

# GADN Membership Survey 2021-22

May 2022

## Summary of main points

- A key part of GADN's work is the connection with the FCDO that membership of the network brings to members. This should be maintained and built upon, especially by sharing that connection through access to FCDO colleagues in GADN Members' Meetings.
- Members appreciate the way that GADN makes space for and publicises the analysis and opinions of feminist and women's rights organisations in the Global South, but some felt more could be done in this area.
- Members are particularly keen for GADN to continue and expand our work on decolonisation and keep discussions on anti-racism central to the network.
- GADN's role in advancing the effectiveness of internal feminist advocacy within member organisations is appreciated, and some suggested that this challenge to internal ways of working could be expanded.
- There were suggestions that the visibility of the Board of Trustees and understanding of their work amongst GADN members could be improved.
- As part of our communications strategy, it was suggested that GADN's visibility on social media could be furthered, including engagement of members across social media platforms.

## Results and Analysis

The Membership Survey aims to investigate GADN's progress against the aims and objectives detailed in the GADN 2020–23 Strategy and to understand how the Network is perceived and engaged with by members, as well as how we can improve our work, systems and processes. The research comprised of a survey of the membership, undertaken online by 52 members. The survey entailed 29 questions and was made available to all members from 1<sup>st</sup> December – 16<sup>th</sup> December 2021. Participants were a mixture between individual GADN members (UK and Overseas-based), as well as members of GADN through their respective organisations.

The following analysis is roughly structured around the current 2020-23 GADN Strategy. Detailed responses (by percentage) to each question can be found in Appendix A.

### I. Working with and supporting our members

***Aim 1: Support, enable and constructively challenge members to deliver effectively on gender equality and the rights of women and girls in international development***

A recurring theme throughout the survey was how members use GADN as a space for learning and keeping up to speed with new developments across issue areas. Members strongly felt that GADN membership was an "invaluable" opportunity to **exchange knowledge and best practices**, noting that it provides a space to "work collaboratively on issues" and "spark ideas", using "joint problem solving". This was also considered one of the main benefits to GADN membership. Respondents noted:

*"Being a member of GADN gives me a feeling of passion and purpose".*

*“The main strength of GADN membership is in solidarity and collective working on external advocacy”.*

Furthermore, GADN was thought to advance the effectiveness of members’ **advocacy within their own organisations** and spaces, including by both challenging and mutually inspiring each other, as well as sharing resources. 68.1 per cent answered that they either “agree” or “strongly agree” that membership in GADN challenges them or their organisation to improve their internal ways of working from a feminist perspective. Only 8.5 per cent disagreed with most of the rest unsure because they were relatively new. Members shared:

*“It certainly shines a spotlight on areas that could be improved and sometimes provides practical suggestions for strengthening our internal processes and procedures”.*

*“It’s really helpful to me to have access to a space like GADN that is feminist and increasingly committed to anti-racist too, from which I can draw strength, tools and ways of working to make my own work (and workplace) more feminist”.*

*“The working groups are a learning space, a venue for ideas and outputs that don’t necessarily fit with my own team, and a mutual support group”.*

Asked whether GADN strengthens their work on **gender equality and women’s rights advocacy work**, members were broadly supportive, with 72.3 per cent answering “agree” or “strongly agree”. Only one person disagreed, while the remainder were neutral.

The research indicated that GADN allows members to **collaborate and share knowledge and experience on advocacy** issues and methods with other feminists, as well as create synergy:

*“It’s imperative that women working on these issues are connecting with one another in order to align our approach to addressing male supremacy in institutions such as the aid/ development sector”.*

*“As an organisation that has gender equity & social inclusion as a core pillar of its work but is not specifically a women’s rights organisation, it is helpful to gain an understanding of the work these organisations are doing and identify areas of synergy for potential partnerships”.*

Looking forward, some respondents noted that further opportunities for “training/learning opportunities for members”, for example on international structures and processes, would be useful, as well as some degree of standard practices, guidelines, “tools/resources through which organizations can ensure gender equality within workplace and programmes”.

## II. Working with the UK development sector

**Aim 2: To influence and challenge decision makers to promote gender equality and the rights of women and girls**

**Connecting with the FCDO** was identified as a significant advantage that GADN membership brings. 71.7 per cent of respondents either “agreed” or “strongly agreed” that GADN facilitates dialogue between its members, politicians, and civil servants and provides access to and information about the FCDO’s work on gender. The majority of other responses to this question were “neutral” or “I don’t know”, as they did not work on this particular area.

When asked, “what is the subject area where you feel that GADN most supports your work?”, the second most popular response (behind Women’s Economic Justice) was in relation to UK

Government Aid. Similarly, the connection with the **UK development sector** (HMG and FCDO) was identified as one of the most popular benefits of GADN membership. Some members noted:

*“Access to information on HMG strategy and views” [is the main benefit of membership].*

*“Receiving an analysis of the direction of the FCDO and other institutions is helpful for me and my organisation to advance in our work”.*

*“Insights into FCDO thinking is very useful for knowing where to aim advocacy and programme design proposals to FCDO”.*

80.4 per cent of respondents thought GADN **holds the UK government to account** for its strategy, policies and implementation on gender equality (answering “strongly agree” or “agree”). Being part of this movement, as well as collaborating on this advocacy agenda (towards the UK and global development sectors), were seen as important advantages of GADN membership.

The W7 Summit was also identified as a particularly useful and successful element of GADN’s work over the past 12 months:

*“W7 was incredible, thanks for your leadership on that, and giving opportunities to contribute to joint influencing... it's great that you're focussing on broader development trends, influencing FCDO and UK aid cuts and their gendered impacts”.*

Respondents did, however, also feel that the connection with the FCDO could be taken further, for example through Members’ Meetings:

*“The meetings you organise for the sector are really helpful - I've mainly joined in when the focus was on W7. Ideally, I'd love more engagement opportunities and the option to join broader meetings with FCDO, if possible”.*

*“More informal intel sharing would be useful - particularly with FCDO”.*

*“Continue to facilitate opportunities to hear from FCDO”.*

### III. Contributing to and supporting global feminist movements

#### **Aim 3: To contribute to and support global feminist movements**

As part of its latest strategy, GADN is endeavouring to engage more with **global feminist movements**, especially women’s rights organisations based in the Global South. To that end, members were asked if GADN effectively makes space for and publicises the analysis and opinions of feminist and **women’s rights organisations in the Global South**. Here, 71.7 per cent answered positively, while 21.7 per cent were undecided and 6.5 per cent disagreed. GADN’s efforts in this area were recognised:

*“[Membership provides] the opportunity to... connect with Southern WROs and experts, receive info/updates”.*

*“GADN is a space where I can learn the sector better and get up to speed on various organisations' priorities and key concerns”.*

*“It allows us to stay informed about the wider sector and community”.*

However, this was also an area that some members felt could be **expanded upon further**:

*“I don’t really find much collaboration opportunities created and happening - perhaps also because I’m an independent consultant in the Global South”.*

*“It would be interesting to hear from partners across the world and have a truly global network on economic justice, perhaps with regional hubs focusing on regional advocacy”.*

*“Continue to showcase the work and voices from WROs in low/middle income countries and centre their work”.*

*“I’d like to see a global approach to many issues raised going beyond UK government agendas and asking how what we do is bringing change and voice to women across the South”.*

#### IV. GADN Structure and Leadership

##### ***Aim 4: To build a progressive and effective network that is part of global feminist movements***

In general, the research showed that most members **knew how to engage with the GADN Secretariat** structure, and felt they are **supportive and responsive to their needs** as members, with 67.4 per cent answering positively. 10.9 per cent of respondents answered negatively, however, and so there is still work to be done in this area.

Equally, the **Secretariat’s leadership** was viewed to be strong/positive amongst 76 per cent of the respondents, with the remaining members choosing “neutral” or “I don’t know”.

There was greater uncertainty, however, around members’ knowledge of the effectiveness of the **Board of Trustees**. Whilst 30.4 per cent either strongly agreed or agreed to the statement “I know who the GADN Board of Trustees is and feel that they govern the network well”, 60.9 per cent felt that they did not know or chose “neutral”, and 8.7 per cent answered negatively.

GADN’s commitment to **decolonising our work**, as well as recognising, analysing and responding to the intersecting nature of oppressions that govern women’s lives, was a particular area of consideration in this survey. Respondents noted some positive practices around this area that GADN were already undertaking (8.5 per cent said that anti-racism and decolonisation was the subject area where GADN *most* supports their work), however, there was also a feeling that this must be continued and built upon further.

Almost one in five responses to the question, “something I would like to see GADN doing in order to influence the international development sector is...”, referred to decolonisation and/or working more with partners in the Global South. Suggestions included:

*“Keeping discussions and sustained action on anti-racism and decolonisation going”.*

*“Asking the big questions – [what is the] role of UK INGOs now? How to radically change funding and accountability regimes that keep power and control in the North?”*

*“Continue to advocate for anti-racist and decolonial lenses, to whatever extent that such a thing is possible within the aid sector. I’d love to see GADN playing the critical friend with regard to the UK’s place in the world, histories of colonialism, reframing aid as solidarity and/or reparations”.*

*“Generating more thinking about decolonising international development and doing more to be inclusive of feminist organisations in the Global South”.*

*“Acknowledging the importance of power and promoting a narrative that requires us to check our privilege, our power and be willing to be proactive in making opportunities for those in under-represented and marginalised groups and situations from within and outside of the UK”.*

*“Amplify the voices of women of colour in the Global South”.*

In terms of building an **inclusive network**, members were asked a number of questions related to their familiarity with GADN’s structures and where we could improve. Participation for smaller organisations was seen as difficult, partly due to capacity issues, and the need to create greater space to enable their participation was highlighted.

*“When you are a micro organisation, like ours, then it's always difficult to be able to participate more fully. We don't have the space or time”.*

*“As a member of a small organisation - I often feel its's not appropriate/more difficult for me to be part of the larger organisational discussions”.*

The quality of GADN’s work in producing resources was consistently viewed positively by members, with 89.1 per cent responding that they feel GADN provides **resources and publications** that are well-researched, accessible and relevant (“strongly agreed” or “agreed”).

Following 2021’s redesign of the Weekly Notices and in preparation for the new Communications Strategy, the Members’ Survey featured a number of questions around how members perceive GADN communications generally and how they interact with our platforms.

This survey found that the most popular reason that members visit the **GADN website** was to read new GADN publications (48.8 per cent), as well as to access past GADN publications (41.9 per cent). This was followed by the desire to find out more about a particular issue (30.2 per cent) and to find specific information about the Working Groups (27.9 per cent). Interestingly, 30.2 per cent of respondents noted that they do not use the GADN website at all.

Equally, a limited number of respondents interacted with GADN over **social media** (13 on Twitter, four on LinkedIn and one on Facebook), and 51.1 per cent reported that they use social media but do not ‘follow’ GADN. Resources, briefings and publications from Southern Women’s Rights Organisations was the most common item that members would like to see more of on GADN’s social media (48.8 per cent), followed by more GADN resources, briefings and publications (46.5 per cent) and resources, briefings and publications from GADN members (34.9 per cent).

The feedback from this survey around the new **Weekly Notices design** was extremely positive:

*“The new format is more engaging and easy to navigate. You can pick out issues of interest and events and skip others and revisit later. The repetition has been removed”.*

*“I find the political updates useful as well as resources and events from GADN members”.*

*“I like that it is concise and has links for more in-depth reading”.*

*“It’s much better organised and easy to follow and read”.*

*“I think the format is clear and does well to organise an enormous amount of information into easily accessible categories. I enjoy looking at what is coming up in terms of events, and reading the updates”.*

*“So much easier to digest/scan for sections relevant to your interests at that time. Has definitely meant that I engage with the notices in greater depth”.*

Some members did, however, still feel that the Notices were quite long and could perhaps be shortened. Some further suggestions for how they could be improved included:

*"[There is] lots of repetition from one week to the next (feels like an effort to scan through for the new bits, which again doesn't inspire me to read it)".*

*"More information on broader feminist movements and global south feminist movements".*

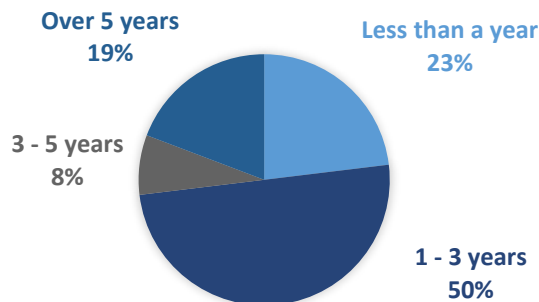
*"Why not include something uplifting in there once a month - for example, articles that are inspiring us, podcasts or cultural/art that we really like. Or once a month share a nice self-collective care practice for members. This helps to create a culture and ethic of care between GADN and its members".*

Finally, members were asked if and how they **encourage others** within their organisation to get involved with GADN, such as through reading the Weekly Notices. 79 per cent answered that 'yes', they did encourage colleagues and allies, and do share information about GADN. Mostly, this was done through the forwarding of the Weekly Notices to organisational colleagues, as well as sharing relevant publications, resources and GADN events.

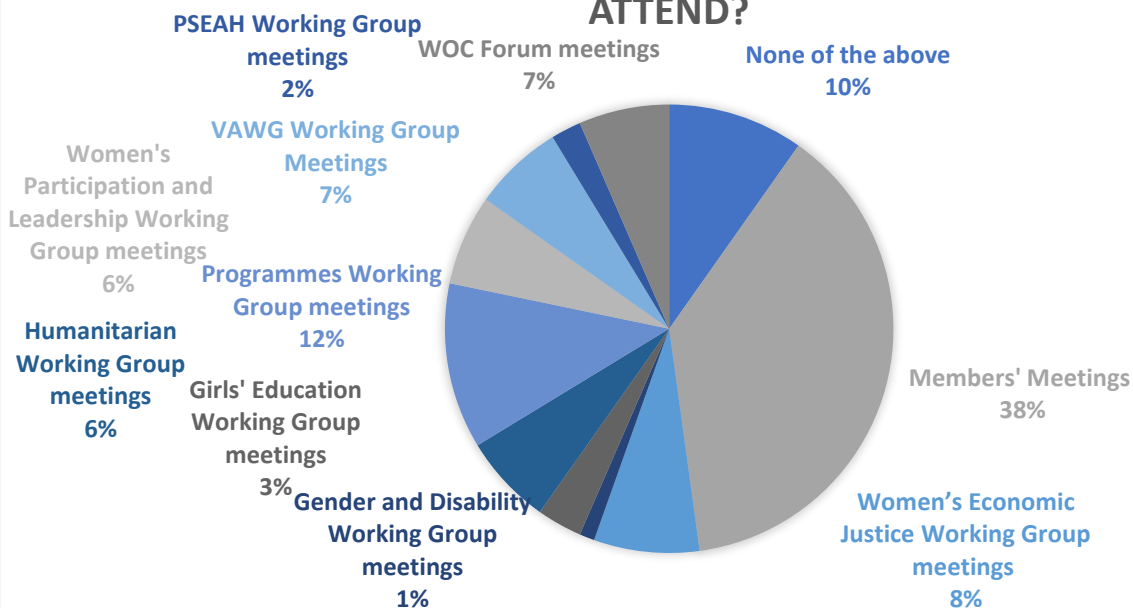
Appendix A: key survey results

The following are percentage results to the survey’s multiple choice-based questions.

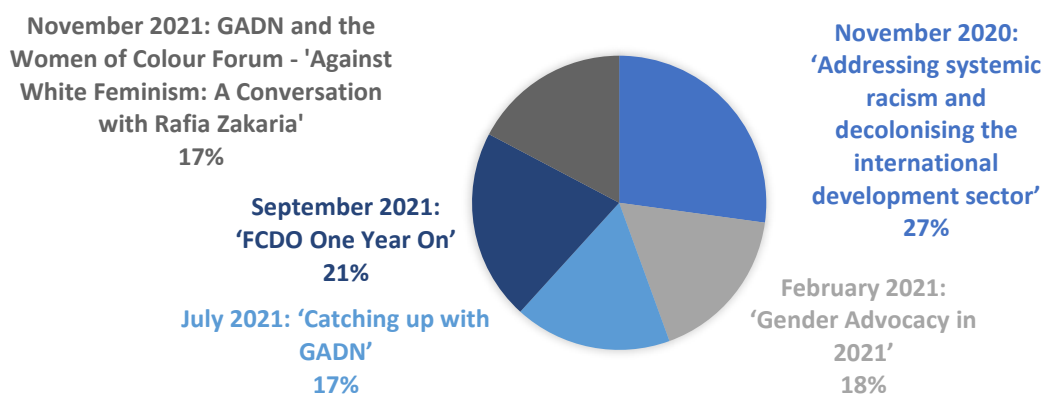
### HOW LONG HAVE YOU PERSONALLY BEEN INVOLVED IN GADN?



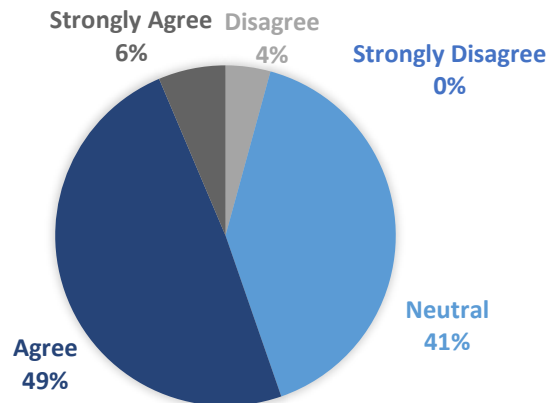
### WHICH OF THE FOLLOWING GADN EVENTS DO YOU ATTEND?



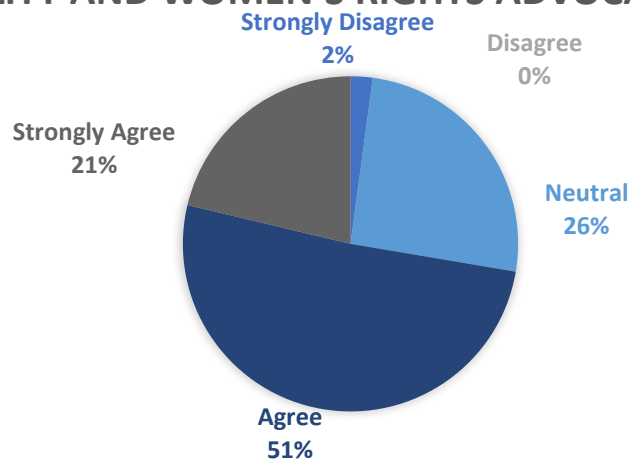
### IF YOU ATTEND MEMBERS' MEETINGS, WHICH OF THE FOLLOWING MEETINGS DID YOU ATTEND?



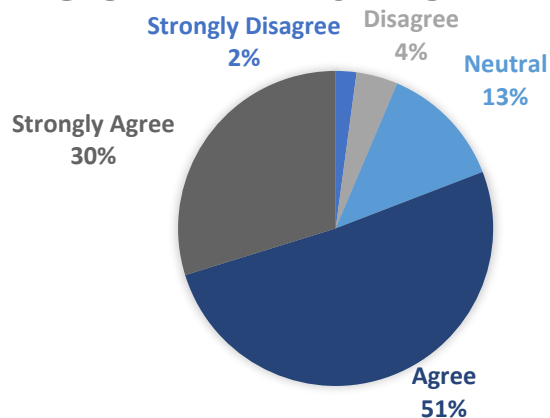
**MEMBERSHIP IN GADN STRENGTHENS MY GENDER EQUALITY AND WOMEN'S RIGHTS PROGRAMMING WORK**



**MEMBERSHIP IN GADN STRENGTHENS MY GENDER EQUALITY AND WOMEN'S RIGHTS ADVOCACY WORK**

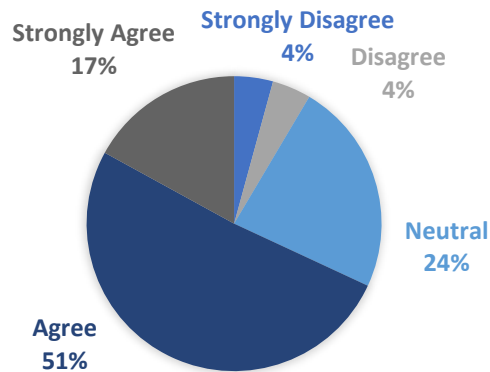


**MEMBERSHIP IN GADN ENABLES ME TO COLLABORATE WITH OTHER ORGANISATIONS AND BE A PART OF GLOBAL FEMINIST MOVEMENTS**

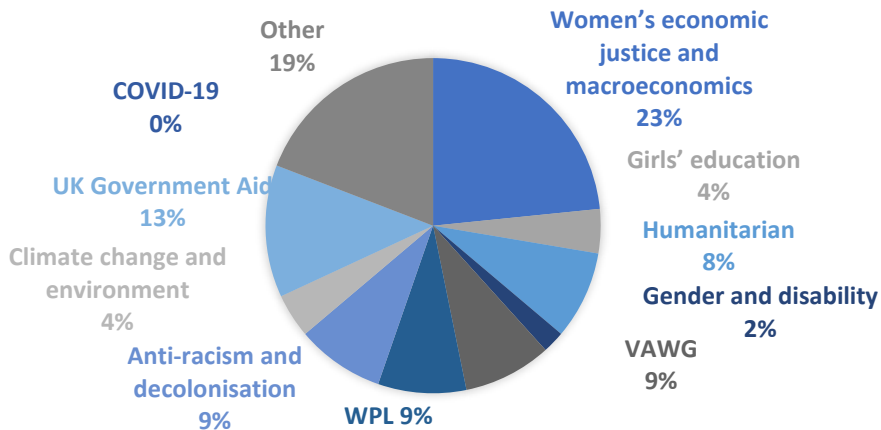




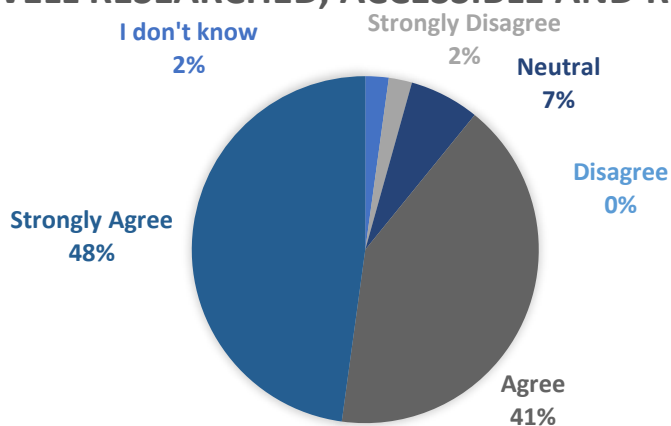
**MEMBERSHIP IN GADN CHALLENGES ME AND/OR MY ORGANISATION TO IMPROVE OUR INTERNAL WAYS OF WORKING FROM A FEMINIST PERSPECTIVE**



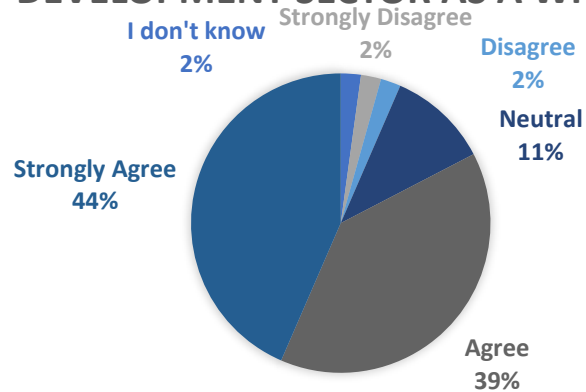
**WHAT IS THE SUBJECT AREA WHERE YOU FEEL THAT GADN MOST SUPPORTS YOUR WORK?**



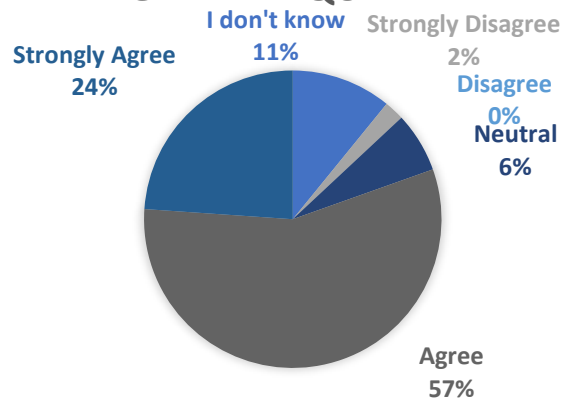
**GADN PROVIDES RESOURCES AND PUBLICATIONS THAT ARE WELL RESEARCHED, ACCESSIBLE AND RELEVANT**



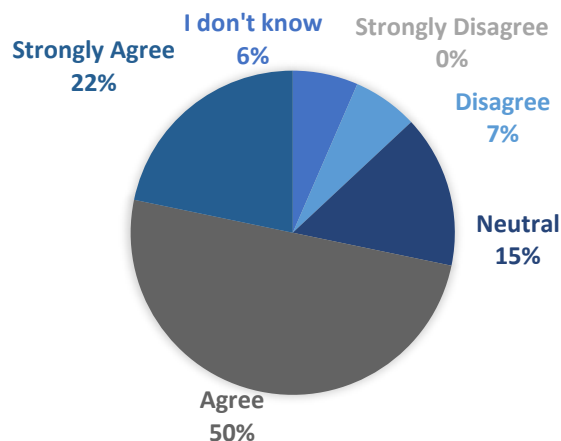
**GADN PROMOTES AND DEMONSTRATES BEST PRACTICES ON GENDER EQUALITY/WOMEN'S RIGHTS TO THE DEVELOPMENT SECTOR AS A WHOLE**



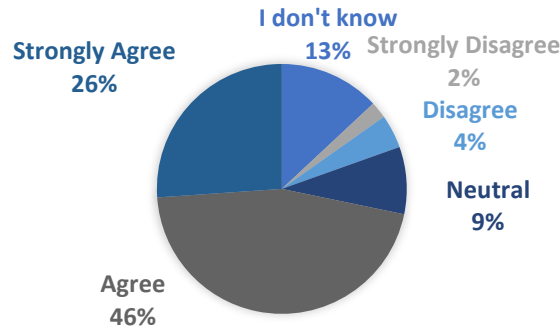
**GADN HOLDS THE UK GOVERNMENT TO ACCOUNT FOR ITS STRATEGY, POLICIES, AND IMPLEMENTATION ON GENDER EQUALITY**



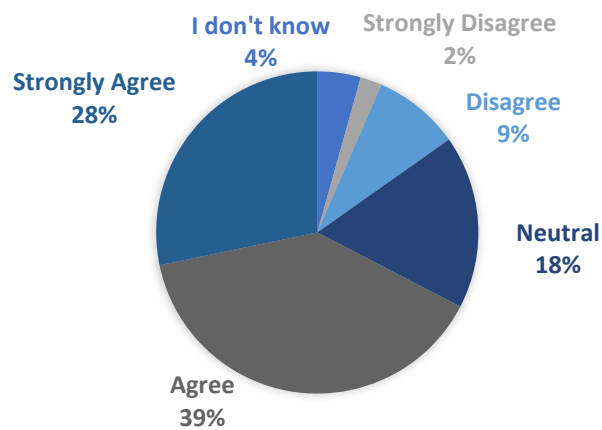
**GADN EFFECTIVELY MAKES SPACE FOR AND PUBLICISES THE ANALYSIS AND OPINIONS OF FEMINIST AND WOMEN'S RIGHTS ORGANISATIONS IN THE GLOBAL SOUTH**



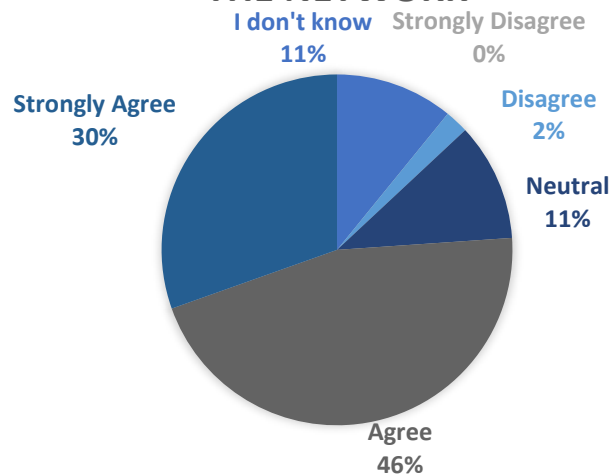
**GADN FACILITATES DIALOGUE BETWEEN ITS MEMBERS, POLITICIANS AND CIVIL SERVANTS, AND PROVIDES ME WITH ACCESS TO AND INFORMATION ABOUT THE FCDO'S WORK ON GENDER**



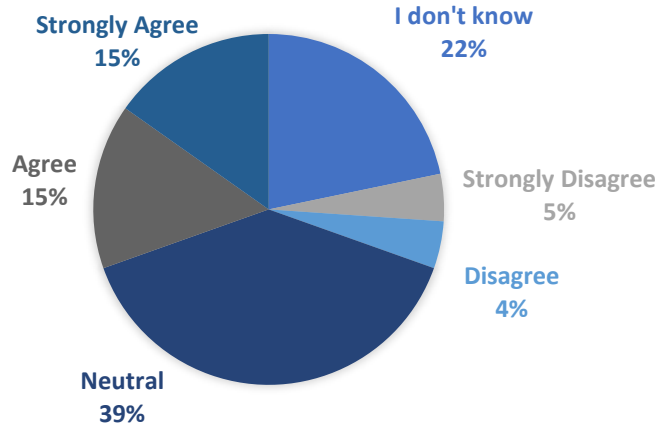
**I AM CLEAR HOW BEST TO ENGAGE WITH THE GADN SECRETARIAT IF THERE IS AN ISSUE I WANT TO RAISE OR A QUESTION I WANT TO ASK AND FEEL THEY ARE SUPPORTIVE AND RESPONSIVE TO MY NEEDS AS A MEMBER**



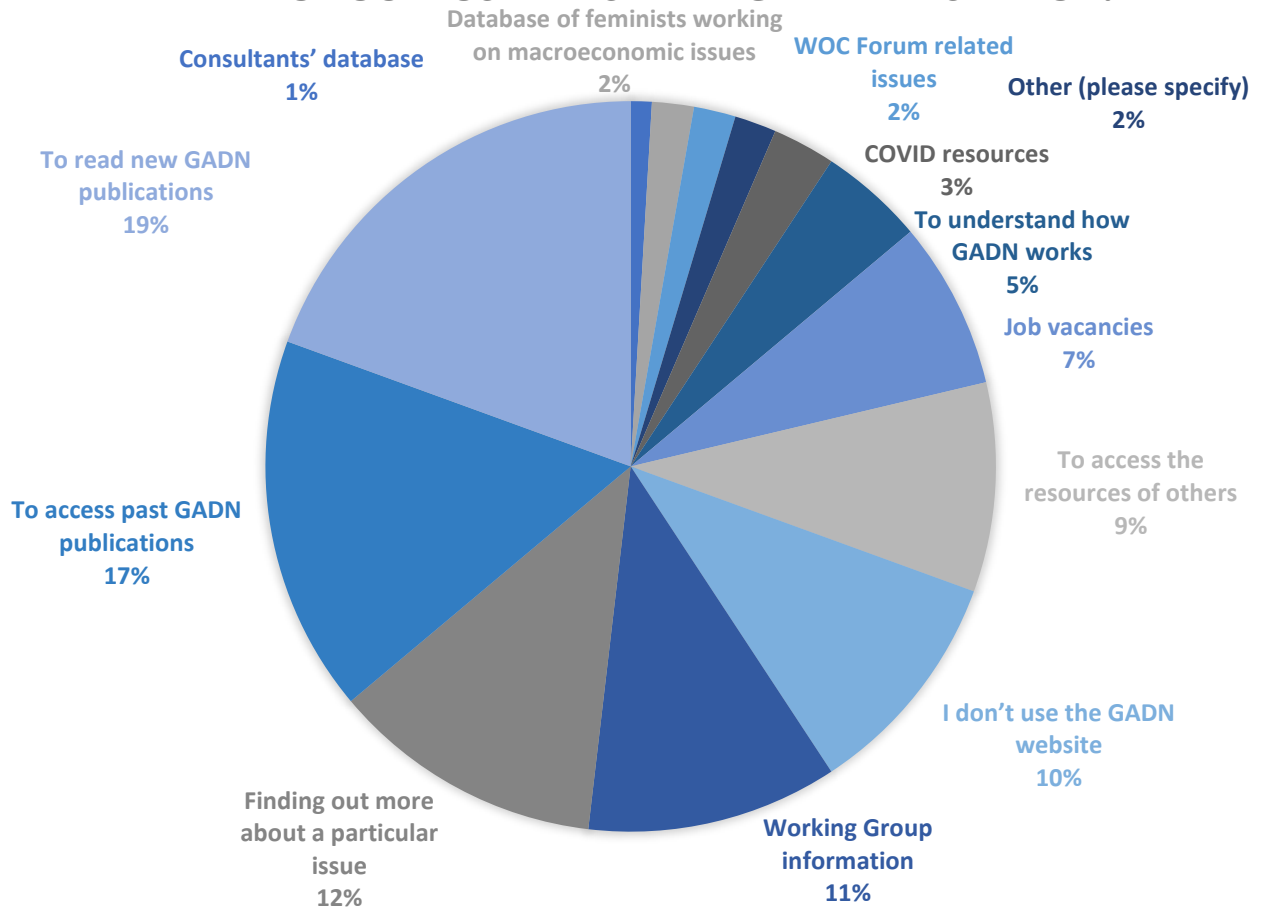
**THE GADN SECRETARIAT PROVIDES STRONG LEADERSHIP TO THE NETWORK**



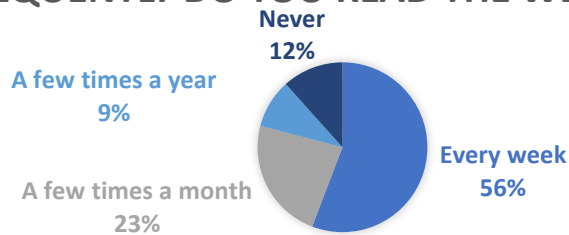
## I KNOW WHO THE GADN BOARD OF TRUSTEES IS AND FEEL THAT THEY GOVERN THE NETWORK WELL



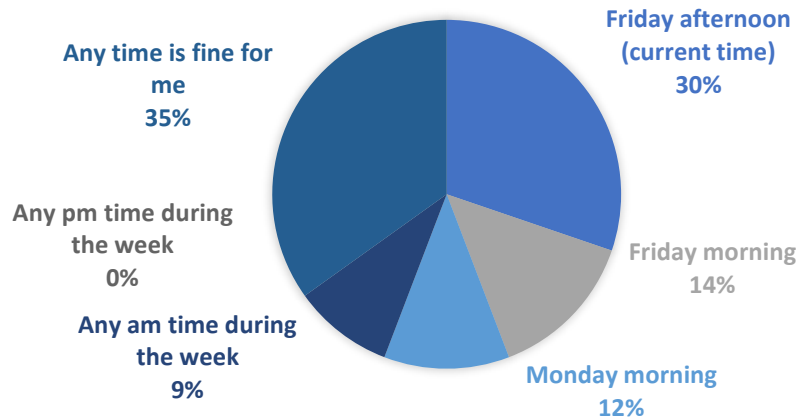
## WHAT DO YOU MOSTLY VISIT THE GADN WEBSITE FOR?



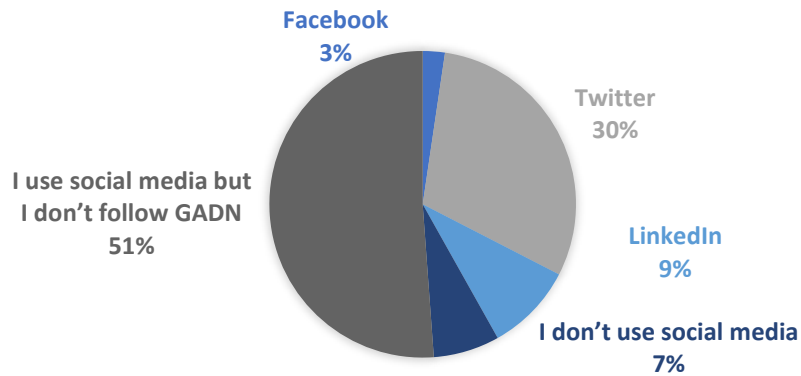
## HOW FREQUENTLY DO YOU READ THE WEEKLY NOTICES?



## WHEN WOULD YOU MOST LIKE TO RECEIVE THE WEEKLY NOTICES?



## WHAT GADN SOCIAL MEDIA CHANNEL DO YOU USE/INTERACT WITH THE MOST?



## WHAT WOULD YOU LIKE TO SEE MORE OF ON GADN'S SOCIAL MEDIA CHANNELS?

