

Feminist Opportunities Now (FON) is a global initiative (2022–2026) dedicated to strengthening feminist movements to end gender-based violence, funded by the French Development Agency (AFD). The consortium is led by IPPF Africa Region, with CREA, Empow’Her, FIDH and Médecins du Monde.



In partnership with:



About the Project

The Feminist Opportunities Now (FON) is a global funding and partnership mechanism designed to strengthen feminist approaches, gender justice, and organizational development among civil society organizations working with marginalized communities. Under the FON Organizational Development Funding Window (Window 1), Bangladesh Disabled Development Trust (BDDT) received support to strengthen its institutional capacity and integrate feminist and inclusive practices within its governance, policies, and program implementation.



Picture: Participants of BDDT’s Feminist Leadership Building Training (Left) and Feminist Resource Allocation Training (Right) under FON Project

The project was implemented for a six-month period from January to June 2025 with the aim of building a more inclusive, gender-responsive, and disability-sensitive organizational culture within BDDT. under the title: **“Advancing an Inclusive Approach to Enhance Organizational Capacity to Address Gender-Based Violence in Remote Coastal Areas.”**, the project recognized that women and girls with disabilities often face multiple layers of discrimination, exclusion, and violence while having limited access to protection mechanisms and leadership opportunities. Through this initiative, BDDT worked to create a more inclusive, feminist, and gender-responsive organizational structure capable of promoting equity, participation, and safer environments for a specific marginalized community i.e persons with disabilities (PWDs).

What BDDT Has Done Under FON

Bangladesh Disabled Development Trust (BDDT) is an Organization of Persons with Disabilities (OPD) and civil society organization (CSO) that has been working on disability inclusion, women’s empowerment, prevention of gender-based violence (GBV), accessibility,

rehabilitation services, education support, livelihood development, disaster risk reduction and humanitarian response since its establishment in 2009. Under the FON project, BDDT implemented a series of organizational strengthening and feminist capacity-building activities to improve participation, equity, and leadership opportunities for women and persons with disabilities within the organization.

A. Strengthening Feminist Leadership and Inclusive Governance

BDDT conducted a 3-day long structured training session for the members of its Board of Trustees on feminist leadership, inclusive governance, organizational decision-making, policy development, and male allyship. The initiative aimed to strengthen the participation and confidence of female trustees in organizational leadership processes while encouraging male trustees to actively support gender-inclusive governance.



Following the training, a monitoring group consisting of female trustee members was formed to review recruitment, appraisal, and organizational practices to ensure equal opportunities for women and persons with disabilities within the organization.



Picture: Moments from Training on Feminist Leadership & Inclusive Governance

B. Development of Feminist and Inclusive Organizational Policies

One of the major achievements of the project was the development of a new Feminist/She Policy for BDDT. Through dialogue sessions with staff members and technical support from feminist experts, BDDT reviewed and revised its existing organizational policies to make them more inclusive, gender-sensitive, and rights-based.

The revised policy framework included:

- Improved reporting and feedback mechanisms;
- Gender-sensitive recruitment and workplace practices;
- Maternity leave provisions;
- Introduction of paternity leave provisions;
- Measures to strengthen workplace safety, dignity, and accountability.



Picture: Orientation and Handover of the New Feminist/She Policy

The policy development process also created space for staff members to openly discuss institutional gaps, workplace needs, and feminist approaches to organizational culture.

C. Building Networks with Grassroots-level OPDs

As part of the project, BDDT expanded collaboration with local OPDs from different districts across Bangladesh, including Kurigram, Khulna, Barisal, Sylhet, Manikganj, and Mymensingh. Representatives from these organizations participated in knowledge-sharing and training sessions on feminist approaches, organizational inclusion, and fundraising strategies.



Picture: Networking with the members of Grassroots Level OPDs

This networking initiative strengthened collaboration between BDDT and grassroots disability organizations and created opportunities for future partnerships on disability rights, gender equality, and GBV prevention.

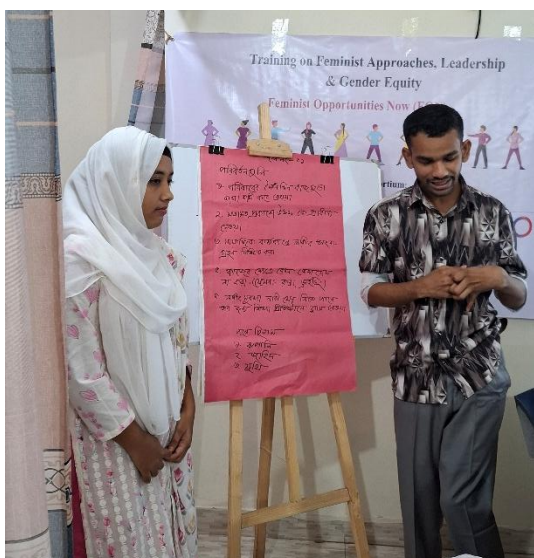
D. Capacity Building on Feminist Resource Mobilization

BDDT organized **a month-long/ 4-day training** on feminist fundraising and resource mobilization for its staff members and representatives from grassroots OPDs.

Participants received training on:

- Feminist funding opportunities;
- Proposal development;

- Donor mapping;
- Networking and partnership development;
- Resource mobilization strategies aligned with gender equity and social justice principles.



Picture: Participants doing Group Works in the Feminist Resource Allocation Training

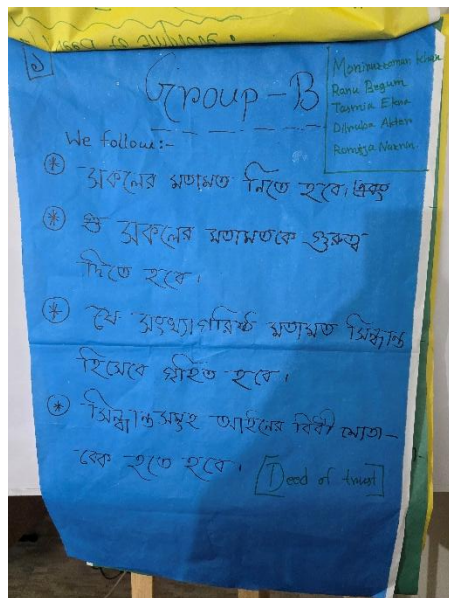
The training helped participants better understand feminist funding mechanisms and strengthened their capacity to develop proposals and partnerships for future initiatives.

Key Outcomes of the Project

Through the FON initiative, BDDT successfully:

- Strengthened feminist and gender-responsive organizational practices;
- Increased women's participation in leadership and governance;
- Developed inclusive organizational policies and reporting mechanisms;
- Enhanced staff and partner capacity on feminist fundraising and advocacy;
- Expanded networks with grassroots OPDs across Bangladesh;
- Promoted safer and more inclusive spaces for women and girls with disabilities;
- Improved organizational capacity to address gender-based violence through inclusive approaches.

BDDT's Commitment



Picture: Project Activities of BDDT under FON

BDDT remains committed to building an inclusive, accessible, and equitable society where women, girls, and persons with disabilities can live with dignity, safety, and equal participation. Through the FON project, BDDT has taken important steps toward institutionalizing feminist values, strengthening disability-inclusive leadership, and advancing collective action against gender-based violence in Bangladesh.