



Strategic plan

of the Feminist Fund



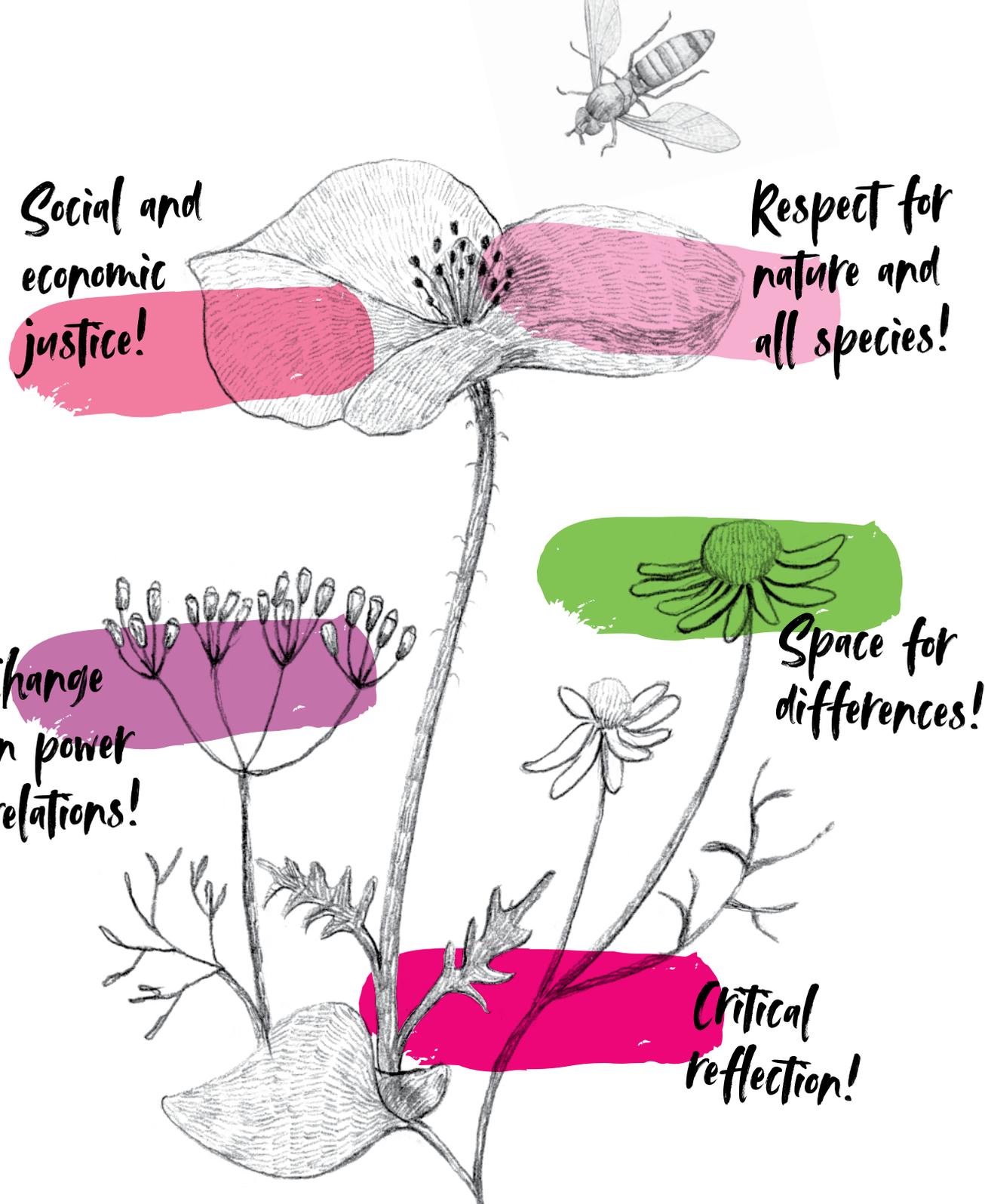
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What kind of world do we want?

We want a fair world for all people, animals, and the Earth. A world where everyone has equal access to important resources and rights, is free and safe. We need fundamental changes that take into account power relations, economic dependencies, and our relationship to nature and other species. We need space for different voices and courage in thinking about what this world is supposed to look like and how to build it together.

We want the feminist movement in Poland to be even stronger and to effectively change the world around us, standing side by side with those who need it and resisting all oppression.



Social and economic justice!

Respect for nature and all species!

Change in power relations!

Space for differences!

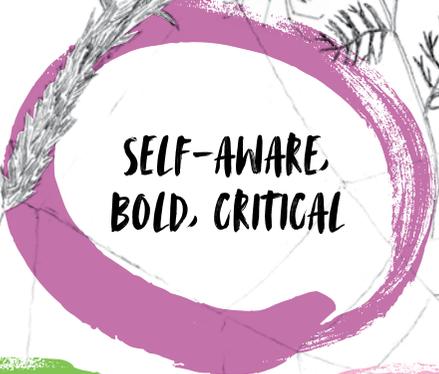
Critical reflection!



What feminist movement do we want to co-create?



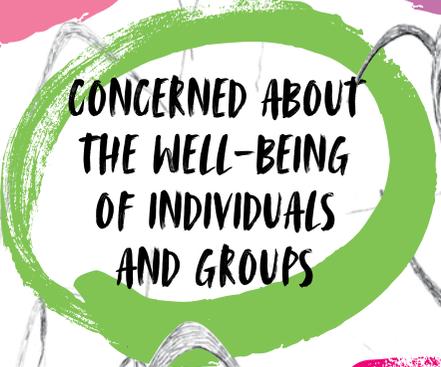
DIVERSE, REACHING
OUT TO THE MARGINS,
PROVIDING SPACE
FOR EVERYONE



SELF-AWARE,
BOLD, CRITICAL



INDEPENDENT
AND REGENERATING



CONCERNED ABOUT
THE WELL-BEING
OF INDIVIDUALS
AND GROUPS



SOLIDARY AND
COOPERATING



CONNECTED WITH
OTHER SOCIAL JUSTICE
MOVEMENTS

How do we see the role of FemFund?

The Fund is part of the feminist movement. Our main tasks are:

- ★ *Collecting money* for feminist activism and passing it on where it is needed the most.
- ★ *Providing support* to feminist groups and organizations to operate safely and independently.
- ★ *Connecting people and groups* with each other as part of the feminist movement, strengthening personal relationships between those who do feminism in Poland and around the world.
- ★ *Bringing together* persons and groups around feminism that is solidary, anti-capitalist, and responsible for the planet.
- ★ *Developing* alternative, less hierarchical ways of doing things, such as participatory grantmaking and feminist philanthropy, and other ideas for organizing that reflect our values.



Where do we want to be in 5 years?



FemFund Community:

- ★ Being part of the FemFund community brings *positive changes* in the lives of groups and persons involved in feminism,
- ★ There are *strong relationships* between different groups and a space for getting to know each other, building relationships, collaborating, and learning from each other within the FemFund community,
- ★ The FemFund community is *diverse*, and an important part of it are groups on the "margins", experiencing inequalities in society and/or in the feminist movement, as well as groups operating at the intersection of emancipation movements, and creating links between them,
- ★ The FemFund community knows and shares our *values* and the vision of feminism that we do together.

The Feminist Movement and Allies:

- ★ The feminist movement has all the money it needs,
- ★ ... and has everything else that is necessary to operate,
- ★ FemFund's voice is *heard and recognizable* in the feminist movement (as one of many voices),
- ★ FemFund's vision of feminism is known and has an *impact* on persons, groups, and organizations operating in the movement,
- ★ Feminist *philanthropy and solidarity* as well as participatory grantmaking are becoming increasingly popular in Poland.



Where do we want to be in 5 years?

Society:

- ★ Feminism is viewed more *positively*,
- ★ Feminist criticism is an integral part of wider *public debate*,
- ★ Every oppression encounters effective *resistance*,
- ★ FemFund's voice is clear, contributing to feminist *change* and resistance.

FemFund:

- ★ FemFund's budget is *secured* for several years ahead and we can use it flexibly,
- ★ FemFund is *independent* from the state and corporations and secured in the event of a crisis,
- ★ The FemFund *community* has an impact on its organization and method of operation as well as decisions taken at FemFund,
- ★ The FemFund team is *competent and committed*, bases their work on values, and the well-being of persons is an essential element of our work,
- ★ FemFund is an organization *available* to persons with various levels of ability,
- ★ FemFund does not contribute to the destruction of the *environment*.

What are our plans for the near future?



FemFund:

- ★ We initiate, build, and care for our *relationships* with individuals and groups who are on the "margins" of the feminist movement or operating at the intersection of various emancipation movements,
- ★ We act in response to what is *needed and important* for our community,
- ★ We increase the *availability* of FemFund for persons with varying degrees of ability,
- ★ We define and strengthen our *ecological* practices,
- ★ We strengthen our financial and organizational *security*,
- ★ We actively care for our *well-being*, disposition, and health,
- ★ We implement our *strategic plan* and check its progress, learning all the time,
- ★ FemFund's internal structure, *division of responsibilities* within the team, and work plan are clear to all employees,
- ★ We develop our *relations* with other funds in the world and other non-governmental organizations in Poland.



What are our plans for the near future?

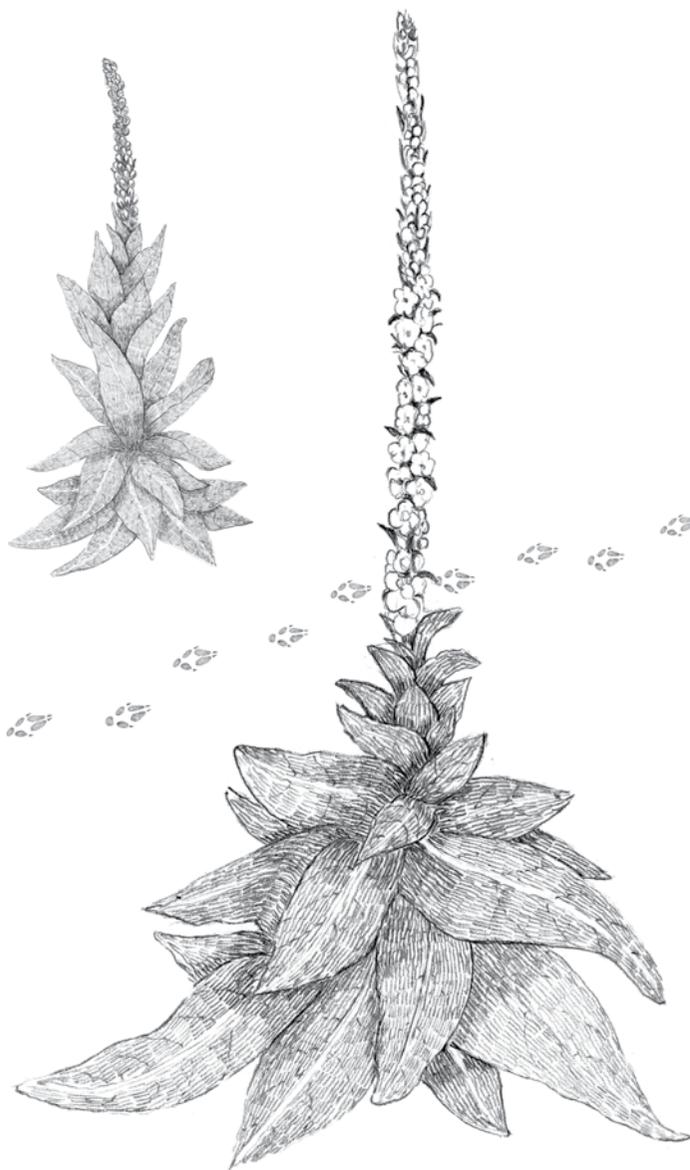


FemFund Community:

- ★ We effectively *communicate* our values and vision of feminism,
- ★ Our communication reaches more *young* people and more and more *diverse* groups within the feminist movement,
- ★ Our communication becomes a *platform* for various feminist voices, especially those less heard, located on the "margins" of the movement and its intersection with other movements,
- ★ New grant programs and new types of *support* are launched for groups and organizations practicing feminism in Poland,
- ★ The number of grants awarded to *minority* groups and organizations operating on the "margins" of the movement and at the intersection with other emancipation movements increases,
- ★ Persons, groups, and organizations that are part of the FemFund *community* experience positive changes thanks to this membership,
- ★ Persons, groups, and organizations from the FemFund community get to know each other to a greater extent, have the opportunity to *talk and reflect* together,
- ★ Community groups and organizations are able to look after their *welfare* and safety better, thanks to the non-financial support from FemFund.



What are our plans for the near future?



The Feminist Movement and Allies:

- ★ FemFund's *vision of feminism* and our values are effectively communicated to wider audiences within the movement,
- ★ The feminist movement benefits from greater and more diversified financial support, which is increasingly provided by *individual donors*,
- ★ Information on the possibilities of *financing* feminist activities in Poland becomes more widely available,
- ★ We promote feminist philanthropy and participatory grantmaking, and we *network* organizations interested in these topics,
- ★ We start working on a *nationwide* feminist meeting organized together with the FemFund community.

Society:

- ★ *We strengthen our presence* in the feminist media and media outside the feminist movement,
- ★ Where there is oppression, there is resistance! *We are present* in the streets and during protests, we show solidarity and amplify the activities of other groups and organizations in the movement.



How do we see the context in which we operate?

We are working in conditions of a *deep crisis* (economic, climate, health, etc.) and increasing political violence that threatens our communities and the feminist movement. In addition, many things are changing *dynamically*, we can expect more changes and increasing instability in the future.

At the same time, oppression is met with growing opposition from many people, with the mobilization of new groups. This is also happening in the feminist movement.

The feminist movement is *diverse and dispersed*: it has very different strategies and forms of action, and different values. This is a feature of any movement. Our goal is not to break down differences and eliminate all tensions.

At the same time, access to feminist knowledge and contacts with other activists remains unequal. The possibilities of acting and speaking out within the movement are not the same for different groups.

As FemFund, we are part of the feminist movement, although as a team we do not reflect all of its diversity. We are changing the feminist movement and it is changing us. This is possible thanks to being rooted in the movement, close relationships, conversations, and exchanges with others. We want to listen, talk, and respond to the needs that arise. *Personal contacts and conversations* are crucial for us.

The context in which we operate is demanding. This often results in increased health problems and additional challenges to the *well-being and safety* of those involved in our joint movement.



What are our values?

1. CHANGE IN POWER RELATIONS

Fair access to resources

Centering the wellbeing of persons and the planet

Help and mutual aid

Trust, common good

Horizontal responsibility, co-leading

Radical inclusiveness and attentiveness

Autonomy of groups and organizations

2. SOLIDARITY AND COOPERATION

Developing relations and bonds

Personal contact, conversations, pleasure

True to values

Feeling of sense and agency

3. SELF-DETERMINATION

Recognizing differences

Courage and sincerity

4. GOOD WORK PLACE

Safe, good employment conditions

FemFund empowers

Pleasure, celebrating

Experiments, we make mistakes

5. LEARNING

We are looking for new solutions

Curiosity, critical thinking

Readiness to change

Strategic plan of the Feminist Fund
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