

Democrashe Ltd
Company Limited by Guarantee
Unaudited Financial Statements
31 July 2024

Finegan Gibson Ltd
Chartered accountants
Causeway Tower
9 James Street South
Belfast
BT2 8DN

Democrashe Ltd

Company Limited by Guarantee

Financial Statements

Year ended 31 July 2024

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Democrashe Ltd

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Trustees' Annual Report (Incorporating the Director's Report)

Year ended 31 July 2024

The trustees, who are also the directors for the purposes of company law, present their report and the unaudited financial statements of the charity for the year ended 31 July 2024.

Reference and administrative details

Registered charity name	Democrashe Ltd
Charity registration number	103802
Company registration number	NI073060
Principal office and registered office	23 Rugby Road Belfast BT7 1PT

The trustees

Ms L Carvill
Ms E Law
Ms F MacMillan
Ms F McCausland

Independent examiner	Finegan Gibson Limited Causeway Tower 9 James Street South Belfast BT2 8DN
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Structure, governance and management

DemocraShe is a company limited by guarantee (NI073060) and not having a share capital operating under the Companies Act 2006. It is based in Northern Ireland and registered with the Charity Commission for Northern Ireland (NIC103802). It is governed by a Memorandum and Articles of Association.

Trustees are appointed by ordinary resolution at an annual general meeting through rotational retirement and filling of vacancies, those retiring by rotation being those longest in office since their last appointment. In addition, the Trustees have the power to appoint a person who is willing to act to be a Trustee until the following annual general meeting.

Work is undertaken by an individual associate or small teams of associates who come together to undertake projects under the leadership of a senior associate who reports to the Trustees.

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Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 July 2024

Objectives and activities

Objects

DemocraShe's objects are

- the advancement of human rights (as set out in the Universal Declaration of Human Rights and subsequent United Nations conventions and declarations), conflict resolution or reconciliation or the promotion of religious or racial harmony or equality and diversity; and
- the advancement of citizenship and community development; through education, raising awareness, conducting research and promoting dialogue and co-operation, enhancing leadership and governance for the benefit of the public in Northern Ireland, the Republic of Ireland and internationally hereinafter called the "area of benefit".

Activities

In support of the objects DemocraShe's activities can include

- building the capacities of individuals and organisations, including in leadership and governance;
- conducting and engaging in education and training programmes, meetings, events and activities;
- promoting and facilitating dialogue, understanding and cooperation;
- conducting and disseminating research and information;
- informing, educating and advocating;
- cooperating, partnering and participating with other organisations in Northern Ireland, the Republic of Ireland, United Kingdom, Europe and internationally.

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Year ended 31 July 2024

Achievements and performance

During the year ended July 2024 we advanced DemocraShe's work in Northern Ireland, Ireland and internationally. We continued to promote gender equality and women's leadership as well as share lessons and build capacity on women, peace and security. We engaged with women's organisations, academics, politicians and officials in central and local government. Throughout, we were alert to the Charity Commission's guidance on public benefit when planning and carrying out our work.

Equality and Diversity

Our senior associate continued her involvement with the Local Government Equality and Diversity Group in 2023-24. The group pioneers and drives initiatives to embed equality and diversity into local government culture and practice beyond compliance with statutory equality duties. Its current Strategy and Action Plan promotes Diversity Ambassadors, talent management, recruitment and selection codes and mental health action. Learning and development are key, as is gathering baseline data to measure and benchmark progress and best practice. During the year Bronagh continued to work with the Local Government Staff Commission to establish the Diversity Ambassadors network, following a best practice workshop the previous year. Along with Staff Commission representatives she met with all local councils across Northern Ireland to get baseline information on their equality and diversity governance structure and practice as preparation for a Diversity Ambassadors capacity building programme. She planned and prepared a programme of workshops on equality, diversity and inclusion (EDI) on the themes: Setting the context for EDI, Delivering for the Community, Employability and Talent Management, Best Practice, Network Launch and Next Steps. Bronagh continues to contribute to the Northern Ireland Women's Budget Group, through membership of a small advisory committee. She contributed to the 4 Nations Women's Budget Groups (conference on Care, Women and a New Economy held in Belfast, chairing a session on A Caring Gender-Equal Economy - gender budgeting across the 5 Nations. The 4 Nations are Northern Ireland, Scotland, Wales and England, and 5 Nations adds the Republic of Ireland. The senior associate contributed to the Equality Commission's conference on Women and Equality in Northern Ireland focusing on women's experiences and progress over the past 25 years, and how their lives could be improved. She was also a panel speaker on Activism in Practice at the Linen Hall Library's symposium on Changemakers: Student Activism.

Building Peace and Women, Peace and Security

The 25th anniversary year of the Good Friday Agreement (GFA) fell during the 2022-23 year, when sharing lessons internationally was to the fore and the senior associate travelled widely to the US, Latin America and Europe. The programme marking the anniversary continued through 2023-24 with the senior associate taking part in a number of international sessions on building and sustaining peace, and on women, peace and security.

At the invitation of Ireland's Embassy, the senior associate contributed to a number of meetings and events in Colombia. She shared expertise on women, peace and security with the Colombia Ministry of Foreign Affairs, gave a lecture on women, peace and security in the Universidad Nacional and visited a disarmament museum. The Irish Embassy organised a public GFA25 Commemoration Event at which Wave Goodbye to the Dinosaurs, the film about the Women's Coalition's role in the Northern Ireland peace talks, was shown; this was followed by a discussion between María Gaitán Valencia, the Director of the Centro Nacional de Memoria Histórica, and the Senior Associate exploring issues of conflict and making peace. Bronagh also participated in lesson sharing roundtables with indigenous community representatives and with women peace actors. Her visit finished with a trip to Tierra Grata, which is a model of post-conflict reintegration, where she contributed to an event on Territorial Space for Training and Reintegration through informal discussions and speaking on a panel on Women in Peace Processes in Colombia and the World. The event was attended by Colombians and

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representatives from Embassies and Colombian and international organisations.

Following on from her trip to Mexico the previous year, the senior associate returned in 2024 at the invitation of Ireland's Embassy to take part in several women, peace and security events. She was primarily invited to contribute, as the only non-Ibero-American, to a workshop on the establishment of an Ibero-American Network of Women Mediators where she took part in a panel on exchange of experiences on peacebuilding, mediation and conflict management processes. She also gave a lecture at the Iberoamericana University and took part in discussions between Ambassadors and representatives of Ireland and Guatemala.

The senior associate was a speaker on Reflections on the Negotiations to reach the Good Friday/Belfast Peace Agreements, sharing the panel with others who had played a part in the negotiations: Chris McCabe of the Northern Ireland Office, David Donoghue of Ireland's Department of Foreign Affairs, Danny Kennedy of the Ulster Unionists, and Mitchel McLoughlin of Sinn Féin. The panel was part of an international Social Change Initiative held in Belfast on Countering Violent Conflict & Polarisation. How Can Donors Help.

The senior associate undertook a number of engagements with the UK Foreign, Commonwealth and Development Office (FCDO). She participated in a two-day roundtable on Gender, Influence and Conflict in Wilton Park, Sussex. She took part in a roundtable on Israel and the Occupied Palestinian Territories in the FCDO in London. Later she travelled to Georgia to speak at a NATO conference on Strengthening Women in Peace and Security Processes, speaking at the conference and acting as an expert contributor to a subsequent roundtable.

Bronagh also contributed to the FCDO Mediation Partners' Group Retreat, an annual meeting of Heads of Mediation Departments from Ministries of Foreign Affairs and Executive Directors of mediation NGOs, which looks at current mediation trends, discusses ways to address emerging challenges, and promotes exchange about mediation activities in specific contexts. The focus of the meeting was International support for regional approaches to conflict resolution. Bronagh joined Jonathan Powell (British Government advisor), David Donoghue (Irish Government DFA), Dawn Purvis (Progressive Unionist) and Alex Maskey (Sinn Féin) to share experiences of negotiating and implementing the Belfast / Good Friday Agreement.

Bronagh worked in Jordan with the National Democratic Institution (NDI) on a workshop with Yemeni women. She underscored the importance of women in the peace international framework; shared experience for Ireland, Syria and elsewhere on the role women played; and provided advice on building support, engaging in advocacy and playing an effective role in peace-making and peace mediation. She also took part in a meeting between the Yemeni women and the US Special Envoy's office.

Through the year the senior associate contributed to other events:

- Panel speaker for the Centre for Cross-Border Studies Annual Conference on the theme of Cross-Border Roads to and from the Agreement: from the ground up.
 - Panel speaker on the Good Friday Agreement at the Gate Theatre in Dublin following a performance of Owen McCafferty's play entitled Agreement.
 - Panel discussions for Green Shoot Productions in the Lyric Theatre and the Harland and Wolff Social Club on the future of loyalist politics on foot of the stage show The Man who Swallowed a Dictionary about David Ervine of progressive unionism and his contribution to peace building.
 - A panel discussion in Cushendun in the Glens of Antrim on the Good Friday Agreement 25 Years On, with Eamonn Malley, Linda Ervine and others.
 - A roundtable in Queen's University and a Talk4Peace Panel in University College Dublin on women, peace and security and mechanisms for inclusive dialogue.
 - A seminar on lessons on making and building peace for a Yachad group of Jewish students.
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Year ended 31 July 2024

- Panel speaker at the May Blood Memorial Lecture in Parliament Buildings Stormont.
- Chairing a panel on human rights at the D'Arcy McGee Summer School in Carlingford with Gideon Levy on Israel/Palestine, Bulelani Mfaco on asylum and Turlough O'Donnell on dialogue and leadership for justice.

The senior associate continued to provide students, academics and others with interviews on women, peace and security (WPS), information on women in peace-building and politics and on civil society engagement in Northern Ireland, and analysis on peace negotiations and political processes. She delivered an annual lecture to Fordham Law School's Summer Programme; and lectured to other universities and visiting groups such as Grand Valley State University.

Media and Public Education

Bronagh continued to contribute to media broadcasts during the year, primarily on the BBC through Talkback and Good Morning Ulster. She also gave an interview to Sky News.

Financial review

DemocraShe's business model is to undertake work within its powers on discrete projects which meet its objects. Business is led by senior associate Bronagh Hinds, who reports to the Trustees. Work is undertaken by a single associate or small teams of associates according to the project. All associates are self-employed.

DemocraShe's overheads are minimal and expenditure is on work carried out on projects advancing the objects for which DemocraShe was established. Income and expenditure primarily reflect delivery time spent on projects.

The income sources in 2023-2024 were the Department of Foreign Affairs with smaller sums from a variety of organisations.

DemocraShe does not have any restricted funds. It aims to carry over a small reserve from year to year. DemocraShe reported a deficit of £6,111 (2023: deficit £783) during the year, with overall unrestricted funds carried forward of £16,913 (2023: £23,024).

Plans for future periods

DemocraShe plans to continue its work in Northern Ireland, Ireland and internationally on promoting gender equality and women's leadership as well as sharing lessons and building capacity on women, peace and security.

Small company provisions

This report has been prepared in accordance with the provisions applicable to companies entitled to the small companies exemption.

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Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 July 2024

The trustees' annual report was approved on 30 April 2025 and signed on behalf of the board of trustees by:

Fiona J. MacMillan

Ms F MacMillan
Trustee