strategic Priority - 2

Strategic Partnerships and  
Communication toward  
Goal 2035:  
**89% satisfactory and above**

### Strategic Priority - 3

Engagement and Mobilisation  
of Girls, Young Women and  
Women toward Goal 2035:  
**89% satisfactory and above**



### World YWCA Responded Dynamically to the Global Pandemic

The pandemic response became a key priority in 2020, so the World YWCA shifted how it worked to provide immediate crisis support to YWCAs on-the-ground and created a crisis communications plan. We know that to make meaningful change towards gender equality and women's rights, we must centre on the most under-represented communities. Our crisis response focused on the heart of communities hit by the knock-on impacts of the pandemic related to GBV, sexual and reproductive rights (SRHR), mental health and peace. We developed **multi-lingual resources** and tools with member associations, adopted widely the the YWCA movement and also external to yWCA.

The World YWCA hosted a total of eight **#YoungWomenLeaders** virtual panels that provided a platform for young women leaders to share their experiences, voices that had been almost totally absent in the global dialogues related to COVID-19 at that point. Many others were hosted regionally and nationally by YWCA young women leaders.

The impact of the pandemic was significant for the NGO sector, as demand for services increased, yet resources and many revenue streams were reduced or interrupted. As a result, the World Board approved an exceptional one-third (33 per cent) reduction of affiliation fees so YWCAs could reallocate the cash towards COVID-19 response efforts in community, and to ensure their vitality and sustainability.

“ My heart goes out to youth who have been suffering from existing issues, further increased by the pandemic, in **addition to national conflicts**. I firmly believe that we should stand in solidarity to achieve diversity, inclusion, feminist movements and much more, rather than stepping away. ”

- Kosalina Vignarajah,  
young YWCA Leader, Sri Lanka





## World YWCA Enhanced Global Conversation and Accountability Across the Movement

Strengthening internal mutual conversation and accountability is vital to building and sustaining the movement. We developed digital tools such as newsletters, virtual meetings, a global communications group and a **new website** with pages for all YWCAs, accessibility for the visually impaired and multi-lingual translation. To ensure mutually respectful, open and transparent communication with internal and external stakeholders, the World YWCA also established **feedback** and **complaint** policies.

The World YWCA staff participated in training to explore dynamic ways to be accountable to YWCA stakeholders, facilitated by **Accountable Now**<sup>2</sup>. We also joined their Safeguarding Peer Advice Group and worked with them to identify potential blind spots in our whistleblowing system.





# World YWCA Engaged Young Women Leaders in the Movement, Increasing Opportunities and Platforms

Our new approach to ensure young women leads and champions imagine, design and implement initiatives with the World YWCA is becoming the norm and has grown significantly in 2020. We quickly switched to run many young women led initiatives virtually, including the **#MyBodyMyMind Campaign**, the **Week Without Violence Campaign**, **Geneva Peace Week** and **16 Days of Activism**. We listened and provided young women with platforms to raise their voices, including social media, virtual panels and virtual safe spaces. We provided financial stipends to those who had challenges accessing technology.

“The common denominator among all YWCA national and local chapters is the daily battle to fight the tides of adversity experienced by women, young women and girls. The YWCA strives to give each and every young woman and girl the opportunity to explore her life, both past and the imagined future.”

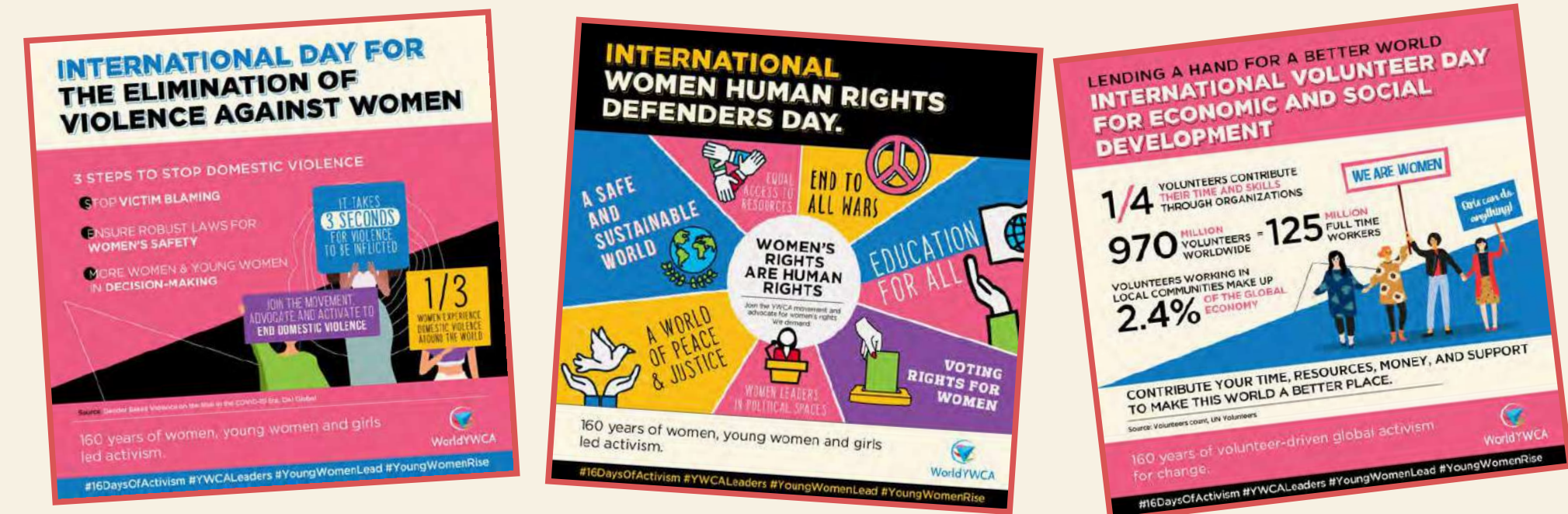
- Ashkhen Aslikyan,  
young YWCA Leader,  
Armenia



## Geneva Peace Week



## 16 Days of Activism

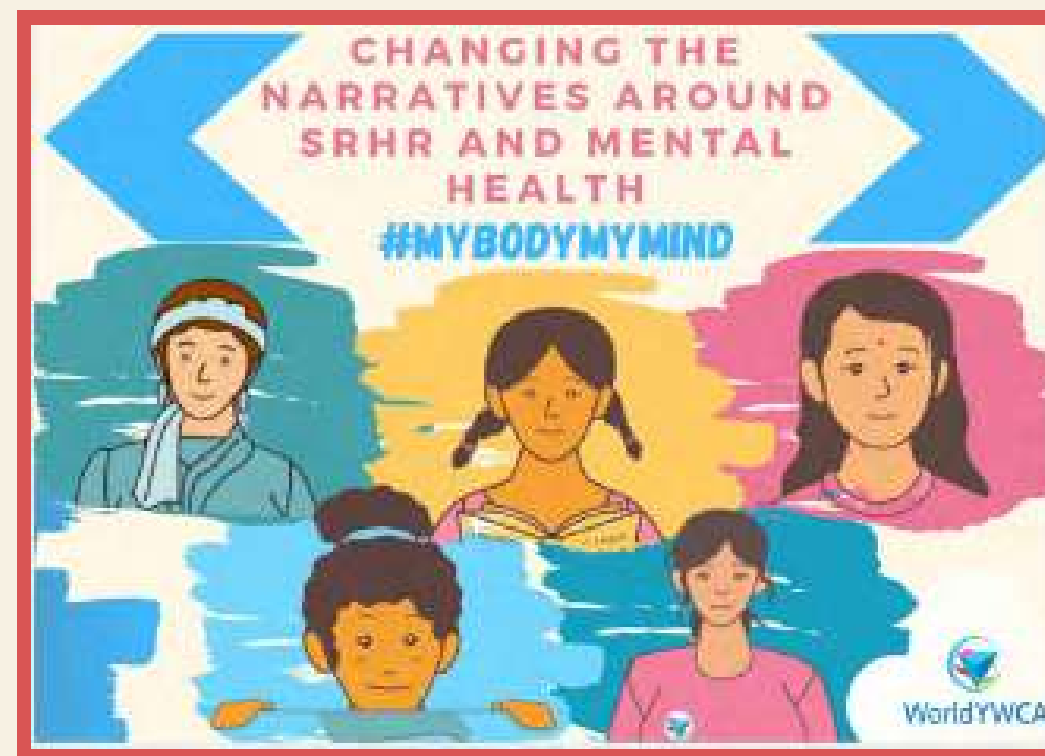




A concrete example is the **#MyBodyMyMind** Campaign and its mobilisation by global regional coordinators. World YWCA knows that access to sexual reproductive health right (SRHR) and mental health is an absolute requirement for young women and girls to fulfil their potential. The World YWCA provided safe spaces and opportunities for women, young women, and girls to receive support and information to change their situations, connect with their peers and impact their communities. With support from the Government of Finland, the World YWCA developed an online campaign and toolkit around SRHR and mental health to help young women **understand their rights** better, challenge dominant narratives and impacts on gender equality. All materials were inspired by real incidents, provided by YWCA leaders from **Asia, Africa, Eastern Europe** and the Pacific.

The World YWCA provided training in digital and social media campaigning and advocacy to young women in **Africa, Asia** and **Eastern Europe**, as requested by YWCA leaders, which they used to participate in regional campaigns.

A Better World is Possible



Changing Narratives Around SRHR And Mental Health



## World YWCA Reflected on the Present to Modernise the Movement and Future-Proof its Business

As our new board made up of 60 per cent young women took office, given the impossibility to meet in person, we took innovative steps to engage them digitally to take up their roles.

As part of a multi-year process to address key issues of power dynamics, governance transformations and modernisation, the World YWCA also engaged in the second International Civil Society Centre's **Power Shift Lab**.



# Building Young Women's Leadership and Transforming Power Structures - through External Partners and Multi-Directional Communication

The World YWCA has continued to consider, confirm and position YWCA's strength and identity in the women's movement by actively pursuing external strategic partnerships that share a common desire to build young women's leadership and to transform power structures for gender equality. We have focused on multi-directional communication to promote collaboration and transparency in and beyond the movement, rapidly creating innovative digital platforms in response to the pandemic.

## Highlights

### World YWCA Confirmed YWCA's Identity and Niche Role within the Women's Movement

We continued to confirm our position as the world's oldest and largest women's rights movement, focusing on young women. Many young leaders shared their wisdom and experiences in all their diversity on platforms as World YWCA representatives, such as the Youth Action Forum of Beijing+25, SDG Action Zone, the Office of the UN Youth Envoy's Young Women's Political Participation event, and Big 6 youth-led discussions.

“ I desired to be part of the revolutionaries who were marking the beginning of a better tomorrow for young women and girls. I learned the art of getting-things-done and skills that sustain good change within my community. ”

- Lucy Masiye  
YWCA Leader, Zambia





The World YWCA strengthened its brand and social media engagement to increase its visibility. For example, we intentionally created youth only platforms, to bring the voices of youth into COVID-19 spaces. Examples include:

- World YWCA Day, celebrated with intergenerational virtual safe spaces to provide women with safe and innovative platforms during the pandemic, under the theme **'We Think. We Share. We Speak'**.
- The **World YWCA Week Without Violence** focused on **the impact of COVID-19 on gender-based violence (GBV)**.
- Geneva Peace Week through a podcast by **four young women** living in conflict and dealing with GBV issues.
- The **16 Days of Activism global campaign** linking all annual YWCA campaigns and asking governments and policy makers to respond to the policy recommendations.

The World YWCA publicly promoted the peace and justice agenda and shared the YWCA's global role in peace on the 20th anniversary of United Nations Security Council Resolution 1325 (UNSCR 1325), calling for more gender-responsive approaches and to provide resource for community care and humanitarian efforts. The larger call was for all ceasefire negotiations to include **women peace builders**.

“ If women were part of the peace process from the beginning, we believe that lasting peace could be achieved. ”

- Mary Fatiya,  
young YWCA Leader,  
South Sudan



Throughout the year, we advocated for peace and safety in the **United States, Lebanon, Belarus** and **Armenia**. As every year, in partnership with YWCA Palestine, the World YWCA delivered a joint statement at the UN, on behalf of NGOs, to mark the **International Day of Solidarity with the Palestinian People**. This year the statement was read by World YWCA General Secretary, Casey Harden.



The World YWCA also partnered with similar value-based young women's organisations like Girls' Globe and Sayfty to raise our voices through their digital platforms. To raise the visibility of the global YWCA movement, the General Secretary, **Casey Harden** embraced a number of opportunities, She was invited to join the **International Gender Champions** network, to be a board member of ACT Alliance and to co-chair the Gender Working Group of the United Nations Multi-faith Advisory Council (MFAC), an informal and voluntary entity which consists of 45 religious leaders and heads of faith-based organizations (FBOs).

## World YWCA Redefined 'Movement' and How to Best Contribute to the Global Women's Movement

We developed significant multi-lingual tools with women across the movement, including our **Glossary**, defining key terms that are feminist and intersectional, and our Safe Spaces model. The **Virtual Safe Spaces** tool had been used by more than 150 young women, including in India, Ethiopia, Kenya, Philippines and Thailand, by the end of 2020.

Multiple initiatives like **#LeaderSpotlight** and **#DonorSpotlight** continued to capture stories, voices and advocacy initiatives of women and young women in and beyond the movement. For example:

- The 'Young Women Changing Narratives on SRHR/Mental Health' initiative, funded through support from the Government of Finland, engaged over 1,000 young women in 25 countries across three regions (Asia, Eastern Europe and Africa).
- As a result of the **#MyBodyMyMind** campaign, the World YWCA started training on how to use digital platforms for call to action campaigns, led by women activists in Africa, Asia and Eastern Europe. All four focus countries - Ethiopia, Kenya, Nepal and Ukraine - shared evidence of on-the-ground projects, including the creation of two mobile applications to support young women dealing with SRHR and mental health challenges.

“ On the International Day of Solidarity with the Palestinian People, the World Young Women's Christian Association (World YWCA) and its member association, the YWCA of Palestine, remind the Member States of the United Nations that they have a moral and legal obligation to implement the recognition of Palestine as an independent state and make the current occupation history.

We stand in solidarity with our sisters and brothers from Palestine and we reconfirm that there can be no justice and peace and no potential for sustainable development under occupation. ”

- Casey Harden  
General Secretary,  
World YWCA.





## YWCA United as Strategic Partners

YWCA worked in partnership globally. World YWCA was granted significant funds, despite the pandemic:

- The **Young Women for Awareness, Agency, Advocacy and Accountability (YW4A)** intersectional initiative (five-year grant, worth EUR11.2 million) by the Ministry of Foreign Affairs of the Netherlands Government (MoFA) to raise awareness, advocate for and hold governments to account on young women's human rights, with a focus on young women's leadership, inclusion and sexual and gender-based violence (SGBV). The World YWCA is leading an alliance of YWCAs, external local women's rights organisations (WROs), faith-based organisations (FBOs), researchers, legal and policy advocacy experts to expand civic space in Egypt, Kenya, Palestine and South Sudan. It aims to develop a scalable young women's leadership and advocacy programme, to be replicated by YWCAs globally.
- **World YWCA Rise Up! Programme for Leadership**, key to achieving Goal 2035, is largely funded by the government of Australia, Department of Foreign Affairs and Trade (DFAT) (four-year grant of AUD 6 million). The monitoring, evaluation and learning (MEL) framework was redesigned by young women across Asia and Pacific, enabling us to engage leaders of all generations, apply feminist design principles to MEL development and help nurture a cohort of young women and allies. The first year of implementation to start in 2021, aims to reach thousands of young women and girls in nine countries, three in the Asia-Pacific region.

- The **YGlobal project** is led by the World YWCA and YWCA of South Sudan on 'Enabling Young Women's Transformative Leadership and Amplifying Their Voices for a Peaceful and Just World'. As a result of the pandemic, it was redefined with a focus on providing young women an opportunity to co-define and facilitate training and skill-building initiatives.
- As part of the ecumenical family in Geneva, during the year, the World YWCA continued joining the efforts and actively engaged in **the World Council of Churches** initiatives, including the Ecumenical Prayer Cycle and Thursdays in Black: Towards a world without rape and violence" Campaign. In November, the World YWCA joined the ecumenical efforts around the 16 Days of Activism against Gender-based Violence. The 2020 prayers and reflections highlighted the links between the household of God, and the fundamental need to make our homes safe and loving spaces. The World YWCA also engaged in the annual celebrations as Ash Wednesday, Week Advent, and Week of Prayer for Christian Unity, among others virtual events.

“ I didn't even know that I had rights. To be bold and transformative, you have to be included, respected, skilled, involved, connected...you always have to be like 'I can do it'. If they can do it, why not me? ”

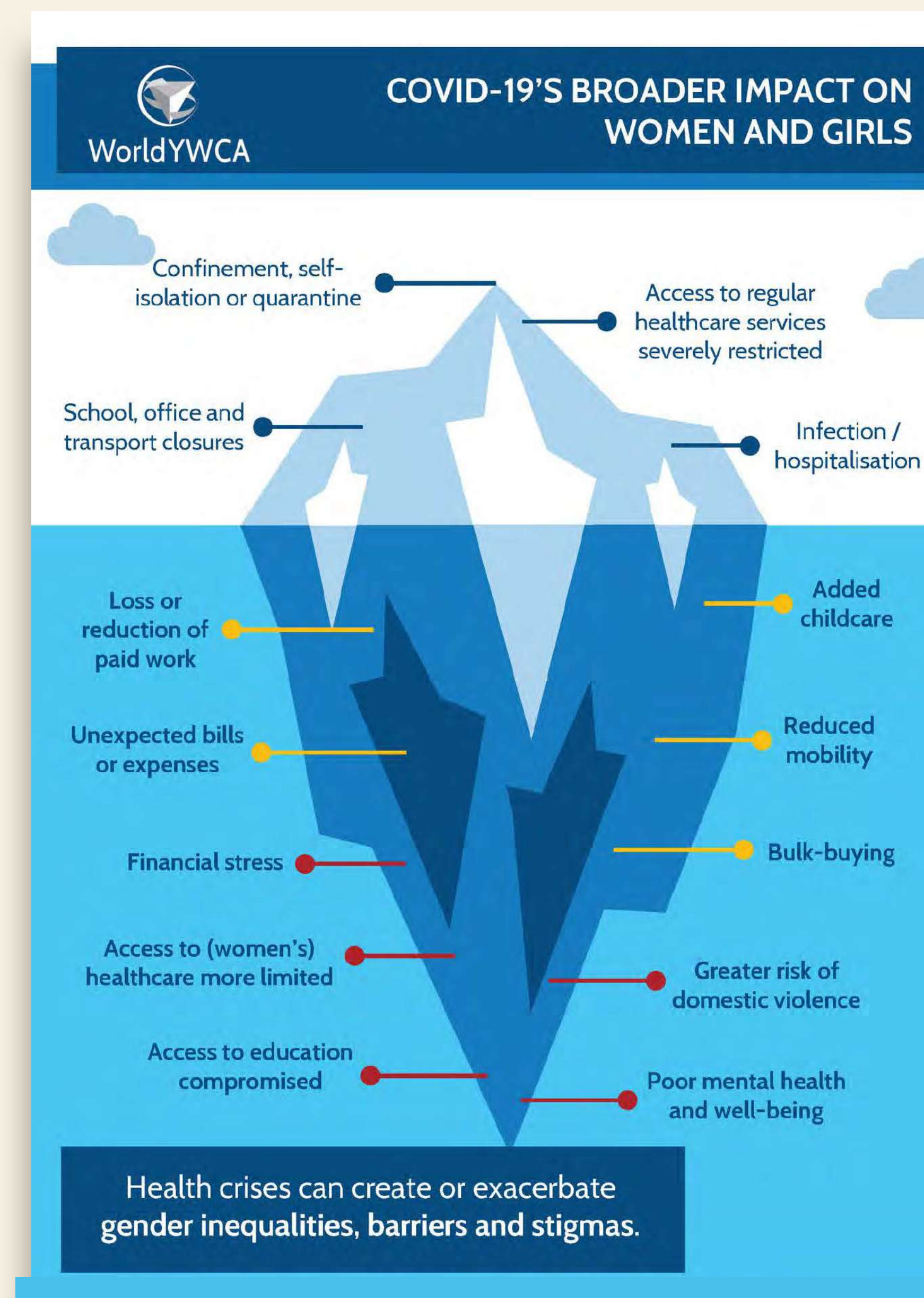
- Clarine,  
young YWCA Leader, Solomon Island



The World Office established a **Crisis Response Fund** to raise money to support member associations, ultimately allowing 14 member associations to help their communities. As highlighted at the start of this report, fundraising focused on addressing the issues in the **World YWCA iceberg illustration**, highlighting the visible and unseen impacts of COVID-19 on women, young women, and girls.

**In parallel, the World YWCA was awarded two additional funds:**

- **Bread for the World** with a dedicated budget enabling eight YWCAs: Armenia, Bangladesh, Greece, India, Kenya, Madagascar, Nigeria and the Philippines (December 2020 – March 2021), to conduct interventions.
- **The Ministry of Foreign Affairs of Finland** whose grant has supported the Young Women Changing Narratives on SRHR and Mental



Health since 2018, Nine YWCAs, including a local YWCA, received funding: Armenia, Burkina Faso, Cameroon, Honduras, India (Local: Secunderabad), Myanmar, Palestine, Uganda and Zambia (December 2020 – April 2021).

The World YWCA also implemented an end of year fundraising campaign, with personal stories told by leaders **Lucy, Tina, Vera, Satoko** and **Ashkhen** from the movement, positioning the World YWCA as an incubator of leaders, pioneers, advocates and fighters.

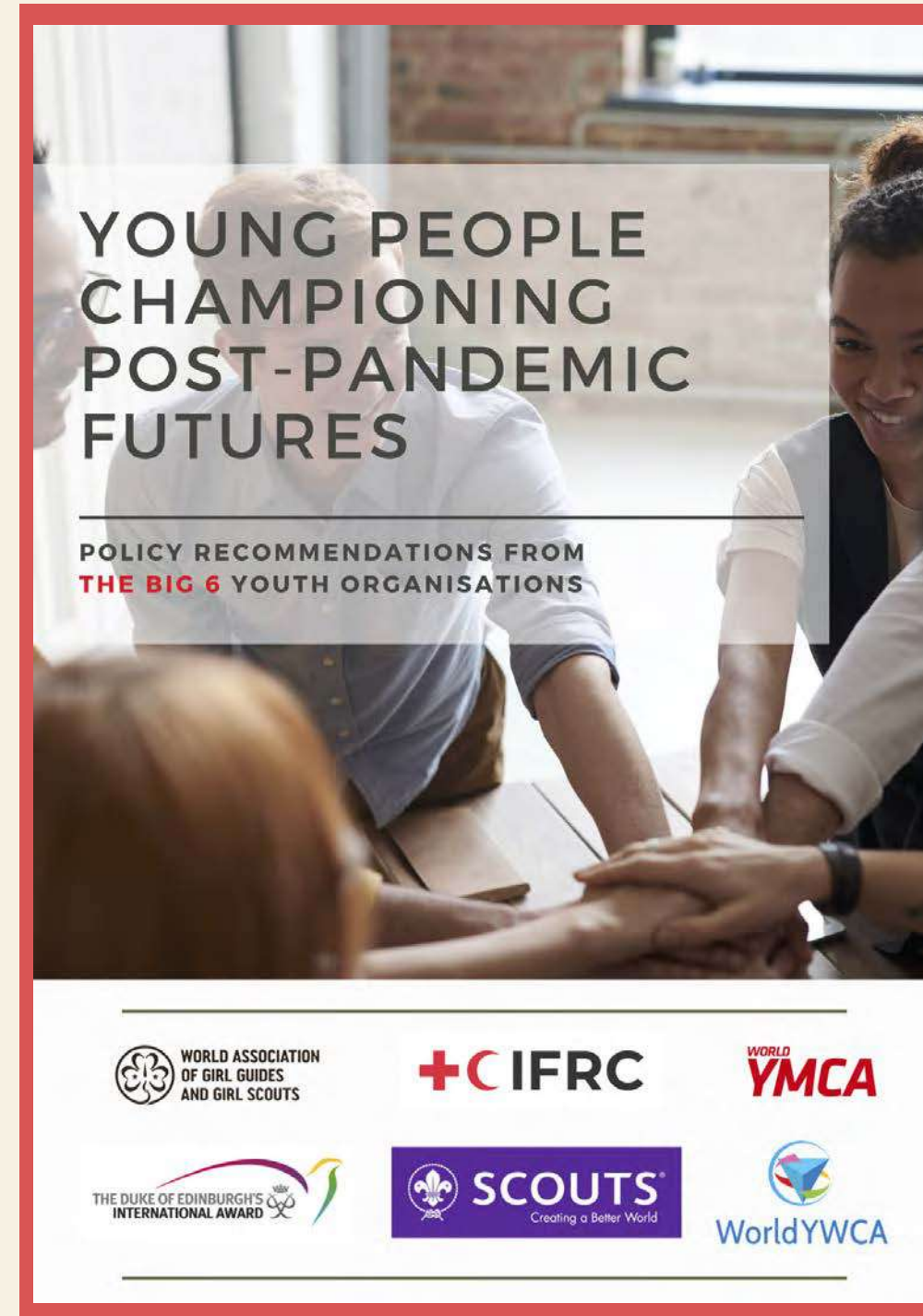
To further enhance resource mobilisation, the World YWCA upgraded the seal of transparency on its **Guidestar account** to Gold level to provide clear evidence as an accountable organisation for donors.



## World YWCA and Member Associations Pursued External Partners that Desire to Transform Power Structures for Gender Equality

The World Office accelerated partnerships, including the Big 6, UN Youth Envoy and a number of ecumenical and civil society organisations. For example, as a result of its Big 6 partnership, the World YWCA:

- Jointly published a **policy-advocacy paper on youth in the post-pandemic world**, providing key policy recommendations on immediate issues impacting young people and how their inclusion is key to a sustainable world.
- Pursued a global partnership initiative, the Global Youth Mobilization, with the WHO and UN Foundation on changing narratives about young people and COVID-19, emphasizing the need to invest in youth-led solutions. This project is key to our Goal 2035 for the World YWCA to not just reach more young women, but to also provide them with resources to practice their innovation and leadership on-the-ground. **Officially launched** by Dr. Tedros of WHO, Casey Harden, General Secretary, represented the World YWCA, in the **global press launch in December 2020**. A call for national projects will be launched in 2021, providing more than 200,000 USD to YWCA member associations.



“ Like other countries, the pandemic has also spread in Bangladesh. As all educational institutes are closed now, I’m staying home in my village in Birishiri. I’ve been participating in different youth activities and programmes of the Birishiri YWCA. We have supported the community with disinfectant and safety awareness campaigns about the coronavirus. I believe our good work may inspire and motivate the next generation of young people to serve others. ”

- Sulogna Rema,  
young YWCA Leader, Birishiri



For a second year, the World YWCA continued to rebuild relationships with our ecumenical partners to advance our strategic efforts to be a part of and contribute to the international ecumenical movement. For example:

- We participated in the **World Day of Prayer service** with YWCAs globally and partners from international ecumenical organisations: Arigatou International, the Lutheran World Federation, ACT Alliance, Geneva Scottish Church, and the World Council of Churches.
- Since 1904, the World YWCA and **World YMCA** have traditionally collaborated for the World Week of Prayer and World Fellowship. In 2020, we were supported by other ecumenical partners and individuals including **World Council of Churches, ACT Alliance, Arigatou International, World Day of Prayer International Committee, and Moravian Church Geneva**. We attracted over 3,400 young leaders from over 34 countries as diverse as Japan and Zambia, to our virtual events.
- We engaged in the World Council of Churches initiatives, including the Ecumenical Prayer Cycle and “Thursdays in Black: Towards a world without rape and violence” Campaign. In November, the World YWCA joined the ecumenical efforts around the **16 Days of Activism against Gender-based Violence**.
- As a member of ACT Alliance, the World YWCA, along with members co-led the creation of the first **Global Forum** memorandum of understanding.

- The World Office continued its long-term relationship with **Christian Aid** as a donor and partner, focusing on a shared commitment to advocacy.
- The World YWCA took on a co-chair role on the new Gender Working Group of the Multi Faith Advisory Council for the **United Nations Inter-Agency Task Force on Religion and Development**.
- The World YWCA and **Norwegian Church Aid (NCA)** continued their longstanding partnership, including a focus on enabling young women and their allies to lead and advocate against GBV and for a world of peace.

“ The fire roaring in our hearts to stand for women all around the world has been reflected during this entire campaign. ”

- Namrata Sharma,  
young YWCA Leader,  
India, on the SRHR and  
mental health project  
with Finland





# Engagement and Mobilisation of Girls, Young Women and Women

We continued to create, expand and replicate effective models of leadership and advocacy which value the legacy, approaches and principles of the YWCA and inspire innovative and low-cost solutions, rooted in young women and girls' engagement, consultation and leadership – aimed to further mobilise a dynamic network of intergenerational global leaders.

## Highlights

### World YWCA Offered Rise Up! and Safe Spaces Model Programme for Leadership and Advocacy

We published an updated Rise Up! Pocket Guide with the input of YWCA leaders, for any YWCA or external organisation that wants to consider this young women's leadership model. The model was intentionally used to design and deliver the 2020 YWCA Leadership Cohort Programme, where we build leadership skills for young YWCA leaders at the World YWCA as paid interns.

**Virtual Safe Spaces** is an innovative, multi-lingual tool used by YWCAs and young women leads across regions. We saw high interest and adoption rates by partner organisations and young women, particularly during the lockdowns during the pandemic. Incorporating learnings from this version, the World YWCA will further adapt it to current challenges facing women, young women and girls to be launched in 2021 or early 2022.





## World YWCA Offered Rise Up! and Safe Spaces Model Programme for Leadership and Advocacy

The World YWCA continued to co-create its Feminist Consultation Methodology with young women, to enable them to truly lead consultations through safe spaces, ensuring an intersectional and feminist approach. COVID-19 changed our approach, and ultimately ensured the methodology is even more robust, able to be carried out in any crisis or challenging circumstance. To be completed in 2021, it will be an instrumental tool in the implementation of **YW4A** and the evaluation of **the Finland government funded project**. It can also be used by any organisation.

“ This feminist research methodology is a very comprehensive document and easy to follow. I am confident this could be a help to many organisations and individuals to carry out research processes. Thank you World YWCA for bringing this initiative and creating a safe space for young women to own the process. I am so happy about it. ”

- Nirmala Gurung,  
Core Group Member: Phase I, II and III



“ I developed my skill in critical thinking and really learned to engage with a feminist lens. It was incredibly valuable to speak with women from all different parts of the world about their experiences regarding feminism, their perspectives on life and activism. I hope that many different organisations apply this tool and that the world increasingly understands the significance of young women at the decision-making table. ”

- Julia Sophie Van Zijl,  
Core Group Member: Phase I, II and III



## World YWCA Set Up a Network of Successful YWCA Young Women Leaders, Champions and Interns

The World YWCA young women champions' list expanded throughout the year to engage with more young women within and beyond the movement. These young champions are essential in showcasing hope for young women's leadership, and spreading the message and evidence that women occupying positions of power would have a strong and beneficial impact on the world.

The World YWCA Leadership Cohort for 2020 creates sustainable community leaders, with the World YWCA as the incubator. It was adapted in response to the pandemic to go digital, increasing candidates to 10 this year. Read more about the young women's experiences in the **SheSpeaks** blogs: Nerat Pam-Hworo, YWCA Nigeria; **Yedidiyah Allen**, YWCA Trinidad and Tobago; **Zahra Al Hilaly**, YWCA Australia; and **Adaeze Muonyelu**, YWCA Nigeria.

We also welcomed **three interns** virtually from the MasterCard Foundation scholars' programme from the University of Toronto, Canada and **two from Colgate University**, USA.

“ I am excited to be a ripple in the pond that creates a much larger change in achieving justice and gender equality. ”

- Samrawit Lemma, Ethiopia,  
Mastercard Foundation intern 2020

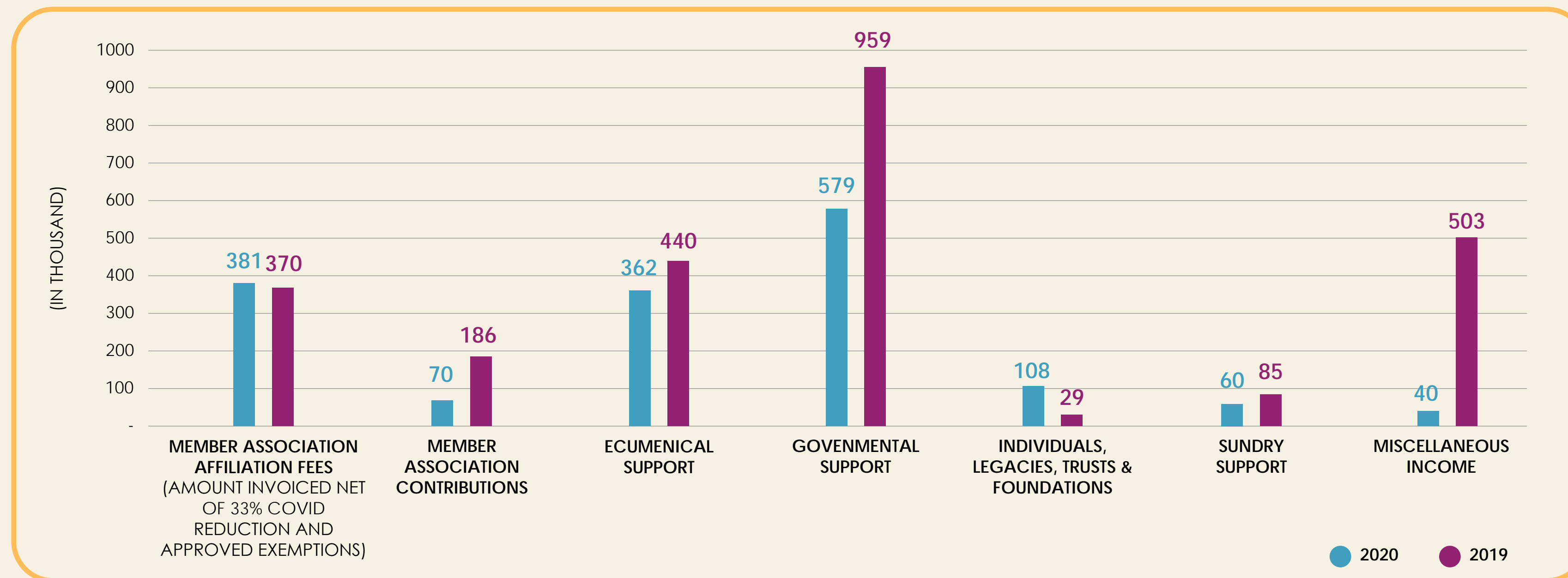




# Finances - How We Fund our Vital Work

The **World YWCA FY2020 financial audit** was completed with an unqualified opinion and the findings overall have had a positive impact on the budget. In year one of the four-year World YWCA financial stability and revitalisation plan, marked progress was made, even with the negative impacts of the pandemic. As anticipated, the 2020 fiscal year ended with a deficit, but with a favourable variance; the deficit is lower by 37 per cent compared with the budgeted amount and slightly higher by 17 per cent than the previous fiscal year. This is notable considering the significant reduction in membership affiliation fees, a primary unrestricted revenue source of the organisation, due to the impact of COVID-19.

The World YWCA's Board of Directors granted a one-time 33 per cent reduction in affiliation fees to all Member Associations, and almost all Member Associations took advantage of that reduction and in many cases, asked for additional exemptions to full payment. Time and resources intended to invest in the World YWCA resource mobilisation efforts, and to increase unrestricted revenue of the World YWCA were diverted to respond to the COVID-19 crisis, rather than for operational in our four year plan needs. The World YWCA was successful in procuring mission funding for two long-term initiatives, focused on young women.





# Sneak Peek into 2021

## We will focus on initiatives including:

Continuing to ensure young women lead what we do, for example, raising their voices at the Global Youth Summit, CSW65, 16 Days of Activism and the UN's YouthLead Innovation Festival to attract 1000s of participants globally, and making up 60% of our board members.

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Publishing our feminist consultation methodology for use by the broader women's rights, human rights sector and other sectors that seek to authentically and legitimately engage young women.

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Addressing trademark and intellectual property to protect all the great tools and resources we build.

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Modernising the movement, including an increased focus on intersectionality and inclusivity of marginalised genders and sexualities, and continuing to trial and test innovative digital platforms and multi-directional communication.

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Raising our visibility through new brand guidelines and training all YWCAs globally.

YW4A to raise awareness, advocate for and hold governments to account on young women's human rights.

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The Safe Spaces model to ensure women can raise their voices wherever they are.

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The Leadership Cohort 2021 recognising young women's leadership by providing internships at the World YWCA as a global incubator.

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Global Youth Mobilization, a global youth-led movement for change, taking action now and in a post COVID-19 world.

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# Our Team

## WORLD YWCA STAFF

**Aida Rehouma**, Switzerland and Tunisia  
Director, Operations

**Casey Harden**, USA  
General Secretary

**Caterina Lemp Bitsacopoulos**, Chile  
Senior Specialist, Movement Building

**Daniela Zelaya Raudales**, Honduras  
Project Specialist

**Felix Anyouzo'o**, Cameroon  
Maintenance

**Helen Deslarzes**, The Philippines  
Senior Specialist, Finance and Operations

**Suchi Gaur Ph.D.**, India  
Director, Global Engagement and Impact

**Talisa Avanthay**, Switzerland and Ecuador  
Communication Associate

**Thabani Sibanda**, Zimbabwe  
Lead, YW4A Partnership and Initiative

**Séverine Romero**, France  
Finance Associate

**Victoria Genecand**, Brazil  
Executive Office and Operations Associate

## REGIONAL COORDINATORS

**Naomi Woyengu**, Papua New Guinea  
Regional Coordinator for Rise Up! Asia and Pacific

**Nirmala Gurung**, Nepal  
Regional Coordinator SRHR and Mental Health Asia

**Jill Anami**, Kenya  
Regional Coordinator SRHR and Mental Health Africa

**Vera Syrakvash**, Belarus  
Regional Coordinator SRHR and Mental Health Europe

## CONSULTANTS

**Alisa Wismer**, USA

**Valerie Awino Opiyo**, Kenya

**Asmita Ghosh**, India

**Shruti Kapoor**, India

**StoryShare**, USA

**Meaghan King**, USA

**Steven D. Zimmerman**, USA

**Manuel Quintero Pérez**, Switzerland

**Jean-François Delteil**, Switzerland

**Ridhi Negi**, India

**Thallo Design**, USA

**Infinite Research and Development Firm Ltd.**, South Sudan

**Sunita Sehmi**, Switzerland

**Chhavi Sachdev**, India

**Arda Aghazarian**, Palestine

**Tina Bouffet**, Canada/France

**2626 STUDIOS**, India

**Whitelum Group**, Australia

**Tessa Walsh (with Caroline Lambert)**, Australia

**Tiffany Wang**, USA

**Kevin Chilon**, Switzerland

**Eve Gentilhomme**, France

## VOLUNTEERS

**Valeria Arriaga Mejia**, Honduras based in Germany

**Martha Breunig**, USA

**Marina Montero**, Spain

**Rafael Porlán Moreno**, Spain

## INVESTMENT ADVISORY GROUP

**Murielle Joye-Patry**, Switzerland

**Joelle Ben Hamida**, Switzerland

**Laurence Levrat-Pictet**, Switzerland

**Dominique de Saint-Pierre**, Switzerland



# Board Members

## 2020-2023

The World YWCA movement elected a new board during the 2019 World Council, with global representation.

### Officers:

Caroline Midttun Rostrup\* (Norway) – Vice President; Eman Abbasi\* (Jordan) – Vice President; Emma McCarthy (Australia) – Treasurer; Isabella María Díaz Vásquez\* (Honduras) – Vice President; Jamie Medicine Crane (Canada) – Vice President; Lucy Masiye (Zambia) – Vice President; Mimi Han (Korea) – Vice President; and Mira Rizeq (Palestine) – President.

### Board Members:

Adrianna Sosa\* (Haiti); Andrea Thaxton (USA); Bakhita Francis\* (India); Brittany Tibbo\* (Canada); Charlotte Muggeridge\* (Aotearoa/New Zealand); Dédé Attiogbe\* (Togo); Erica Lewis (Great Britain); Gabriela Cerda Oyarce\* (Chile); Margaret Jip Kou (Taiwan); Mtisunge Kachingwe\* (Malawi); Rickol Julien\* (Grenada); and Yvonne Schüpbach\* (Switzerland).

### Nominations Committee 2020-2023:

Dédé Attiogbe\* (Togo); Eman Abbasi\* (Jordan); Jeannette Van Dongen (The Netherlands); Valeria Rojas Borda\* (Bolivia); and Young Hee Won (Taiwan).





# Thank You

The World YWCA would like to thank many leaders both within and outside the YWCA movement for their generous financial support.

## Institutional Donors and Grants:

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Australian Government Department of Foreign Affairs and Trade, Bread for the World, Christian Aid, Finland Government Ministry for Foreign Affairs, Norwegian Church Aid, World Service Council (YWCA USA), and Y Global.

## Individual Donors\*:

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A. Arbogast, N. Ashwood, T. Avanthay, S. Ayaipoma Nicolini de Mattos, J. Basson, J. Baudoin, M. Bell, J. Bennett, S. Brennan, R. and A. Burckhardt, J. Burge, D. Burgess, J. Carroll, D. Chawla, R. Cousin, B. Debroeker, R. Dundas, C. Dunwody, S. Durham, D. Dutt, M. Estrella, M. A. Fanourakis, R. Fawkes, J. R. Gann, S. Gaur, R. Gaur, A. Gerard, E. Geyman, M. Geyman, D. Goodwillie, C. Gravon, N. Gurung, P. and C. Haddad, M. Haddad, C. Harden, M. Harper, M. Heflin, S. Helton, K. Hennen, L. Henschen, C. Hickey, R. Hines, C. Hylkema, J. Jones, M. Joye-Patry, S. Khuteta, A. King, R. Kluver-Kristensen, E. Knott, E. Labhart, D. Lacey, E. Lacey, K. Lee-Koo, C. Lemp Bitsacopoulos, E. Lewis, J. Logue, G. Marino, C. O. Markus, E. McCarthy, J. McMillan,

A. McRae, A. Meier, G. Millag, J. Miller, A. Moore, M. E. Morrison, C. Muggeridge, R. Neupane; S. Nielsen, T. Nixon, P. Penebaker, M. Powers, M. Ratnavale, M. Rizeq, M. Romero Ternera, C. M. Rostrup, E. L. Rostrup, L. Seabrook, M. Secretan, D. Segal, M. S. Sheikh, T. Sibanda, D. Simelane, M. Sims, N. Starr, M. Tarazi, S. Thompson, B. Tibbo, A. Valecha, M. Vargas, J.-A. Vionnet, S. Weinstein, N. Wilhem, Y. H. Won, E. J. Zehntner, and D. Zelaya Raudales.

## Legacies\*:

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Y. J. Albon.

## Member Associations:

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YWCA Vaud , YWCA Canberra, YWCA France, YWCA Rhode Island, YWCA France, YWCA Bahamas, YWCA Sri Lanka.

## In Kind:

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Balestrafic , Geneva, Switzerland.





# World YWCA

Members of Accountable Now, ACT Alliance and International Civil Society Center, and consultative status with ECOSOC of the United Nations.



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