



AFRICA
YOUNG WOMEN B125
MANIFESTO



**NALAFEM
ACCOUNTABILITY
SERIES
(NAS)**

TOOLKIT



An Africa Guide To Move **Accountability**
Into Action with Young Feminists

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INTRODUCTION

The Generation Equality Forum (GEF) is a global gathering for gender equality, convened since 2020 by the United Nations (UN) through UN Women and co-chaired by France and Mexico, in close collaboration with civil society. As part of this initiative, [Action Coalitions](#) were formed to facilitate collaboration among governments, civil society, international organizations, and the private sector.

The aim of these action coalitions are to

- Catalyze collective action
- Spark global and local conversations among generations
- Drive increased public & private investment
- Deliver concrete, game-changing results across generations for girls and women

Each Action Coalition has a blueprint ([Global Acceleration Plan](#)) that was launched which lays out a set of concrete, ambitious and immediate actions within the period of 2021-2026 to deliver tangible impact on gender equality and girls' and women's human rights.

“

Our discussions revolve around accountability, yet we fail to hold ourselves accountable. It's crucial that we prioritize accountability in an intentional and honest manner. We must assess the allocation of funding towards young feminists and the extent of our co-leadership with young women. Are we exclusively engaging with youth-focused organizations, instead of actively partnering and supporting youth-led and young women-led organizations? Our funding and policies are empty if they are not followed up with practical feminist and decolonial approaches and methods of partnership.



Aya Chebbi
Founder & President, Nalafem



In support of the Global Acceleration Plan, a total of

\$40 billion with **1,007**

committed globally

Global Commitment Makers

Out of the **2,703**

Commitments made worldwide

403 are African

813

are dedicated to Africa

Out of the **55** countries in Africa

only **18** have submitted commitments.

Notably, Ending Gender-Based Violence stands as the area with the highest number of commitments from African governments, totaling 117 commitments across the continent.

For nearly three decades, young feminist organizations have been at the forefront of holding commitment makers accountable, whether through activism on the streets, advocating in boardrooms, or participating in policy discussions. It is therefore of utmost importance that we share the Nalafem Accountability Series (NAS) toolkit with our fellow Feminist Organizations, Member States, Civil Society, and Funders in Africa.

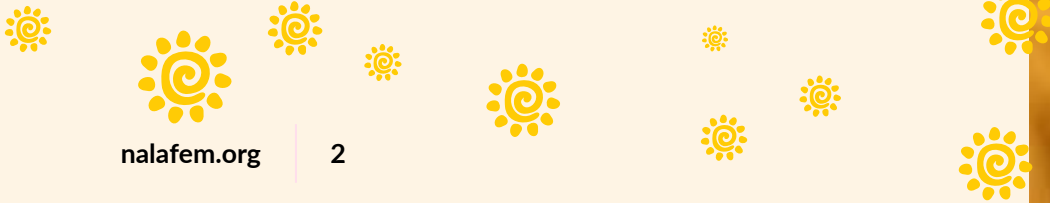
The NAS toolkit is a valuable resource that equips users with the necessary tools and knowledge to enhance accountability, broaden their toolboxes, and promote collaboration towards achieving gender equality in Africa. Through this toolkit, we aim to raise awareness, spark multi-stakeholder engagement on accountability, and promote best practices throughout the continent.

“

There is a threat of discontinuity. There is a threat of exclusion. There is a threat of having too many policies without tangible funding and understanding of the needs and landscape; and losing the grassroots and change makers at the local level. Where we sit in this space as civil society, government or private sector, it is important to understand why you need to push for accountability and what you need. For accountability, you need knowledge, trust, networks and power.



Rose Wachuka
Council Chair, Nalafem



ABOUT NALAFEM COLLECTIVE

[Nala Feminist Collective](#) (Nalafem) is a multigenerational platform of women politicians and activists striving towards the liberation of African women and girls. In Swahili and other languages spoken in African countries, 'Nala' means Queen, lion and gift, embodying strength, leadership, and bold contribution. Nalafem was launched in July 2021, birthed at GEF Paris forum, but emerged in 2020 from Africa Young Women Beijing+25 Manifesto ([B+25 Manifesto](#)) developed in consultation with 1500 young people from across 44 African countries and over 30 partners under the mandate of the first African Union Special Envoy on Youth.

The B+25 Manifesto is a groundbreaking feminist political document that sets out 10 demands of concern for young women of Africa. Nalafem efforts in collaboration with youth activists succeeded to collect over 10,000 signatures and included 8 out of the 10 demands into UN Action coalitions and Women, Peace and Security and Humanitarian Action Compact.



THE NALAFEM ACCOUNTABILITY SERIES (NAS)

Nalafem's accountability journey started through organizing with young feminist organizations [six Intergenerational Dialogues on Accountability](#) in South Africa, Kenya, Tunisia, Malawi, Rwanda, and Burkina Faso. These dialogues engaged African leaders of United Nations Action Coalitions. Through these discussions, a striking realization emerged: we are still asking the same questions and advocating for the same demands that were voiced almost 30 years ago in 1995 at the Fourth World Conference on Women in Beijing as well as during the landmark drafting of the [Maputo Protocol](#) in the same year.

The Nalafem Accountability Series hosted between September 2023 and March 2024 aimed at bridging the gap between policy and implementation while making sure young feminists are at the forefront. Guided by the B+25 manifesto, Nalafem advocacy, through NAS, has focused on creating a space where diverse stakeholders can reflect and share accountability tools, best practices and innovations in Africa and across the world. This Series additionally contributed to discussions around Generation Equality Forum and commitment-makers which called for transparency, consistency and decolonized funding.

7 Webinars

20 Speakers

2,277 Participants



- **Accountability Within, Starting With 'Us'**
Participants: 248 | 8th September 2023



- **Data on Accountability - Where is the Money?**
Participants: 390 | 6th October 2023



- **Decolonizing Funding for Accountability**
Participants: 277 | 3rd November 2023



- **Innovating in Accountability**
Participants: 123 | 8th December 2023



- **Solidarity in Accountability**
Participants: 426 | 12th January 2024



- **Accountability Global to Africa**
Participants: 636 | 2nd February 2024



- **NAS Toolkit PreLaunch**
Participants: 177 | 1st March 2024





Toolkit Overview

The NAS Toolkit is a guide for governmental and non-governmental institutions committed to advancing feminist accountability. The Accountability Essentials section emphasizes the importance of grounding accountability in community engagement and action. It advocates for a shift in language and practices, emphasizing collaborative determination of issues, participation in policy development, and control over the use of community images and stories.

The Self-Assessment Exercise encourages introspection, emphasizing the importance of sharing power, creating inclusive spaces and using open source platforms to address discrimination, abuse and violence.

The toolkit then dives into specific sections tailored for Government, Young Feminist Organizations and Funders, each providing priority checklists and case studies. The Young Feminist Organizations section highlights the significance of protest as an accountability tool and advocates for a strategic, multi-faceted approach beyond street demonstrations. Under the Member States section, there is an emphasis on connecting with movements, dismantling colonial structures and reimagining funding practices. Each section offers practical suggestions, and innovations, making it an accessible and impactful resource for advancing feminist accountability.

Comprehensive Content: The NAS Toolkit offers best practices, case studies, and a list of innovations, ensuring a well-rounded approach to understanding accountability in Africa.

User-Friendly Design: The NAS Toolkit is designed with a user-centric approach, providing an easy-to-navigate design for young feminist organizations, funders and governments to access and utilize the resource easily, and efficiently.

Expert Contributions: The NAS Toolkit features contributions from leaders in the feminist space, experts, funders, academics and government representatives providing valuable insights and hands-on perspectives to enhance the learning experience.

ACCOUNTABILITY ESSENTIALS

ACCOUNTABILITY WITHIN

Why Start With You (Member State, Young Feminist Organization, Civil Society, You)?

Conversations and programming on accountability have focused on holding external parties such as partners, member states, funders and civil society accountable. However, it is important to also look within our own organizations and networks and examine how we are holding ourselves accountable to the commitments, statements, and programs we have made. We encourage open and honest conversations in a safe space.



“How do we bring our feminist practices in systems that are not feminist. How do we work within the confines of organizations we work in but also to shift and create some space for doing things differently. How to ensure that these spaces are safe for mistakes, and have kindness for each other so that we can pursue those collaborative approaches in a more sustainable and successful way.”



UN Women East and Southern Africa Regional Office

Knowledge Box



A safe space is a space where people can interact without trauma, excessive stress, violence (or fear of violence) or abuse. In this way safe spaces are containers where accountability processes and conversations can happen inviting participants to be open, honest and vulnerable.

The role of afro-feminist values in gender equality policy making, programming, advocacy or activism is grounded in anti-racist work, community accountability, and transformative justice.

Afro-Feminist accountability involves frameworks and practices that address oppression and violence, Whether it is physical, structural and psychological. It is important to recognize and critically assess your role in the community, whether as an individual, organization, government or civil society.

Knowledge Box



To be **intersectional** 🐾 is to understand that systems of inequality are based on gender, race, ethnicity, sexual orientation, gender identity, disability, class and other forms of discrimination; and these forms of discrimination 'overlap' creating unique dynamics and effects of oppression.

Begin by asking yourself

Why is working on gender equality important to me/us?



How can I/we work purposefully to hold myself/ourselves and others in the network accountable?



What does accountability look like to me/us?



Introspection

In my interactions am I sharing power? Do the spaces I create and are part of allow the full leadership of all groups? Am I aware of the privilege that I hold and the privilege in the spaces that I am a part of?



Do I create ways for everyone to be equally heard, respected and successful? In my institution do we recognize and respond to different barriers to participation?



Do I use my voice and platforms to call out all forms of discrimination, abuse of power, toxicity, and violence?



Am I transparent and timely in sharing information about the process and decisions made as well as allocation of resources with my organization or government?



ACCOUNTABILITY WITH COMMUNITY

The essence of accountability is action and engagement. We need to track, report, highlight and celebrate impact. To achieve this, it is essential to stay connected to and work with the communities we are part of and/or represent.



WHAT NEEDS TO CHANGE

The language we use as ‘working with’ the community needs to translate into our working and advocacy practices.

We advocate with the community means:

- They determine what the issues are,
- They are part of the process of developing policies, laws and strategies,
- They determine how their stories and narratives are used.

We advocate with the community because:

- We must not be removed or distanced from the reason why we are doing the work
- We must be in spaces where the community can hold us accountable to where funding came from, how it was used, and how advocacy messaging is used.
- We must incorporate self-care that leads to sustainability.
- We must never lose our humanity and jeopardize the humanity of survivors. For instance, in advocating for the criminalization of gender-based violence, member states, civil society and feminist organizations use the image and stories of survivors. This must be centered on the principle of power with and not power over. Therefore remember: survivors do have a voice of their own and should be at the center of demands, not as a compelling story or statistic but as a key decision maker



“When doing this work of accountability, it can often times feel as if you're waking up every day to go to war, it feels like you are on a battlefield continuously if you are not conscious of how exhausting that is, then you end up being angry and resentful. It then becomes easy to perpetuate the very things that you are trying to undo. Being anchored in the rhythm of our communities sustains feminists as activists, and advocates and helps anchor us in this work of accountability.”



Freely in Hope

Knowledge Box



“Power Over” involves the use of rewards, threats, and punishment to “force” people to do something, “power with” recognizes that the ability to get things done in organizations involves creating an alliance between those with apparent formal power, and those with less or no formal power.

ACCOUNTABILITY WITH DATA

A key component to accountability is data collection that tracks progress on commitments, policies, programs, and funding for gender equality. The way this data is collected is crucial to holding stakeholders accountable.

An Afrofeminist participatory approach involves:

- All stakeholders (state and non-state actors): girls, young feminists, activists, funders, member states, civil society and marginalized groups.
- A power analysis to explore where and how power is manifested in the process.
- Diversify methods of data collection tailored to participants, including Focus Group Discussions, one-on-one interviews, workshops and questionnaires
- Inclusivity must be paramount, allowing for data collection in different languages and for different abilities (sign language and braille)
- Decolonizing who collects data; young feminists are not just points of data collection but must be engaged as researchers, consultants and interpreters.

Where is the money coming from? Where is it going? Who is making decisions? Who determines timelines? Who conducts and participates in the research? How is data being distributed?

Accountability is recentering our own undermined but varied culture, resources, ways of being and development processes and in this way it requires a decolonial process.



“Decolonizing starts by recognizing our role and the role of the institution within patriarchal systems.”



Mama Cash



“Decolonization is an ethical process and should be done by both the colonized and the colonizer. Holding ourselves accountable is key, as it might not be you who initially are the colonizer but must take responsibility for the role we have played in colonization.”



United States International University-Africa

Accountability requires a decolonial process, which involves recentering our own culture, resources, ways of being and development processes

Decolonization is a term that is commonly used in development spaces, so it is important to understand its meaning.

Knowledge Box



Afro-feminism is a social and political movement that addresses the intersection of colonization with race, gender, and cultural identity faced by Black women. It emphasizes the importance of dismantling systemic oppression by recognizing the discrimination and barriers faced by women of African descent.

Decolonization means:

- Decoloniality as a Process: Examining the matrix of power that emerged after the colonization of the global south challenging perceptions of identity, culture, and modernity
- Understanding Exclusion and Marginalization: The post-colonial matrix of power has led to the exclusion of various African populations and marginalized groups which decolonisation addresses
- Individual and Systemic approach: Decolonization starts at the individual level, requiring self-reflection and acknowledgment of the historical past, then extends to organizations and systems.
- Acknowledging Historical Past: The starting point for decolonization is recognizing that a return to indigenous ways may not be fully possible but rather moving towards hybridity
- De-centring Eurocentric Notions: Decolonization requires questioning Eurocentric concepts like progress, development, modernity, and the definition of a modern woman.

ACCOUNTABILITY WITH PARTNERS

Effective accountability involves mapping and evaluating the locations of your 'changemakers' and networks for impact. This is strategic for all stakeholders and involves reflecting internally as organizations and the government. For the government it also involves mapping individuals and departments. An Afro-feminist approach to accountability means intentionally building practices that enable working with 'partners' rather than for them.

Knowledge Box



Tokenism is when engagement is a symbolic gesture toward inclusivity or diversity without a genuine commitment to meaningful involvement and co-leadership. This results in disengagement, frustration, and a perpetuation of systemic inequalities. Including people, especially marginalized communities, in spaces just to "check a box" without actively engaging them implies a tokenistic approach.

Knowledge Box



Meaningful engagement involves actively listening to and valuing the contributions of all individuals, towards integrating and co-creating decisions, policies and programs with them. This approach fosters a more inclusive, diverse and responsive environment that is able to accurately address the barriers to gender equality.

Who Are We Engaging With?



Objective:

This exercise will guide your organization or department in mapping and reflecting on the team members and stakeholders involved. It encourages teams and staff members to delve into areas such as knowledge holders, power dynamics, and agency.



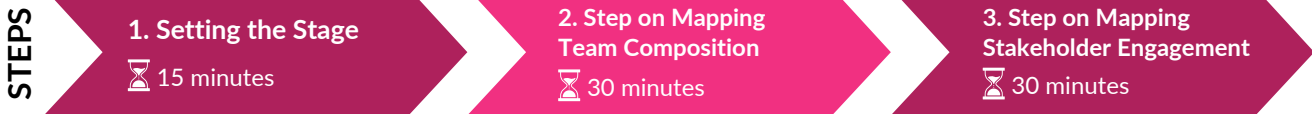
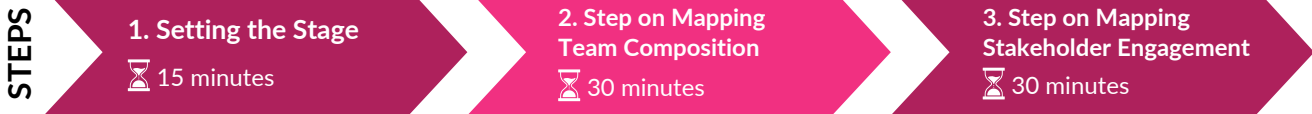
Materials Needed

Large sheets of paper or whiteboards

Markers

Sticky notes

Pens



- Start with a brief introduction, emphasizing the importance of inclusivity in the team and its engagement efforts.
- Highlight the goals of the exercise: to visually map out team members and engaged stakeholders and reflect on the diversity represented and the extent of their co-leadership.

- Divide the group into small groups (e.g. gender, ethnicity, age, rural/urban, language, persons living with disability, sexual orientation etc.)
- Ask each group to create a visual map or diagram representing their involvement in the team.
- Include roles, departments, and any other relevant information.
- Carry out 'Gallery Walk' step below

- In small groups, instruct participants to a visual map or diagram representing stakeholders with whom they engage.
- Include community groups, organizations, government bodies, and any other entities involved.
- Use different colors or symbols to denote the level of engagement with each stakeholder.

- Arrange the visual maps around the room.
- Conduct a gallery walk where participants from each group visit other groups' maps to observe and take notes on the diversity represented.
- Encourage participants to place sticky notes on areas that need improvement and areas that need continued engagement.

Ask:

- What patterns or trends did you observe in team composition and/or stakeholder engagement?
- How representative are your teams of the communities you serve or engage with?
- What gaps or areas for improvement did you identify?
- How can you enhance diversity and inclusivity in both team composition and/or stakeholder engagement?

- 'Popcorn style' a brainstorming session where participants list actionable strategies to enhance inclusivity and diversity.
- Assess the list and prioritize based on an implementation timeline and assign responsible parties for each action item.
- Schedule follow-up sessions to assess progress and make further adjustments.

How Do We Work Together, Beyond A Checklist?

Oftentimes our approach to creating an inclusive and representative environment stops at ‘tokenistic engagement’. In order to move towards active and meaningful co-leadership we need to change our internal ways or working and being. Below are suggested steps.



1. Ask

Use surveys, interviews, and community forums to gather input directly from community members on what are the issue areas. These modes of ‘data collection’ should be established as permanent feedback and co-creation tools towards building a partnership relationship with the community.



2. Build Trust

Trust is an essential component of a co-lead space and process. To build trust there must be; transparency, accountability, and consistency in your actions/policies/programs.

Have continuous feedback mechanisms which provide disaggregated and detailed data. If there is money involved people want to know where it came from, where it went and who decided where it went.



3. Cultural Competency Training

Provide cultural competency training to staff to ensure understanding and sensitivity to the diverse cultural backgrounds within marginalized communities.



4. Accessible Communication

Ensure that communication channels are accessible and inclusive, considering various languages, literacy levels, and communication preferences within the community.

Use multiple platforms, such as social media, community meetings, and printed materials, to reach a broad audience.



5. Representation in Decision-Making

Actively include members of marginalized communities in decision-making processes, by: Establishing advisory boards or councils with representatives from diverse backgrounds to provide input on policies and programs. These roles must be compensated.



6. Accessible Meeting Spaces and Times

Schedule meetings at times and locations that are convenient and accessible to community members.

Provide virtual options for those who may face physical or transportation barriers.

Compensate community members for their time and expertise.



7. Capacity Building

Invest in capacity building within marginalized communities, providing training and support to empower individuals to participate effectively in processes.



8. Regular Feedback Mechanisms

-Establish continuous feedback mechanisms to gather input on initiatives, policies or projects.

-Act on feedback received and communicate how community input has influenced decision-making.

Objective:

To evaluate and enhance the ethical representation of issues in communities by governments, multilateral institutions, young feminist organizations, and funders to ensure the prevention of exploitation and the promotion of community empowerment.

After using this tool, record specific insights, action items, and areas for improvement identified during the discussion. Use this tool as a starting point for continuous reflection and improvement in ethical community engagement practices. Regularly revisit and update as needed.

Instructions:

Rate each statement on a scale from 1 to 5, with 1 being “Strongly Disagree” and 5 being “Strongly Agree.” Encourage open discussions among stakeholders while using this tool.

Certainly! Below is a tool that feminist organizations, and governments can use to ensure they are not exploiting the communities they work with when representing issues. This tool focuses on fostering ethical engagement, collaboration, and transparency.

Rate each statement on a scale from 1 to 5, with 1 being “Strongly Disagree” and 5 being “Strongly Agree.” Encourage open discussions among stakeholders while using this tool.

	RATING
<i>We have conducted thorough research to understand the community’s history, culture, and context.</i>	
<i>We actively seek input from community members and incorporate their perspectives into our understanding of the issues.</i>	
<i>We actively co-create with community members in decision-making processes related to how community issues are communicated and how their stories and images are used.</i>	
<i>We do not speak for community but open space and provide platforms for them to speak</i>	
<i>We actively work to include marginalized groups and avoid symbolic gestures without substance.</i>	
<i>We communicate transparently about our intentions, actions, and potential impacts on the community.</i>	
<i>We provide clear information about the goals and expected outcomes of our advocacy efforts and mechanisms.</i>	
<i>We prioritize community empowerment by providing opportunities for skill-building and capacity development for them to represent their issues and solutions.</i>	
<i>We support initiatives that allow community members to take leadership roles in addressing their own issues.</i>	
<i>We provide equitable resources for the community expertise and consultation.</i>	
<i>We establish mechanisms for ongoing accountability and feedback from the community.</i>	
<i>Community feedback is actively sought, and adjustments are made based on their input.</i>	

Scoring Reflection:

8-16: There is room for improvement. Reevaluate practices and develop strategies to enhance ethical representation.

17-32: Making progress. Identify specific areas for improvement and build on existing strengths.

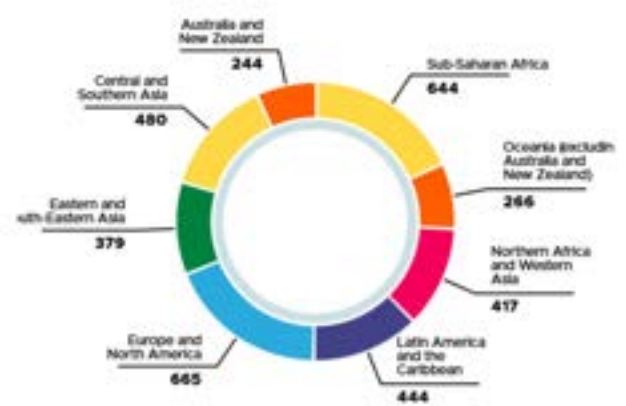
33-40: Well-aligned with ethical principles. Continue to refine and share best practices within the organization and with other stakeholders.

How To Set Up A Pathway For Co-leadership

Africa has the highest commitments globally within the Generation Equality Forum framework. This means that Member States of the region have a greater responsibility to deliver. To achieve this, there is a need to bridge the gap between government, young feminist organizations, multilateral institutions and funders.

The Generation Equality Forum is strategic because all stakeholders have a role to play in achieving gender equality targets. Therefore, establishing a multi-stakeholder working group that includes marginalized communities requires intentional and strategic planning to ensure inclusivity and equitable representation.

No. of Commitments per Region of Implementation



[Diagram showing Africa with the highest number of commitments globally at 644. Note this is not inclusive of North Africa which has been categorized under Northern Africa and Western Asia which is at 417.]

1

IDENTIFY OBJECTIVES

Clearly define the objectives and purpose of the working group. Identify specific issues or policies the group will address.

2

DEFINE INCLUSIVE CRITERIA

Develop criteria for selecting members that ensure representation from various marginalized communities. (use Guide 'How do we work together, beyond a checklist?') Consider factors such as ethnicity, gender, socioeconomic status, disability, age and other relevant characteristics.

3

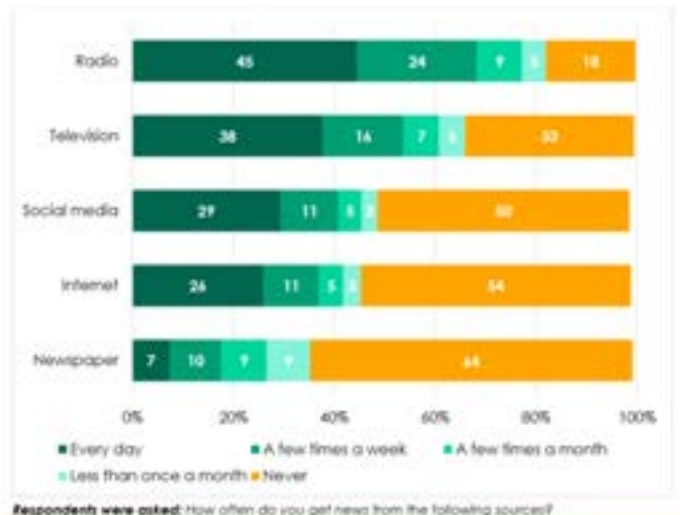
COMMUNITY OUTREACH AND ENGAGEMENT

Conduct outreach to marginalized communities through community leaders, young feminist organizations, and grassroots networks. Use a variety of communication channels, including local media (TV and Radio), social media, and community events, to ensure broad awareness.

Data Hub



According to [Afrobarometer](#), radio and television remain the most common source for news and information. Africans additionally express broad support for the media's role in fostering government accountability.



Respondents were asked: How often do you get news from the following sources?

4

FORM PARTNERSHIPS

Collaborate with existing community organizations and leaders to build trust and facilitate coordination. Seek their input on the structure and goals of the working group.

5

TRANSPARENT SELECTION PROCESS

Clearly communicate the selection process and criteria to the public. Use an open and transparent process, such as applications or nominations, to select members.

6

DIVERSE REPRESENTATION

Ensure diversity within the working group by selecting members from different age groups, backgrounds, and experiences. (use Guide 'How do we work together, beyond a checklist?' as a check on your progress for inclusivity)

7

TRAINING AND ORIENTATION

Provide training or orientation sessions for working group members to ensure a common understanding of their roles, objectives, technical language and processes as well as the broader context. Ensure that training is both ways, having government staff undergo training run by the community on their issues and desired ways of working.

8

ACCESSIBLE MEETINGS

Schedule meetings at times and locations that are convenient for all members.

Provide compensation for working group members from the community to attend meetings.

9

FACILITATION AND MODERATION

Co-create sessions through joint facilitation and moderation to ensure shared leadership of the space.

10

RESOURCE SUPPORT

Provide necessary resources and support for members to actively participate, considering potential barriers such as transportation or childcare needs.

11

REGULAR CHECK-INS

Conduct regular check-ins with working group members to assess their experiences and address any concerns or challenges they may face.

12

EVALUATE AND ADJUST

Regularly evaluate the effectiveness of the working group in achieving its objectives.

Use 'Assessment tool: How do we represent issues'.

13

PUBLIC ACCOUNTABILITY

Keep the public informed about the working group's activities and progress.

Demonstrate a commitment to transparency and accountability to build trust.

GOVERNMENT

Accountability is a continuous process that requires commitment, funding and trust.

It requires dedication to responsibilities, adequate resources to support accountability measures, and a foundation of trust among those involved. It involves regular and sustained engagement for development and review, where individuals, governments, and organizations take responsibility for their actions, decisions, and outcomes.

Government Accountability involves:

- **KPIs:** Developing clear targets and key performance indicators that are responsive, created in partnership with women and girls, refugees and internally displaced, persons with disabilities and other marginalized groups.
- **Relationship building:** Engaging stakeholders to ensure a clear understanding of the importance of the accountability process, and nurturing a learning space to explore new methods and processes to track progress
- **Data collection and reporting:** Honoring and documenting impact stories. It is not just the work space of Non-governmental Organizations to engage in qualitative data, but governments must also decolonize what data means.
- **Transparency:** Reporting must show funding secured, spent and be disaggregated to show where it goes.



“On matters GBV in Kenya we are working with different communities, civil society and women on the ground to ensure that home-grown solutions for engaging communities are considered.”



Office of the President's
Advisor on Women's Rights,
Republic of Kenya

Knowledge Box



The experiences of the oppressed are often reduced to statistics but their experience is not quantitative, it is qualitative. This trend is seen with the way funders and government approach feminists and feminist organizations, seeking quantity, how many likes, how many interactions, how many impressions, what percentage reached? This practice is rooted in capitalist and patriarchal expectations, and overlooks the depth of these experiences and silences the oppressed.



CASE STUDY

The Judiciary of the Republic of Kenya launched [Sexual and Gender Based Violence \(SGBV\) Courts](#). These courts are as a result of consultation with survivors of SGBV to ensure that the process of achieving justice is equitable and responsive to the lived experiences of women, young women and girls.

SGBV courts are established to handle cases related to sexual assault, domestic violence, and other forms of gender-based violence. Key features of these courts are: Sensitivity and support for survivors to reduce trauma and specialized judicial training of Judges and legal professionals to handle SGBV cases, ensuring a nuanced understanding of the complexities involved.



INNOVATION

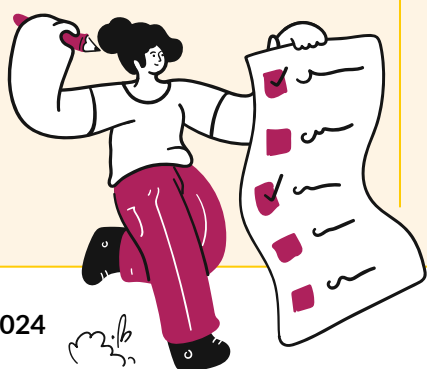
The government of the Republic of Kenya, United Nations Action Coalition leader on Gender Based Violence, created a National Secretariat on ending Gender Based Violence.

Through this secretariat a community approach campaign was launched, called [Mashinani campaign](#). This campaign mobilizes different communities around GEF commitments that the government of Kenya has made.



- Create monthly conversations with civil society and young feminist organizations as an open space for discussions about accountability, briefing and reporting
- Lift laws that restrict international funding for young feminist organizations including high fees for international funding or restriction organizing and assembly.
- Become active partners and co-lead as government institutions with young feminists. Do not only participate to discuss but show up and work with various activists when advocating for matters affecting local communities.
 - **Members of Parliament:**
 - Connect with your local constituent youth organizations and support the programs and projects they have created to address gender equality
 - Include these initiatives in the national strategy
 - **Ministry of Gender:**
 - Have a working group with young feminist organizations to be an active agent in emerging gender equality issue areas
 - Connect young feminist organizations with relevant arms of government to further their advocacy
 - **Judiciary:**
 - Innovate policies and access to justice with young feminist organizations to ensure that the judicial system/process is accessible
 - Create a permanent structure for regular feedback from young feminist organizations

- Have we scheduled regular, open dialogues with civil society and young feminist organizations?
- Is there a safe and inclusive space for discussions about accountability, briefings, and reporting?
- Are we collaborating with relevant stakeholders, particularly young feminist organizations, to create an enabling legal environment for advocacy on gender equality?
- Have we demonstrated commitment to co-leading in decision-making and initiatives with young feminist organizations?
 - Are we actively participating in decision-making processes with young feminists?
 - Are we collaborating with activists who work on issues that affect local communities?
 - Do we regularly attend events, rallies, and advocacy campaigns organized by young feminist groups?
 - Are we publicly supporting and amplifying the voices of activists when advocating for community-related issues?
 - Have we formed joint working groups that include government representatives and young feminists from diverse backgrounds?
 - Are we collaborating on specific projects or initiatives to address community concerns?
 - Have we established mechanisms for ongoing feedback from civil society and young feminist organizations?
 - Are we taking action on the feedback received to improve policies and practices?
 - Are we regularly monitoring the progress of collaborative initiatives?
 - Do we evaluate the impact of joint efforts and make necessary adjustments?
- Have we acknowledged and celebrated achievements resulting from government collaboration with civil society and young feminist organizations?
 - Are we actively sharing success stories to inspire continued cooperation?



MULTILATERAL INSTITUTIONS

Accountability is about connecting innovations, initiatives and movements with Member States.

The role of multilateral institutions is to bridge grassroots movements and innovations with member states, using their convening power and access. It is important to acknowledge that these institutions hold a distinct position of power, and therefore, it is crucial to shift and open up this space.

As an intermediary between government, civil society and young feminist organizations, holding commitment makers accountable, particularly in the context of feminist accountability involves working with accountability as a comprehensive approach. The focus of multilateral institutions should not only be holding commitment makers accountable but also examining the methodologies and processes. This involves questioning what it means to be a partner.

Multilateral Institution Accountability involves:

- **Enhancing transparency in Gender Statistics and Data:** Data does not have impact if it is not able to be used for advocacy. The data must be curated in an accessible platform with accessible languages and abilities.
- **Leveraging existing strategic positions:** Open strategic policy and influence spaces such as the UN General Assembly, Commission for the Status of Women, and the Annual High Level Political Forums around the Sustainable Development Goals; to young feminist organizations to showcase their innovations, initiatives and demands.
- **Creating Space for Innovation:** Connect initiatives and feminist groups in a collaborative approach with member states or other commitment makers that are normally hard to access.

Knowledge Box



Over **90+ partners** 🐾 have joined the Generation Equality Action Coalition Leadership Structure. This structure situates Member States, United Nations Agencies and International Organizations, Civil society organizations, Youth led-organizations and Private Companies and Philanthropies on a non-hierarchical platform to work together towards gender equality. Additionally you can become a commitment maker by filling in [this form](#). 🐾



For the first time we asked the world to come together on an equal footing and walk the talk. To move beyond just speeches. Make bold and public commitments to back the rhetoric we have been hearing for so long. GEF has brought stakeholders to the table in a way that has never been done before. We have youth, civil society, Member States, Private Sector, Philanthropies all at the table in space that were not accessible before to all of them



UN Women

- Center frameworks and initiatives on local communities needs and capacity.
- Utilize resources effectively.
- Avoid perpetuating international mechanisms that may not address the needs of local communities
- Slow down the process to allow space for co-creation; reimagining and being comfortable with not knowing, or being the expert
- Shift power dynamics by using your platform to put young feminists at the forefront of engagement and access to core funding

- Have we ensured that frameworks and initiatives prioritize local communities? Have we asked what they need and where are the gaps? Were these developed in partnership with communities and do they respond to their needs and capacity?
- Are we effectively using resources to address the specific needs of local communities?
- Have we avoided perpetuating international mechanisms that may not adequately address the needs of the communities we serve?
- Are we intentionally slowing down the process to allow space for co-creation and reimagining?
- Are we comfortable with not knowing all the answers or being the expert, and do we encourage diverse perspectives in the creation process?
- Are we actively using our platform to emphasize the importance of power within community networks and young feminist movements?
- Are we prioritizing young feminists and providing opportunities for these networks and movements to access core funding?

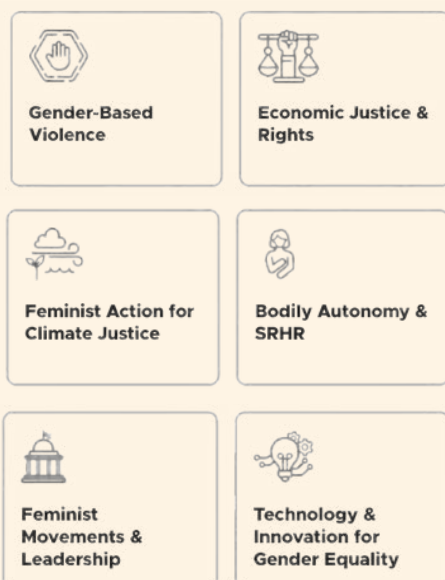




CASE STUDY

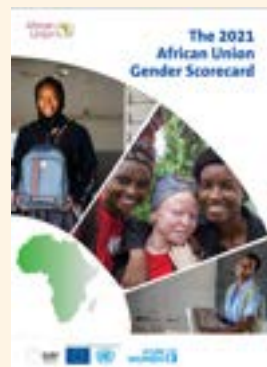
The Generation Equality Forum [Action Coalition](#) structure is a platform to monitor the implementation of the promises made globally. Six Action Coalitions and Compact on Women, Peace and Security and Humanitarian Action were designed to be multistakeholder collectives having member states, civil society, youth, philanthropic organizations, international organizations, and UN systems coming together on a shared agenda. The Accountability Framework which data is found on the [Generation Equality Forum Dashboard](#) and the [Annual Survey](#) through [Generation Equality Interest Form](#) monitoring the implementation of GEF promises from all commitment makers.

Transparency additionally must filter to the organizational level where multilateral institutions are accountable and transparent on their internal resourcing. For instance UN Women publishes their resourcing through the [Gender Statistics, UN Women Transparency Portal](#). This portal is an interactive platform which allows the disaggregation of data.



INNOVATION

The [2021 African Union Gender Score Card](#) is a publication of the African Union Commission that aims to assist Member States in fulfilling their commitments to gender equality. It presents an assessment of the progress made in safeguarding and promoting women's socio-economic, civil, and political rights, promoting and emphasizing the need for increased investment in gender statistics, for formulating, implementing, monitoring, and evaluating policies and programs related to gender equality.



UN Women Regional Offices in East and Southern Africa and West and Central Africa, along with the Sexual Violence Research Initiative has engaged with

diverse stakeholders to collaboratively formulate a set of shared research priorities specific to the African context. The primary goal is to provide guidance, structure, and attract funding for evidence-building initiatives on Gender-Based Violence (GBV). This collaborative effort has resulted in the establishment of [The Africa Shared Research Agenda \(ASRA\)](#) for the eradication of GBV. ASRA represents a collection of research priorities that emerged through an inclusive process, prioritizing the perspectives and voices of those who stand to benefit from the research. The Child Health and Nutrition Research Initiative methodology was employed which values the input of various stakeholders beyond technical experts, treating all opinions equally and preventing the dominance of certain voices through a collaborative approach that gathers diverse perspectives on the issue.

YOUNG FEMINIST ORGANIZATIONS

Accountability is expressing your demands in an organized and consistent manner.

For many youth and feminist organizations, protest is their main tool for questioning, challenging, and holding Member States and funders accountable. We need to view protest as an accountability tool beyond just making grand and brave statements on the street and instead focus on strategic organizing that goes beyond the streets. A comprehensive approach to using protest as an accountability tool includes a combination of on-the-ground protest action, responsible activism, an online presence, and engaging with governmental processes. This will effectively hold Member States and institutions accountable for their actions and promises.



For effective protest three requirements must be fulfilled:

- **Follow-Up Actions for Impact:** The effectiveness of protest action relies on activists holding themselves responsible and accountable for the demands they make. This involves follow-up actions such as submitting petitions or memoranda to relevant authorities, ensuring that their voices are heard in the right spaces.
- **Centralize demands using online platforms:** Activists should centralize their voices around the narrative and demands, utilizing online platforms, not just limited to street demonstrations. Social media, media presence, and other online tools play a crucial role in ensuring that the message reaches a broader audience.
- **Engaging in Decision-Making Processes:** Activists need to go beyond protests and engage with the decision-making processes by getting involved with the Member State. This engagement helps ensure that their concerns are considered and addressed. Get to the decision making table where you are engaging independently through civil society or at the table on an advisory level.



It is really important to recognize the power of the citizen generated data because we are generating data with the people, not just us in our homes on our desktops analyzing some data.



The Latin American Open Data Initiative

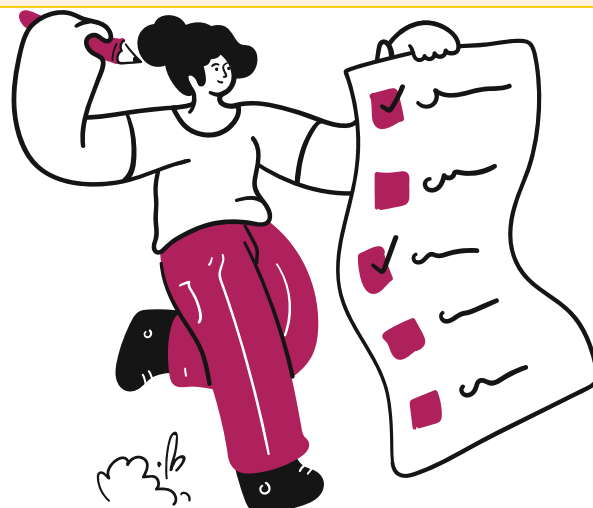
Knowledge Box



Protest is one of the most visible tools used for accountability. It is when people hold their Member States and leaders accountable by articulating their demands, and specifying the desired changes

- Be involved in analyzing and keeping track of the GEF resources and ask where the money is and how it is moving
- Position your organizations as consultants and experts in collecting and analyzing the data on how funding is reaching girls and youth-led groups
- Work strategically with the government to ensure co-leadership in developing policy and tracking of the implementation of those policies
- Take up leadership positions in government and multilateral institutions

- Have we analyzed and tracked GEF resources to ensure transparency and awareness of fund allocation and movement?
- Have we advocated for our organization to be recognized as consultants and experts in collecting and analyzing data on funding reaching girls and youth-led groups?
- Are we consistently positioning and advocating for our organization's expertise to maximize impact and influence in the funding and policy landscape?
- Are we working strategically with the government to establish co-leadership in policy development?
- Have we initiated conversations, dialogues, and roundtables to ensure government representation?
- Have we mapped out government roundtables and convenings and sought access to those spaces to strategically raise awareness of issues?
- Have we explored opportunities to take up leadership positions within government bodies and multilateral institutions?





CASE STUDY

#StopRacism was a student-led-protest movement in South Africa in 2016. This movement highlighted the institutional racism in high schools in South Africa. This protest involved strategically engaging in policy spaces through the use of petitions. In particular the petition was sent to the Minister of Basic Education stating the demands of the movement alongside a memorandum which was signed by over 35,000 people globally.



The support it gathered therefore mandated the responsible person in government to ensure that those demands listed are affected. This led to the [National Development Plan for 2030](#) which asserts that by 2030 all public schools should have anti-racist policies and should teach a minimum of at least one African Indigenous language in their schools.



INNOVATION

[We Are Purposeful](#) is an Africa rooted global hub for girls' organizing and activism. Purposeful published a report entitled '[The Time is Now to Redistribute Power and Resources to Girls and Young Feminist Activists](#)' and its accompanying [Advocacy tool](#). The report creates an in-depth understanding of the GEF process and tracks where the money is going using a participatory process.



[Freely in Hope](#) is a group of survivors, advocates, scholars, and leaders who can now live freely because they are no longer victims of the past's trauma. Their model involves holistic education, leadership development, and storytelling having a more holistic approach to accountability. In this model all stakeholders had to be involved during the process; including caregivers, parents, educators, practitioners, Member State officials and the community at large.



FUNDERS

Accountability for GEF is about funding young feminists to drive data collection.

The role of funders and philanthropic organizations is not only to provide the resources for data collection. Instead, they should work innovatively to advocate for youth and feminist-led organizations to take the lead in data collection on accountability. This can be achieved by enabling civil society, youth leaders, and feminist organizations to have a voice within processes that hold member states accountable.

Accountability Within is about dismantling colonial structures and practices of where the money goes to, how it moves, who it reaches and what it is spent on.

The existing model of aid and philanthropy is deeply rooted in patriarchal and colonial histories and legacies. Therefore, funders within this system have a responsibility to work strategically to challenge and dismantle it. The utilization and distribution of funding is present in member states, civil society, and philanthropy funding as they all perform and abide by the colonial structures to access aid or funding. This results in the so-called 'Global North' making funding decisions on what priority areas and indicators should be when it comes to accountability. The role of funders and philanthropists is therefore to dismantle these structures which are rooted in colonial rationalizations of distrust and control.

Data Hub



Only 1.9% of all funding makes it to women and girls, and these numbers shrink further for people with additional marginalized identities. [Women and Girls Index \(2021\)](#)



GLOBAL FUND FOR WOMEN

As a women's fund we believe at the core of transformation is change that's led by social movements and specifically those who have been most impacted by GEF, envision a world where movements have shifted this power, in a way where accountability means action.



Global Fund for Women



Money sits where it sits deliberately



Mama Cash

Key issues for funders to address:

- **The lack of intersectionality and diverse funding:** You can not advocate for Sexual and Reproductive Health and Rights and not advocate for Women's Leadership in Politics. Focusing on single issues does not address the complex and interconnected nature of oppression.
- **The psychological impact of the colonial system:** We recognize that colonization and the remnant colonial structures impact people's identity and their psychology. Colonization is not only physical and structural violence but psychological violence. However, there is no funding model which creates space for the decolonization of identity constructs imposed by colonization. Yet, challenging these constructs is crucial for effective change.
- **Limited alternative funding models:** Existing models often reflect colonial and patriarchal constructs, limiting the effectiveness of feminist movements. The funding models which are open to unrestricted flexible funding however are few and still do not count for non-registered organizations, groups or collectives.



We do not live single issue lives



Audre Lorde



**ROZARIA
MEMORIAL TRUST**
Creating Opportunities: Unleashing Potential

Data Hub

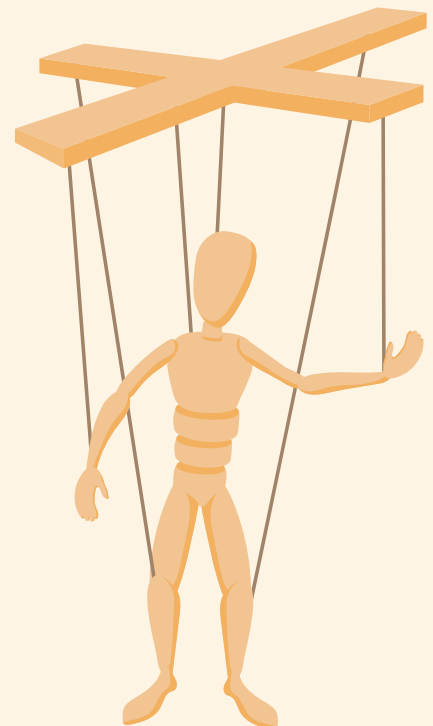


African philanthropic organizations have five commitment makers; [Jumuiya Women Fund](#) (JWF), [Urgent Action Fund Africa](#), [Mohammed Enterprises Tanzania Limited](#) (MeTL Group) / [Mo Dewji Foundation](#), [Association cœur de femme](#) and [Rozaria Memorial Trust](#) represented by Kenya, Tanzania, Togo and Zimbabwe respectively.

Knowledge Box



Violence in the colonial and postcolonial context revolves around the duality of violence as structural and psychological. Structural violence manifests through economic, political, and social mechanisms that sustain the subjugation of colonized populations including the exploitation of resources, discriminatory policies, and the imposition of unequal power dynamics. Psychological violence operates on a deeply personal and emotional level, impacting the psyche of the colonized leading to psychological trauma. This creates a distorted self-perception and identity crisis among the colonized, leading to internalized feelings of inadequacy and alienation.



- Recognize and dismantle the way power moves and is situated within your institution by reimagining your relationship with partners.
- Fundamentally resource and fund young feminist organizations that drive accountability by increasing young feminists pot to 35% intentionally.
- Provide more core unrestricted funding that enables feminist groups to have their own accountability priorities.
- Move away from project and thematic based funding into a more holistic and sustainable approach that prioritizes long-term systemic change.
- Absorb burdensome reporting by reducing the length of applications, structures and reporting templates, and remove requirements for excessive receipts and reports, to be simpler and less time consuming.
- Challenge the language of the funding process that is based on colonial mistrust and racist notions of young Africans.
- Advocate in the global funding ecosystem by being a role model.
- Invest in the training and development of monitoring and evaluation processes within young feminist organizations to collect and analyze their own data in order to highlight where progress is being made or not made

- Have we recognized and actively dismantled power structures within our institution?
- Are funding practices, advocacy work, and partnerships remodeled to address and rectify power imbalances?
- Have we intentionally increased aid and funding to young feminists working on the ground?
- Are we providing more core unrestricted funding to young feminist groups?
- Does this funding approach enable young feminist organizations to prioritize their own agendas, fostering a holistic and sustainable approach?
- Have we absorbed burdensome reporting by minimizing the length of applications and reporting templates?
- Is the reporting process streamlined to focus on essential information, reducing unnecessary administrative burdens?
- Have we challenged the language of the funding process that reflects colonial mistrust and racist notions?
- Is there an introduction of a trust-based approach to funding, eliminating the need for excessive receipts and reports?



Data Hub

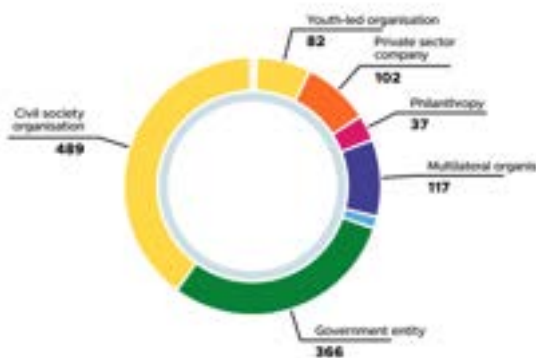


\$47B in financial commitments **reported in 2023**, with \$20B already secured and \$9.5B spent. In Africa Financial Commitments are as below. Noting the data discrepancy due to the colonial categorization of regions in 'Sub-Saharan Africa' and 'Northern Africa and Western Asia'. The below figures are solely on financial commitments excluding North Africa.

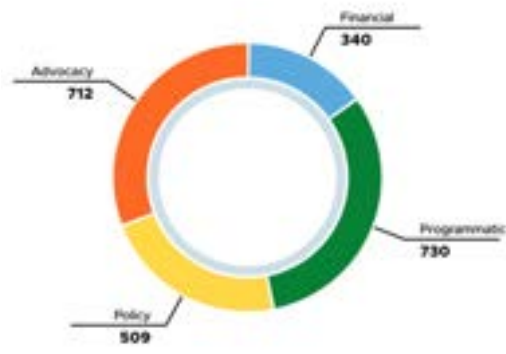


Financial information is self-reported and does not include large-scale domestic EJR commitments on care systems by the Government of the United States and Canada (\$177 billion and CAD 49 billion, respectively).

No. of Commitments per Organization Type



No. of Commitments per Commitment Type



CASE STUDY

In partnership with 30 partners from Asia-Pacific, Latin America and the Caribbean, Europe and Africa; Global Fund for Women convenes these partners in the development of a **Feminist Accountability Framework**. This co-convened group of partners work in a non-hierarchical structure to co-create data collection methods which center the lived experiences of women and girls in all their diversity. This Framework is an actionable and evolving plan to help move the Generation Equality Forum from promises to action.



INNOVATION

The **Black Feminist Fund** is an innovative fund focused on explicitly supporting Black feminist movements. Connecting Black women donors to grassroots Black feminist organizations, they shift the narrative of how Black women: create, sustain, and fund their own movements. In their report '**Where is the money for Black Feminist Movements**' they found that "0.1-0.35% of global foundation funding goes to Black women, girls and trans people".

Mama Cash is an organization that funds activists and feminist groups working all over the world. It has evolved its own grant making practices, using a participatory approach to be all-inclusive and non-bias, working on anti-racist processes internally recognizing how racist and colonial legacy shows up in how they interact with partners.

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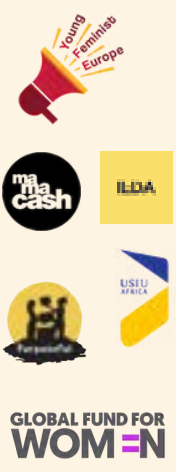
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