



World YWCA

ANNUAL REPORT



2021

“

2021 witnessed unprecedented challenges posed by the COVID-19 pandemic and global political unrest. As women and girls all around the world assumed outsized roles of caretakers while dealing with a sharp increase in gender-based violence our calling to build a gender-just world became even more important. At World YWCA, we recognized the urgency to mitigate these challenges and safeguard the progress made so far. Despite the challenges, we have been able to perform better than we expected. By embracing new methods of communication, we have been able to centre young women's voices and build intergenerational leadership. We have proven that as women we are able to bring about positive changes together with our communities and global leaders and we will continue to be the agents of change that we aspire to always be.

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- MIRA RIZEQ, PRESIDENT 2020-2023



-CASEY HARDEN, GENERAL SECRETARY 2019-PRESENT

In 2021, World YWCA prioritised the engagement of young women and communication between national and local YWCA associations. Technological adaptation combined with traditional modalities helped us to foster important conversations around intergenerational leadership and young women's leadership with key stakeholders. Our Strategic Framework (2020-23) and Goal 2035 ensured all our associations align around a core set of strategic principles. Such clarity in communication and impact indicators has propelled meaningful and sustained engagement of young women and purposeful partnership.

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“

While 2020 shook our financial budgets, 2021 led us on the road to a financial recovery plan. We agreed on a pathway to return to surplus while investing in our commitment to young women's leadership and empowerment. This year, our surplus reflects improvements that are well ahead of our expectations. Our financial recovery is evidence of the hard work of our team who continued working towards World YWCA's goals and ensured that the work continues despite the ups and downs caused by the pandemic and other global challenges. It is also a reflection of the commitment our donors and funders have towards the women empowerment movement and World YWCA's goals.

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-EMMA MCCARTHY, TREASURER 2020-2023

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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.

Goal 2035 and Our Strategic Priorities

By 2035, we intend to engage 100 million young women and girls to transform power structures and create justice, gender equality and a world without violence and war. We aspire to create a sustainable YWCA movement that is inclusive of all women by focusing our work on three strategic priorities.

Strategic Priority 1: Management and Governance Excellence

Ensuring high accountability within the movement with standards of good management to stay true to human rights principles and collaborating with young women to understand trends of intergenerational engagement to modernise the YWCA movement.



Strategic Priority 2: Strategic Partnership and Communication

Pursuing external strategic partnerships that share a common desire to build young women's leadership and transform power structures for gender equality.

Strategic Priority 3: Engagement and Mobilization of Girls, Young Women and Women

Using technology and advanced ways to mobilise a dynamic network of global leaders while simultaneously acknowledging the digital divide that exists across geographies. Creating, expanding and replicating effective models of leadership and advocacy to foster leadership among young women.



World YWCA's 2021 in a snapshot

2021 turned out to be a milestone year for World YWCA. As we witnessed the world trying to get back on its feet after a devastating 2020, we also saw the progress in gender equality being undone. We continued to centre women and young girls in our **COVID-response** recognizing the exacerbated gender-based violence.

World YWCA adjusted to the new normal with technology adoption and found new ways to create spaces where we could connect closely with our partners, young women leaders and other changemakers.

For many women, young women and girls, navigating the COVID-19 pandemic became more dangerous and uncertain due to the multiple and intersecting challenges that they face every day.

Some of these include the realities of discrimination and abuse, domestic violence, additional financial strains resulting from a reduction in income, child care, looking after family members and limited access to healthcare. In our own reckoning of these challenges, World YWCA started a fundraising campaign to respond to the COVID-19 crisis as an extension of what had started in 2020.

Our rapid response was not just limited to the COVID-19 challenges, World YWCA also took a stand against atrocities happening in **Afghanistan** and **Palestine** and centered women's voices from conflict regions in our virtual panel series **#BulletandDove** and other such spaces.

Creating intergenerational leadership took precedence in 2021. Sexual and Gender-Based Violence perpetuates intergenerational trauma. The solutions, hence, centred on intergenerational voices and leaders. Our theme for the **#WeekWithoutViolence** focussed on intergenerational leadership and was successful in its endeavour to bring forth uncomfortable conversations around young women dismantling the unequal distribution of power and normalising young women leading and taking up space everywhere.

Our focus initiatives **RiseUp! Leadership** and **YW4A** supported by the **Australian Government** and the **Netherlands Government** successfully managed to map the barriers faced by women leaders and create safe spaces for transformative leadership. In 2021, our leadership initiatives enabled young women to lead conversations around gender injustices in their families, countries and communities, providing stepping stones for ensuring they have the agency to lead change in the most under-represented communities in 12 countries Asia, Africa and the Pacific region. Our work on sexual, and reproductive health and rights and mental health was strengthened by a grant from the **Government of Finland** (2018-2021) as we managed to reach over 5000 young women worldwide in its period of implementation, focussing on shifting narratives in communities. This project came to an end in 2021.

Forging strong partnerships has always been crucial for the World YWCA to sustain and deepen its impact. In 2021, our strategic partnerships with several global and national level organisations helped us to widen the impact of our work. We also joined hands with several YWCAs to create a grassroots-level impact. In the coming years, we look forward to advocating for, with, and alongside all women, young women and girls, within communities and in all their intersecting identities and realities to contribute towards the global goal of making this world more gender-equal.



Driving the Business Vitality and Mission Impact of our Work

Strengthening global conversation and accountability across the movement

Our aim at World YWCA is to cultivate an equitable and inclusive workplace for the team, board, partners and other YWCA leaders that work with and within our movement. In our efforts towards maintaining accountability across the movement, we delivered the **World YWCA Accountability Report 2019 and 2020** with an in-depth assessment of diversity and inclusion practices and positive and negative impacts on stakeholders and tracking of meaningful progress. The report outlined some thought-provoking insights about the effectiveness of our theory of change, annual work plan and how the World YWCA minimizes negative impact on stakeholders.

To take concrete actions for complete transparency in the movement, an extensive **Feedback and Complaints Policy** was constructed by World YWCA. We also published World YWCA's **Statement on Complaints against World YWCA Member Associations** as a commitment towards ethical and just business practices. The **World YWCA Global Safeguarding and Protection Policy** were also approved to ensure the safety and well-being of those that come in contact with the World YWCA.

A tangible and groundbreaking impact requires active participation and clear role clarity of all the stakeholders and partners. The World Board's Membership and Compliance Committee undertook a review of the affiliation status of dormant, inactive, non-responsive, and non-existent national YWCAs entities to streamline the processes and involvement of member associations and redefine their role within the larger World YWCA movement.

We are continuously striving to bring young women's voices to the forefront and that includes sharing due credit for their services and products and protecting copyrights and intellectual property wherever required. As a step towards this, World YWCA began using the **Creative Commons Copyright mechanism**. Extensive **guidance** around usage, language, and steps to be taken was created to support the World YWCA team and the YWCA movement in ensuring the system is adopted. This was a critical step in making our future tools open access and available for the wider women's rights movement and civil society sector. A series of training were conducted to familiarise the YWCA leaders with the mechanism and help in easy and global adoption when using World YWCA-developed products.

We believe deeply that we must continue to publicly and transparently hold ourselves accountable to be able to be true partners to the girls and women we seek to serve.

Increasing engagement within the movement for YWCA leaders

One of the core work areas of World YWCA is to strengthen the quality and quantity of engagement of women, young women and girls in the movement. Our aim is to make the YWCA movement truly intergenerational in every aspect and ensure that women, young women and girls from varying communities and contexts, realities and experiences, are able to access and participate in it.

To better understand how we can increase our engagement, we set out on an **extensive engagement mapping journey**. A comprehensive analysis of young women's engagement was undertaken with in-depth interviews with young women representatives from around the world, and different regions of YWCA presence. This deep dive helped us to measure important parameters that have facilitated or deterred young women's participation in the YWCA movement and World YWCA. A key step for strategy strengthening around engagement and revising daily practices and strategic communications, the process helped share this evidence with the YWCA leaders to help them understand the barriers in engaging young women as well. As the world adjusted to new ways of communicating, digital engagement became more important than ever before. To bolster the engagement of young women within the movement we initiated a thorough assessment of social media analytics to gain crucial insights. This data provided deep insights into the relevance and impact of the mechanisms and strategies being used by the World YWCA to engage YWCA leaders and the wider feminist and women's rights community.

A comprehensive digital engagement strategy was developed in 2021 to adopt new participatory mechanisms like social media surveys, in-person conversations and virtual safe spaces, and dialogue sessions. Many women and girls participated in these spaces while others published articles and shared their voices on the **SheSpeaks** blog platform on issues that affect or matter to them.

The Global Advisory Council (GAC), a voice for young women from all over the world began its deep dive into the purpose, design and relevance of the body within the design of the World YWCA. Young women and women from YWCA's global movement joined the global consultation process initiated to determine the future of the Global Advisory Council (GAC).



Pertinent conversations around GAC's purpose, objectives, structure, membership, alignment with the larger YWCA model of engagement and World YWCA'S Goal 2035 took place during this consultation process.

Taking steps towards modernising the World YWCA movement for creating a deeper impact

As a global movement that has existed for more than 180 years, change has been a constant for the YWCA and World YWCA. Looking ahead it is clear that our work is calling for modernization of the movement to eradicate barriers to access and enhance engagement opportunities for women, young women and girls around the world. In 2021, we embraced new-age technology by launching the "YWCA Leaders Get Involved" WhatsApp channel and initiating virtual spaces like the World YWCA Dialogues virtual meetings for leaders to collaborate and consult with each other regularly. These meetings connected many YWCA leaders and actualized multi-directional collaborations to share opinions, and discover or explore an issue or good practice together.

We realise and acknowledge the critical role of all our internal stakeholders in contributing to Goal 2035 and implementing the strategic framework. Their valuable contributions have continued to strengthen the movement from within while creating an impact that has positively changed the world. To gauge what our key stakeholders feel about our processes and outcomes, World YWCA initiated conducting the annual satisfaction surveys among member associations with evidence shared with the wider YWCA leaders and member associations.

have multiple barriers. Our approach to advocacy and partnership, communications and storytelling is therefore embedded in the lens of inclusion and intersectional understanding of realities.

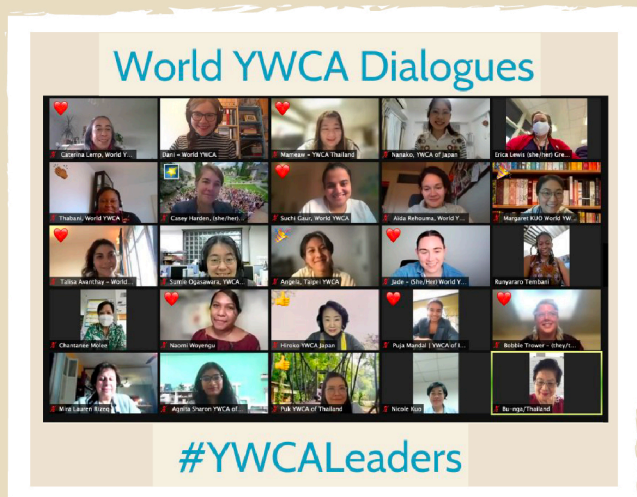
Working towards multiple intersections within the women's movement

At World YWCA we recognize that gender issues affecting women, young women and girls intersect with other causes such as mental health, LGBTIQ rights and challenges and the barriers and burdens around women and young women having bodily autonomy and access to reproductive health. In our own reckoning of these intersections in 2021, we advocated for these causes on multiple platforms while centering the voices of those with lived experiences and identities.

Supporting the LGBTIQ inclusion

On International Women's Day and during the virtual Commission on Status of Women (CSW) 65, World YWCA launched a pledge on the inclusion of lesbian, gay, bisexual, transgender/transsexual, intersex and queer/questioning (LGBTIQ) in movements, including the YWCA movement. The main focus was to support all women and under-represented and marginalised genders in the work on gender equality. The pledge has been a key advancement to take action on the World Council Resolutions of 1995 and 2015 towards gender equality. Individuals, particularly young women leaders from the world found the pledge inclusive and the same sentiment resonated with all those who read the pledge, receiving more than 700 signatures within a span of eight weeks.

In the same spirit, World YWCA, in partnership with the YWCA of Australia, facilitated a very active and engaging conversation in a panel on Diversity as a Driver: LGBTIQ inclusion in feminist and social movements. The panel highlighted the experiences of five LGBTIQ individuals from Asia, Pacific and African regions, showcasing the need to advocate for a diverse understanding of sexual



Advocacy for Intersectional Causes and Progressing on Strategic Partnerships to Transform Power Structures

World YWCA acknowledges that women's and young women's empowerment is entangled with multiple layers of oppression. From marginalised and under-represented diverse identities to systemic injustices, women's journeys



and reproductive health and rights and its intersectionality with mental health issues, from the lens of LGBTIQ individuals, and other ones with marginalised identities.

Advocacy for the sexual and mental health of women and girls

With the focus on sexual and reproductive health and rights and its intersectionality with mental health, especially given the challenges around the rising global pandemic of COVID-19, World YWCA and regional young women leaders from Asia, Africa and Eastern Europe launched the #MyBodyMyMind campaign in 2021. The campaign was focused on fostering conversations around topics of bodily autonomy and mental and physical well-being. Two weeks of activities were hosted in the digital advocacy space, with multiple events across Social Media platforms with young women leaders taking space across platforms and World YWCA Social Media accounts to capacitate, engage and lead local, regional and global messaging with specific themes and subthemes of focus from 30 countries in the three regions.

World YWCA leveraged its partnerships during the global engagement week of CSW 65 for social media advocacy. World YWCA partnered with the global engagement group Sayfty Trust, and collaborated with UNDP, Girls Globe and multiple independent experts from all around the world to host Twitter chats, Instagram lives, evidence-based storytelling, to-do videos, polls, etc.

INSTAGRAM LIVE Digital Campaigns for Sexual and Reproductive Rights

With



Dr. Shruti Kapoor
@sayfty



Dr. Suchi Gaur
@worldywca



Maureen Magak
@Y_Afriq4SRHR_MH



Kosalina Vignarajah
@voicesofasianactivist

join us on
@sayfty

FRIDAY 26 MARCH
11AM EST - 4PM CET - 8:30PM IST

#MyBodyMyMind

17,000 users participated, reaching 2.4 million users and garnering over 42 million impressions. Many joined the conversations on World YWCA's Twitter platform garnering over 1 million organic impressions.

The above campaign was a key step to closing the partnership with the Government of Finland around young women realising their rights and shifting narratives on SRHR and mental health. The success of the initiative was widely shared across platforms and further steps around on-going advocacy were undertaken to continue the work beyond 2021.

Young Women Shifting Narratives on SRHR and Mental Health

Key impact from 2018-2021 partnership with the Government of Finland



30 countries in three 3 regions of Asia, Africa and Eastern Europe implemented the initiative through funded and non-funded activities.



4 Focus countries of Nepal, Ukraine, Kenya and Ethiopia funded action led by young women.

6 regional learning institutes launched in three regions (in person and virtual) that managed to-



- Create 25 evidence-based learning products shared across all levels.
- Involve 400 represented and underrepresented young women who are working together as an advocacy champions network.
- Acquire 30 sub-national, national, regional or global partnerships with active engagement of young women.
- Engage 5000 friends of young women champions through workshops, sessions and initiatives hosted by young women and YWCAs.
- Engage 1000 young women to access safe spaces - in person and virtual from which 40% of these self-identified as marginalised.
- Create opportunities for 55 young women leaders who are working in 30 countries with the young women champions and coordinators to implement initiatives on the ground, including two big global campaigns.



2 mobile applications were created based on safe spaces standards to reach more young women in light of COVID-19.



418 represented and underrepresented young women mobilised to become trainers and master trainers on the ground on SRHR and mental health.

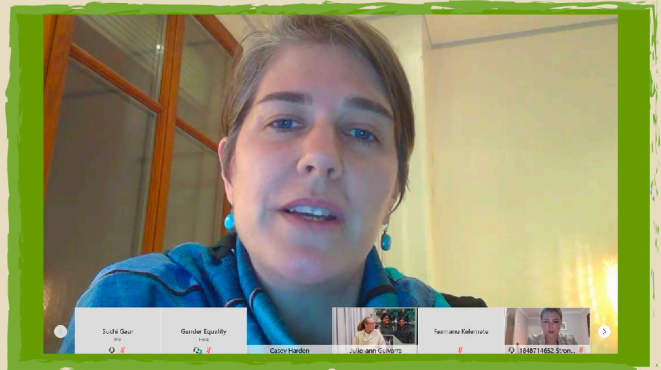
100 young women reported engagement with at least one policy stakeholder about changing narratives

World YWCA also initiated the **Aspiring Leaders Inspiring Change** fund and friend-raiser in 2021 with a collection of **stories of 15 YWCA leaders and young women from Asia, Africa and Eastern Europe** and how they are leading action on SRHR and mental health in their unique contexts and communities across under-represented and most marginalised communities. Nine of the 15 leaders also took to social media to share their experiences and narrate their journey of leading the path for the sexual, reproductive and mental well-being of women and girls. These nine leaders also co-signed the call for funding and support to the YWCA movement. To keep these stories alive and ensure that they reach young minds and leaders in various parts of the world, a **stories booklet was launched**. The booklet has been printed and circulated both virtually and offline to engage new donors and partners and help them to understand the depth of World YWCA's work and the many lives it has touched, so far.

Continued mobilisation of voices against violence and for a safer world

2021 showcased the relevance of continued advocacy on making the world a safer place through investing in the leadership of women and young women. This was further strengthened ensuring our voices on global platforms reflect the relevance of strategic partnerships around centering young women's voices. World YWCA continued our work to centre young women's voices by partnering up with the Department of Foreign Affairs and Trade (DFAT) of the Australian government for **an official side**

event **Building Women Up** during CSW65. YWCA leader from Samoa along with **Casey Harden, World YWCA GS**, gave the opening remarks at this event. Apart from this event, World YWCA had a delegation of more than 50, mostly young women, attending the CSW65 event along with other YWCA delegates.



In continuation of our work against any form of gender-based violence, World YWCA ran the **Week Without Violence campaign**. Ahead of the Week Without Violence Campaign, we conducted a social media consultation with young women and it was evident that an approach based on relevant data and intergenerational spaces is key to countering gender-based violence. Based on this consultation, the toolkit for the WeekWithoutViolence campaign outlined important metrics that showcased the current GBV and content ideas for organising and advocating against it. The theme for the campaign in 2021 was **Intergenerational Action for Gender-Based Violence** and the campaign managed to create quite a stir with impressively high engagement on the following hashtags. The **#WeekWithoutViolence** campaign reached more than 11 Million Twitter users and about 57K Instagram users.

#WeekWithoutViolence



Twitter:

Total tweets: 819 | Number of users: 242
Total reach: 1 191 980 | Impressions: 2 093 180

Instagram:

Total posts: 190 | Number of users: 65 |
Total reach: 57 107 | Impressions: 162 810

The **#WeekWithoutViolence** hashtag was trending at the 6th position on Twitter in Kenya during the campaign.

#YWCALeaders



Twitter:

Total tweets: 309 | Number of users: 99 |
Total reach: 99 404 | Impressions: 472 523

Instagram:

Total posts: 126 | Number of users: 33 |
Total reach: 51 135 | Impressions: 138 25



In 2021, World YWCA also joined the Human Rights Council session in Geneva to address human rights violations and emergencies. During this HRC session in July 2021, World YWCA co-signed the statement on discrimination against women, and girls with a focus on sexual, and reproductive health and rights. World YWCA co-created a pre-Human Rights Council (HRC) meeting to equip member states about the relationship between human rights, freedom of religion and cultivating an intersectional approach to sexuality. The meeting was in partnership with the ACT Alliance, Church of Sweden, GIN Network and others.

World YWCA also launched its first ever advocacy podcast series. **The Advocacy Podcast is a four-part series** that looks at successful campaigns from recent times within YWCA and the larger women's rights movement while talking about the stories behind them around SGBV and peace and justice. A four-episode podcast series talks about mobilising communities, improving policies, online advocacy and building a movement. Young women activists and changemakers from South Africa, South Sudan, Palestine, Belarus, Poland and Norway joined the conversations in this podcast series.

During the **Global 16 Days of Activism**, World YWCA continued to centre voices of young women and women leaders around the theme: **Intergenerational Action: Co-Creating a World Free from Gender-Based Violence**. World YWCA invited leaders, activists, partners and other actors to reflect on femicide or the gender-related killing of women from an intergenerational lens, To support young women to engage with the campaign, a toolkit co-created by young women with post ideas was shared widely.

Advocacy for women's rights in conflict areas and cultivating intergenerational leadership for peace and justice

In 2021, women, young women, and girls living in countries affected by armed conflicts, injustices, and war continued to face severe risk of sexual violence and increased poverty and trauma. YWCA leaders continued to mobilise and advocate to work on issues of peace, conflict resolution, and anti-violence in conflict-affected zones. World YWCA continued its advocacy and storytelling efforts to strengthen these voices from ground.

At the Commission on Status of Women (CSW) 65, Vera Syrokvash, YWCA leader from Belarus, read a powerful statement on the impact on young women and women in countries facing conflict.

At the UN International Day of Solidarity with Palestinian People, World YWCA publicly reinforced the call for action to end the Occupation of Palestine and shared a joint statement with YWCA Palestine.

A video highlighting young women's leadership in regions in conflict like South Sudan, Palestine, and Lebanon was published on the International Day of Solidarity with Palestinian People. World YWCA also extended support to conflict-affected populations of Afghanistan and Palestine through powerful social media-driven calls to action and statements.

To support the efforts of regional YWCAs in peace and justice work, World YWCA conducted research about the work being done by YWCA leaders. The research was led by a young woman with the use of Feminist Consultation Methodology, surveys and in-depth interviews with YWCA leaders. The findings from this research helped further strategise the work of World YWCA around peace and justice.



World YWCA launched the [#BulletAndDove series of virtual panels](#) – on the theme of Peace and Justice. This new series highlighted the voices and experiences of women, young women and girls in countries facing conflicts. The panels gained immense popularity in highlighting the voices and narratives often found missing from the global conversations and spaces. This work was strengthened through our partnerships with the Norwegian Church Aid and YGlobal, both supported by the Government of Norway.



#BulletAndDove Virtual Panels

Witness accounts of intergenerational women living in conflict, calling for action beyond compassion.

Join us and listen to the voices of women and young women under the theme:

From Solidarity and Peace Resolutions to Reality on the Ground



Tami Rafidi
YWCA Palestine



Sayaka Higuchi
YWCA Japan



Ashkhen Aslikyan
YWCA Armenia



Arda Aghazarian
Moderator

First Panel - “From solidarity and peace resolutions to reality on the ground

The first intergenerational panel hosted women and young women from Japan, Armenia, and Palestine.



#BulletAndDove Virtual Panels

Witness accounts of intergenerational women living in conflict, calling for action beyond compassion.

Join us and listen to the voices of women and young women under the theme:

No More Silence: Intergenerational Action towards Peace



BIBICHE RITHA KANKOLONGO
General Secretary of
YWCA DRC



LATTO CATHERINE FRED
World YWCA Leadership Cohort Member
from YWCA South Sudan



NWEKE IJEOMA
General Secretary of
YWCA Nigeria



MODERATOR:
DR. NONTANDO HADEBE
International Coordinator of
Side by Side Gender Justice Movement

Second Panel - No more silence: Intergenerational actions towards peace”.

The second panel was hosted during Geneva Peace Week and highlighted the witness accounts and stories of YWCA leaders from the Democratic Republic of Congo, South Sudan, and Nigeria, advocating for peace in their communities and beyond.

Third Panel - Still here: Centring survivors' voice and agency

The third panel explored how the voices and actions of intergenerational women in Iran, Myanmar, Ukraine, and South Sudan are paving the way to build on Survivor Responsive Peace.

Strengthening strategic partnerships and impact around unique identities of faith, feminism and human-rights advocacy

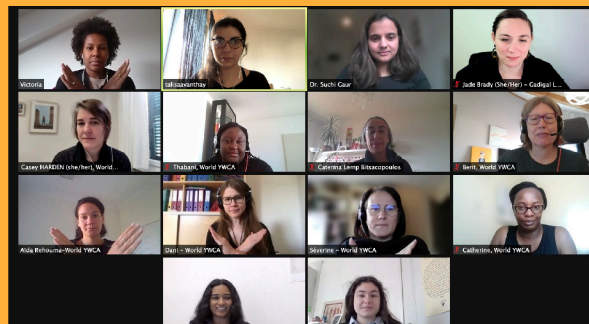
World YWCA recognizes the importance of involving external changemakers and global platforms to achieve Goal 2035. Some of the organisations that World YWCA collaborated with are - the World Service Council, ACT Alliance, Christian Aid, Big Six youth organisations, Norwegian Church Aid (NCA) and World Council of Churches amongst others.

Faith, feminism and global commitments

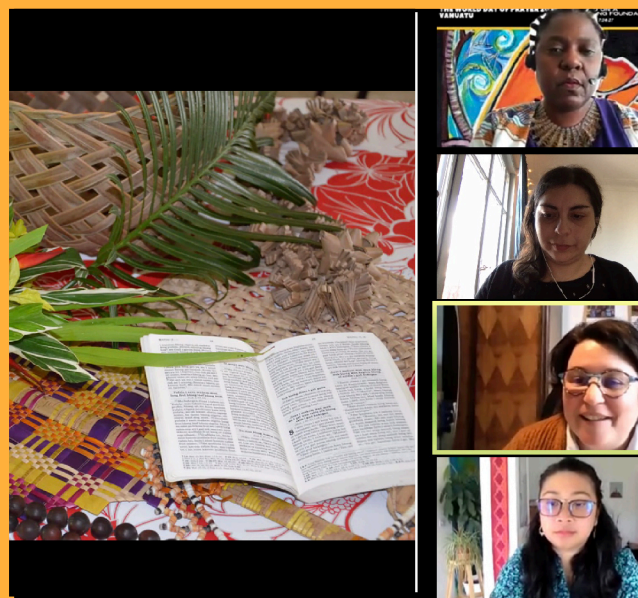
World YWCA recognizes the need to revisit and examine the very definition of movement and develop a deeper understanding of how the current allies and changemakers are shaping the global women's movement. In 2021, World YWCA actively participated in the Generation Equality Forum (GEF) Mexico to develop a key understanding of the GEF processes, and the Action Coalition linkages and develop a larger understanding of the advocacy agenda being addressed through the platform.

Through our network of partners like UN Women, ACT Alliance, UNFPA, Multi-Faith Advisory Council and young women experts, World YWCA strengthened its work around global advocacy with its intersectional identity as a faith, feminist and women's rights movement.

At the **Generation Equality Mexico City** and Paris forum/event in March the World YWCA engaged in the Beijing+25 Youth Action Forum, UN Women Curated Conversations on Gender Equality and in SDG Youth Festival. The World YWCA led the application for, and then the implementation of a key event at the Generation Equality Forum in Paris with the partners from the UN Multi-Faith Advisory Council – one of 40 out of 600 proposals selected.



Our General Secretary, Casey Harden was the ambassador of Thursday in Black Campaign against Gender-Based Violence and was a moderator for a session on “Communication for Social Justice in a Digital Age” as part of the Digital Justice Symposium.



World YWCA remains a committed member and supporter of the **ACT Alliance** and explore our mutual dedication towards humanitarian aid, gender and climate justice, peace and security work to support local communities. In 2021, World YWCA participated in **ACT Alliance's General Assembly** which was held virtually, and in the ACT Alliance's **European Regional Forum** with Casey Harden, General Secretary of World YWCA serving as a member of the ACT Alliance's Governing Board. In Our concerted efforts with ACT Alliance on issues of gender justice, World YWCA joined the International Gender Community of Practice. World YWCA also participated in ACT's Safeguarding Community of Practice which aims to protect all people that come into contact with the projects, programs and personnel of ACT Alliance.



Joining the efforts of the **World Council of Churches**, as an international ecumenical organisation, World YWCA co-led the virtual celebrations of the annual **World Day of Prayer**. World YWCA continued supporting the **Thursdays in Black campaign** in 2021 - a global movement resisting attitudes and practices that permit rape and violence.

This includes members of the communities with whom we work as well as the staff. World YWCA signed a statement on faith and action coalitions which was later submitted to UN Women, along with actively participating in evaluating the impact of the COVID-19 pandemic on ACT Alliance strategies and its work.

Strengthening the work around ecumenical understanding and bringing faith closer to the causes close to the YWCA leaders, World YWCA continued to partner with World YMCA on the annual prayer and centering faith work. The World YWCA–YMCA Week of Prayer and World Fellowship took place from 7- 13 November 2021 under the theme: "[Beauty from Brokenness](#)". The World YWCA and [World YMCA](#) jointly produced an interactive booklet with a set of bible reflections and creative ideas to inspire communities worldwide to [observe and engage in the Week of Prayer](#). Available in [English, French, and Spanish](#), this booklet was widely shared well in advance among YWCA/YMCA entities and within ecumenical networks.

World YWCA continues to engage with [Norwegian Church Aid \(NCA\)](#) to cultivate leadership among young women for gender equality. World YWCA is one of the only feminist women's rights Christian movements currently engaged with the Norwegian Church Aid.

Collaborating with youth movements

As a part of the unique WHO-UN Foundation supported [Global Youth Mobilization](#) initiative, World YWCA collaborated with youth movements as a member of the [Big Six Youth Organisations](#) alliance. Within this unique partnership around strengthening response and recovery to COVID-19, a series of initiatives were undertaken in 2021. This included a [three-day virtual Global Youth Summit](#) event that brought together the world's six largest youth organisations, policymakers and change-makers and millions of young people from over 150 countries to discuss challenges and provide solutions to the COVID-19 pandemic. The Summit called for investment and prioritisation in mental health support, community and leadership development, digital activism, vaccine equity and support for education systems to adapt to the new normal for all young people, especially the excluded and underrepresented.



The Bix Six Global Youth Summit was highly impactful in engaging young women across the world.



Over 100 participants, were actively engaged across all sessions



Over 80 YWCA leaders joined pre-summit calls



Over 74 participants joined our vibrant WhatsApp discussion group which is still ongoing



We also supported many with internet funds to participate virtually in the Summit.

Under the **local solutions** arm of the GYM project, five (5) young women received a grant of up to 5,000 USD per project in funding to run their local initiatives.

Under the national projects arm of the GYM project, World YWCA opened a call for a grant of USD 100,000 for national and local projects. The YWCA member associations had the opportunity to seek funds in the bracket of USD 12,500 to USD 20,000. The World YWCA team prepared a detailed process of evaluation keeping in mind the original purpose and intent of the call and guidance around governance with member associations. To make this call more diverse, it was opened for both national and local associations to apply, in line with the governance and affiliation mandate. After careful evaluation of all the applications by a team of youth panellists from the YWCA movement, World YWCA funded **five YWCAs of Albania, Togo, Malawi, Ethiopia and Chicago-Metropolitan** to implement innovative projects around women, young women and COVID-19 response and recovery.



Investing in leadership across generations to propel young women at the center

World YWCA's RiseUp! and Safe Spaces initiatives for young women leadership and advocacy

Young women in the Asia and Pacific regions live with constant violations of their human rights. The barriers they already faced to claiming their rights have increased with the COVID-19 pandemic and emergencies such as natural disasters and political crises. This was further evident from the ground stories surfacing during 2020 and early 2021. Strong evidence helped World YWCA showcase once again the relevance of investing in strengthening the transformative leadership work of young women across regions across multiple partners. The World YWCA's RiseUp! young women transformative leadership and advocacy model has been a testament of the unique and critical power of young women. RiseUp! is a core method for the World YWCA to achieve Goal 2035 which aims to empower '100 million young women and girls to transform power structures and create justice, gender equality and a world without violence and war.

The RiseUp! initiative in Asia and the Pacific supported by the Australian Government

With the Australian Government, Phase IV of using the RiseUp! in Asia-Pacific regions was kick-started in 2021 with a comprehensive capacity assessment and capacity-building measures with each of the YWCAs of India, Nepal, Bangladesh, Sri Lanka, Thailand, Myanmar, Solomon Islands and PNG. **The YWCA's RiseUp! Mobilising Young Women's Leadership and Advocacy Program** incorporates a peer-to-peer approach that is led by young women, for young women. RiseUp! provides leadership and advocacy training to young women in Asia and the Pacific. The program supports them to build knowledge, skills and networks to act on issues that are important in their lives, such as violence against women and girls, sexual and reproductive health and rights, climate justice and gender equality. Based on the Standards of Good Governance, Management and Accountability, World YWCA co-created with the YWCA leaders capacity-building plans for each YWCA to better resolve the challenges being faced by the YWCAs. In 2021, during the inception period, this was critical to set the stage for implementation to be kickstarted in 2022.



Contributing to consultations in the civil society spaces and advocacy work

Having worked extensively in the women's empowerment movement, World YWCA recognizes the need for transforming power structures, localisation and decolonisation within the development and humanitarian sectors to rebalance unequal partnerships and cultivate inclusive governance models. This work has been critical through partnership and engagement with **the International Civil Society Center**, a group based in Berlin. In 2021, World YWCA decided to become a shareholder of the ICSC.

World YWCA representatives attended the **Power Shift Lab**. In alignment with our mission to centre young women's voices, YWCA leaders engaged in conversations at the ICSC 2021 Global Perspective event on "Let's Talk about Power". World YWCA also participated in the ICSC's Leading Together virtual meeting.

Our commitment to providing adequate COVID help led us to research young women's challenges and the impact on their leadership in a pandemic world. World YWCA embarked on a journey to dig deep into the impact on the leadership of young women in partnership with the Monash University, Australia. Through the Feminist Consultation Methodology usage, the research will be led by a young women advisory committee to particularly focus on young women's leadership in nine countries in the Asia-Pacific region and understand the barriers and challenges young women continue to face in lieu of a crisis as severe as COVID-19.

A new and refreshed logo and brand for RiseUp! initiative was also published with a logo co-created with the young women leaders from the region. This was critical to kickstart the branding and publicity of the program from the very start of the Phase IV. In 2021, World YWCA also started



testing its first-ever peer-to-peer social platform, YWCA social, to be launched in 2022. This platform is a key step in creating a safe space for women to actively communicate in a safe environment. The platform is also designed to consider low internet and technology adoption to remove any barriers to access for YWCA young women leaders across the world.

A comprehensive process similar to RiseUp! the capacity assessment was followed to understand the impact of COVID-19 on the MEL capacities of the YWCAs and revise the feminist principles-based MEL framework so it reflects the realities on the ground, the actual capacities of the team and the design of the program based on the Outcome Mapping approach.

The YW4A Initiative supported by the Netherlands Government

The YW4A Programme hinges on four main pathways to enhance young women's leadership and tackle sexual and gender-based violence (SGBV) in Egypt, Kenya, Palestine, and South Sudan. The **YW4A partnership** is a collaboration of the Netherlands Government's Ministry of Foreign Affairs, young women, feminists and gender equality champions, faith-based advocates, gender researchers and legal and policy experts. All the collaborators will have space to influence political decision-making at all levels. YW4A stands for Young Women for Awareness, Agency, Advocacy and Accountability.



Pathway 1 - YW4A approach to organisational and advocacy capacity development

The first pathway focuses on evaluating and mapping out the existing legal and policy framework in each country. We conducted advocacy and organisational capacity (AOCA) assessments and also conducted training and intergenerational dialogues to identify advocacy priorities and strategies.



Pathway 2 - YW4A approach to young women's transformative leadership

The second pathway focuses on building the leadership capacity of young women by giving them access to decision-making spaces on local and international levels. Empowering young women to take back their agency and acquire space in decision-making and leadership spaces is the key goal of this pathway. In 2021, the YW4A initiative conducted leadership assessments of young women and took measures to build leadership capacities with the initiation of the first cohort of RiseUp! Leadership training model, the World YWCA Feminist Consultation methodology (FCM) and creating more safe spaces. Partners and WROs too participated in these training sessions.



Pathway 3 - YW4A interfaith approach

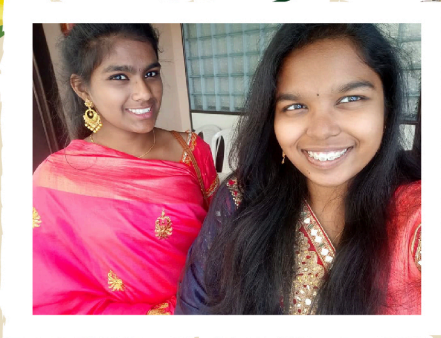
This pathway entails working with faith leaders and faith-based organisations (FBOs) to transform norms and practices that inhibit the protection of young women's dignity, and body integrity, and deter their participation in decision-making. The key strategy adopted for this transformation is promoting positive masculinities within religious institutions and communities. Under this pathway, YW4A initiative produced material on Women's Rights and Islam; facilitated Protestant and Orthodox-focused gender equality advocacy dialogue spaces; convened dialogues to develop a faith-based advocacy agenda and strategy.



Pathway 4 - YW4A legal and policy advocacy approach:

This pathway aims to influence the effective implementation, adoption, and/or amendment of laws and policies to promote young women's leadership and eliminate SGBV. We mapped the legal landscape in each country, developed, and translated an advocacy training manual for WRO and conducted media advocacy training. We developed and began the implementation of legal advocacy strategies that were crafted separately for each country based on their needs and the current environment.

Internships and legacy initiatives strengthening young women leadership



As a core supporter of World YWCA, World Service Council has been actively supporting the Young Women Leadership Cohort work of World YWCA. The YWCA World Service Council is comprised of women with a global vision who care about our changing world and champion the work of the YWCA USA and World YWCA in their commitment to dignity, freedom, justice and peace. Over its 30 years of journey, the **World YWCA internship programme, supported by the World Service Council** has moulded itself to the changing ways of the world. As the world adjusted to a new normal in the pandemic, World YWCA, embraced these changes with technology adoption. In 2021, the leadership cohort programme was carried out in a hybrid format wherein the selected leaders engaged virtually at the global level and engaged offline at the community level. **Ten (10) young women** from eight (8) different YWCA entities (local and national associations) **joined the 2021 Leadership Cohort Programme** that ran for a total of 13 weeks to build transformative leadership and develop skills for strategic communications, advocacy, governance and movement building. Using **different technology tools**, cohort members were able to collaborate remotely with each other and WO team members and participate in an immersive virtual community-building experience. To commemorate the legacy of the World YWCA Internship Programme, two reunions were organised with former YWCA interns. The event received a great response as 47 YWCA leaders from 33 countries attended this event

Amongst other partnerships around internship at the Geneva office of World YWCA, **Mahi Gurrām** and **Serelle Carr** joined the the team in Geneva as interns through the joint internship programme run in collaboration with Colgate University in the United States of America.



The most important learning and achievement I accomplished while being an intern at World YWCA were sharing ideas and getting exposure in international platforms.

RONI SHAKYA
FROM YWCA NEPAL



World YWCA's work on key tools for engagement across generations

Feminist Consultation Methodology, Safe Spaces Guide and the New RiseUp! Guide

In global development, debates about dismantling colonialism and white saviorism have stirred critical conversations. The Feminist Consultation Methodology is World YWCA's attempt to dismantle age-old colonial approaches in research and data collection. The methodology is a robust document that shares how to conduct research and evidence collection in a more feminist, progressive manner. This methodology will be a key tool to achieve Goal 2035, the YW4A and the RiseUp! Leadership initiative to ensure that our movement practices respect and inclusion for all.

The World YWCA is using the consultation methodology to shape programme designs including ideation, implementation and evaluation of upcoming and long-running initiatives. The replicable, easy-to-use methodology will be available to World YWCA partners after its launch in 2022.

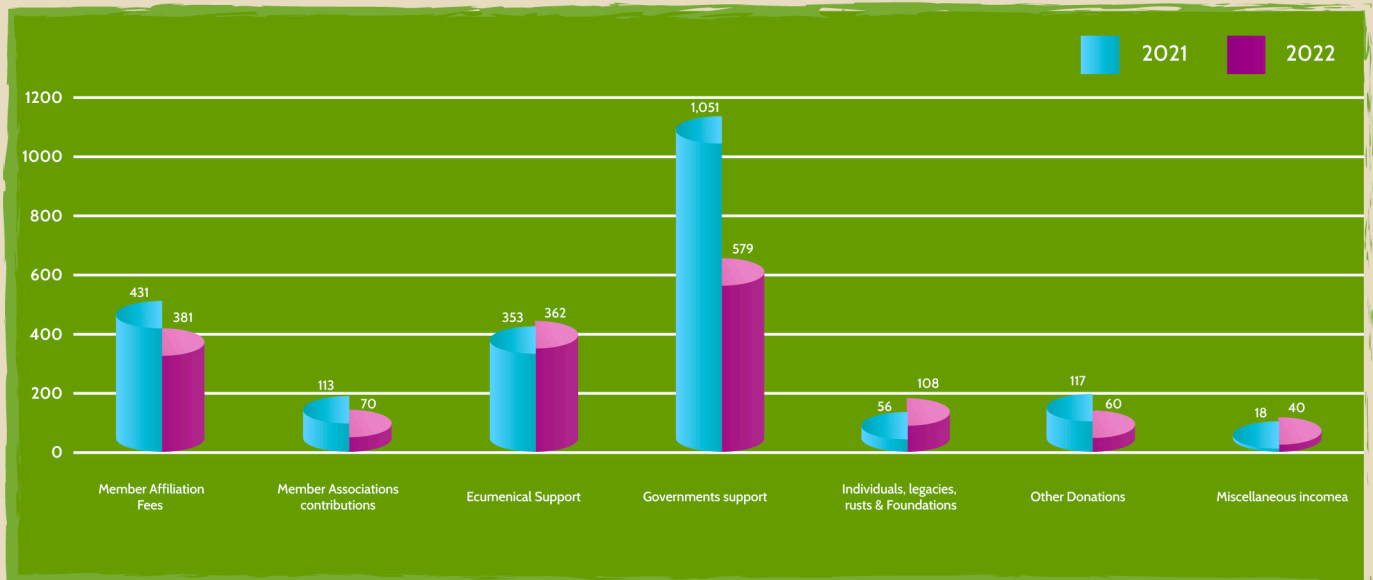
To further support the creation of safe spaces, The Safe Spaces manual and a new virtual Safe Spaces manual underwent final revisions and are all set to be published in 2022. We also led sessions on safe spaces and MEL practices with a group of YWCA and YMCAs from around the world in the [Y-PIT annual training](#).

World YWCA recognizes the need for effective and inclusive advocacy to advance gender equality and sexual, and reproductive health and rights of young women. With this realisation, in 2021 World YWCA ventured into the development of an advocacy roadmap to develop a nimble, realistic and strategically aligned and trackable plan for World YWCA advocacy. The roadmap reflects data and mandates from the past few years and is directly aligned with Goal 2035.



Finances- How We Fund our Vital Work

In 2021 our income was CHF540, 000 higher than in 2020. It is important to note that the financial recovery is not yet complete, as we are reporting an operating deficit, and the income from investments is the reason we have reported a net surplus. In 2021, our surplus represents a 111% improvement over the previous year, which is well ahead of our plan, as agreed at 2019 WC. The 2021 operating result, although showing a loss, is favourable as it is 40% lower than the budgeted deficit, and 358K CHF (40%) lower than last year.



Sneak-Peak into 2022

Our aim for 2022 is to make it an impactful journey for the young women's leadership movement. We are excited to welcome the new year with a bunch of exciting projects and tools.

As a part of the Australian Government-funded RiseUp! in Asia Pacific, we are all set to launch a peer-to-peer social platform that will allow the wide network of YWCA leaders to engage with each other.

The World YWCA feminist consultation methodology will also be published and rolled out in the second half of 2022. This robust document shares how to conduct research and evidence collection in a more feminist way.

The new RiseUp! and Safe Spaces Guide, refreshed and redesigned will be published in 2022 and will be available for use for the wider feminist and civil society spaces through open source mechanism and copyright.

We are all set to embrace renewed advocacy map for the World YWCA movement in 2022. This advocacy roadmap aims to develop a nimble, realistic and strategically aligned and trackable plan for World YWCA advocacy in 2022.

Our Team

Our Board

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Caroline Midttun ROSTRUP* (Norway) – Vice President; Eman ABBASI* (Jordan) – Vice President (until May 2021); Rickol JULIEN* (Grenada) – Vice President; (from October 2021); 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; Mira RIZEQ (Palestine) – President; and Casey HARDEN (USA) – General Secretary, Ex officio.

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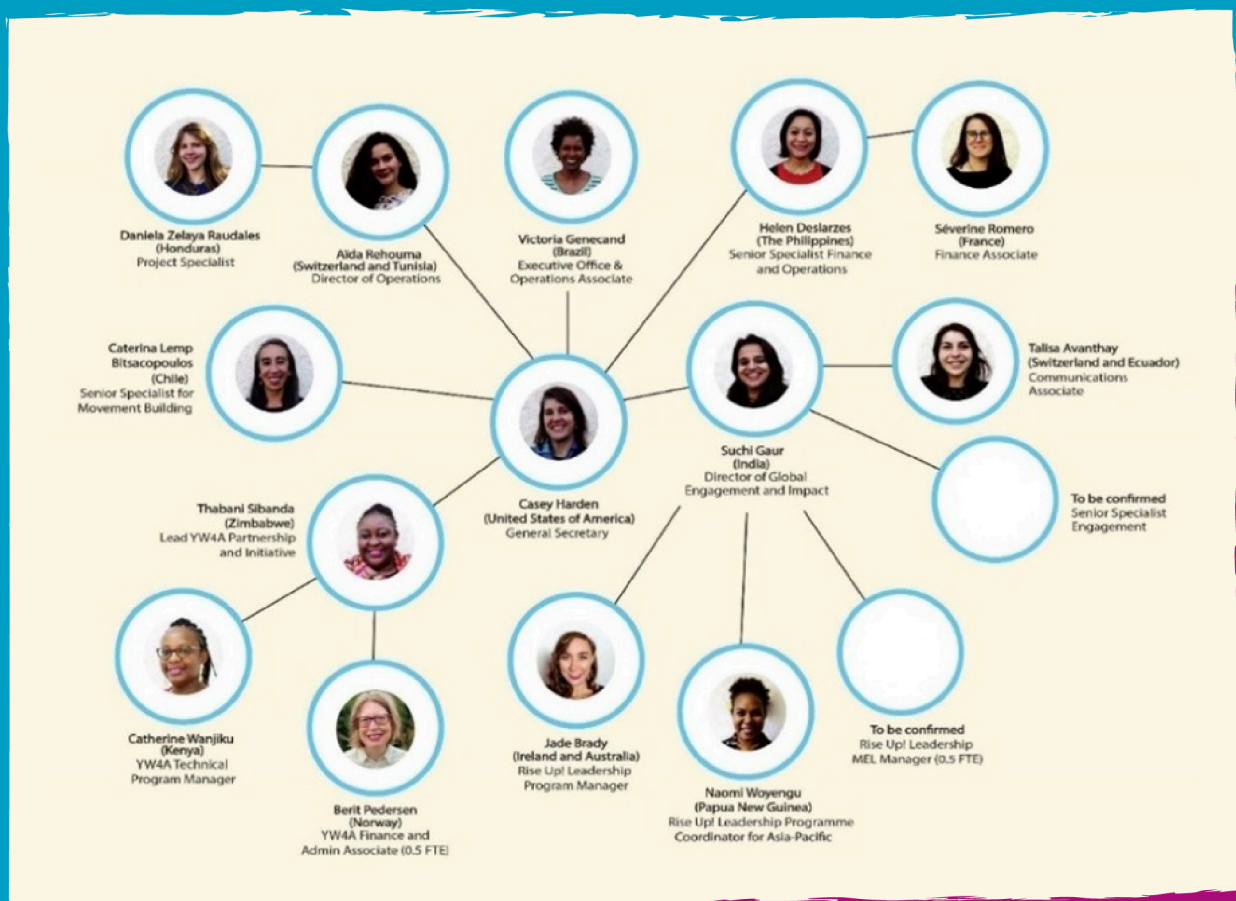
Executive Committee (Exe cttee): Isabella María DÍAZ VÁSQUEZ*, Margaret JIP KOU, Erica LEWIS, Emma MCCARTHY, Lucy MASIYE, Mira RIZEQ, Caroline Midttun ROSTRUP*, and Casey HARDEN.

Nominations Committee:

Dédé ATTIOGBE*, co-chair (Togo); Eman ABBASI* (Jordan) (until May 2021); Jeannette VAN DONGEN, co-chair (The Netherlands); Valeria ROJAS BORDA* (Bolivia); and Young Hee WON (Taiwan).

World YWCA Team

As a part of building a diverse and inclusive movement, World YWCA utilised fit-for-purpose human resource design to ensure that we hire women from diverse backgrounds and include those who truly want to co-create women's leadership movements.



Consultants

Muonyelu ADAEZE, Nigeria
Alannah BONALOS, USA
Alisa WISMER, USA
Aminata WURIE, Canada;
Ashyana-Jasmine KACHRA, Canada
2626 Creative Studio, India
Diffinco, Switzerland
Udita CHATURVEDI, India
Volha BUILOVA, Belarus
The Whitelum Group, Australia
Bonnie KOENIG / Gayle GIFFORD, USA
Conté Africa, South Africa
Farouk REHAM, Egypt
Feminism In India (FII), India
Go Equal Consulting, Australia
Irene MWENDWA, Kenya
IWORDS Global, UK
CBI, Switzerland
Jade BRADY, Australia
Japleen PASRICHA, India
Jean-François DELTEIL, Switzerland
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Maitree MUZUMDAR, India

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Sitawa NAMWALIE, Kenya
Sophie BERIA, Georgia
StoryShare, USA
Tanya DSOUZA, India
EVAWTECH, Australia
Think Blue Data, Thailand
Tiffany WANG, USA
The Torchlight Collective, USA.

Volunteers

Alena Zayats; Amasai Jeke; Carolyn Chidandale; Adesh Dey; Agum Mark Alec; Aliaxandra Sakalova; Areli Das Chowa; Daw Aye Thazin; Faith Sakala; Jermelyn Okie; Jindanuch Chikdeepusit; Justina Grace; Kosalina Vignarajah; Maureen Atieno Magak; Winny Christine Clement Philemon; Faamanu Kelemete; Gertrude Emojong; Gohar Aslikyan; Jewelyn Cadavos; Evelyne Imungu Kalevera; Kithminie Palihawadena; Lucy Ayieko; Meghshree Mathpal; Michele Mpho Tehedy; Namrata Sharma; Natkana Kunasawat; Nozizwe Winfred Ntesang; Rebecca Sangeetha; Tania Safi; Nerat Abishag Pam-Hworo; Pabitra Bhattarai; Mayowa Oluwatoyin Oni-Orisan; Kalisito Vaecece Biaukula; Maureen Wesonga; Mary Mwasi; Marta Wanza; Amanda Gezahegne; Miho Cho; Martha Breunig; Marina Montero Perez; Valeria Arriaga Mejia; Tycely Williams; Barbara Figueroa Savidan.

Investment Advisory Group

Emma MCCARTHY, Treasurer; Mira RIZEQ, President; and Casey HARDEN, General Secretary. External members: Murielle JOYE-PATRY (former World YWCA Treasurer (1991-1995/1987- 1991/1983-1987), Joelle BEN HAMIDA, Laurence LEVRAT-PICTET, and Dominique DE SAINT-PIERRE.

Thank You

Institutional Donors and Grants

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Individual Donors

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Legacies

B. J. Anderson Trust, J. R Gann and Y. Albon.

Member Associations

YWCA Canada, YWCA Canton de Vaud (UCF Vaud), Switzerland; YWCA Canberra, Australia; YWCA of Lebanon, and YWCA USA.

In Kind

Y. Schüpbach



WorldYWCA

Members of Accountable Now and Act Alliance and consultative status with ECOSOC of the United Nations



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