



CREA believes that every *woman*,
regardless of her status in life,
has an inherent right to *dignity*.
To enjoy this dignity, her *human*
rights must be affirmed.





Annual Report | 2011/2012



crea



We think, sexuality is really at the frontier of women's rights. It is a huge area through which control is wielded over our lives. It is about all of us—every woman. How I see who I see; whether I marry; how I spend my money; can I be who I really am; can I make choices; do these choices mean that I face discrimination, stigma, inequality, violence?...



Geetanjali Misra

Co-Founder and Executive Director, CREA
CREA's 10-year anniversary video, 2011

CREA's Vision

CREA envisions a more just and peaceful world, where everyone lives with dignity, respect, and equality.

CREA's Mission

CREA builds feminist leadership, advances women's human rights, and expands sexual and reproductive freedoms.



Dear Friends and Supporters of CREA,

As CREA completes a decade of its existence, we have an opportunity to reflect on the past and plan for the future. We are honoured to be part of the global movement to bring women's sexuality into the foreground of discussions on women's rights, and link it to other pressing human rights issues, such as sexual and reproductive health and rights (SRHR), economic justice, livelihoods, and violence against women. We have been able to provide training and learning opportunities to global activists and leaders through our Institutes, conducted in both English and Hindi to fill the knowledge gap that exists for Hindi-speaking people. CREA is also proud of its track record of creating spaces for marginalised women to talk to each other and identify their commonalities and struggles.

The Count Me In! South Asia Conference on Violence Against Marginalised Women (2011) was a seminal moment in our history. Over 300 women and men from across the world, including disabled, sex-working, and lesbian women, trans people, HIV-positive women, young women, and women's rights activists, came together at this cutting-edge conference to forge solidarities in new and meaningful ways. The spirit of 'Count Me IN!' continues, as CREA and many other organisations and individuals across the global South use the Count Me IN! principles to develop and initiate new programmes for women.

Internally, CREA continues to grow, and challenge itself. Recently, the organisation introduced new feminist approaches to monitor and evaluate its work, expanded its staff capacity to meet the demands of new programmes, and stretched itself into new and innovative strategies to advance women's rights, including the use of sports for development and a new website focussing on disabled women's sexuality. While we "count" our achievements in our first 10 years, we look at the incredible potential for CREA, as a community, to take its role in the world to a new level.

Our collective achievements so far would not have been possible without the hard work, dedication, courage, and immense trust of all those who have been associated with CREA in various capacities—as staff members, consultants, resource persons, donors, partners, collaborators, advisors, well-wishers, and friends. Most importantly, we have learnt from the women and girls who we have reached through our work—they have enlightened us with their inspiring stories of resilience and survival. Thank you!

Geetanjali Misra

Co-Founder and Executive Director, CREA





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Theory of Change

CREA believes that building the self-confidence, leadership, and knowledge of women and girls about their sexuality and human rights, and creating feminist platforms to challenge oppressive norms and power structures will enable women and girls to make their own decisions, exert control over their bodies, and demand their rights.



Organisational Outcomes

- Women and girls are able to make informed decisions about their bodies and sexuality, and challenge power structures that silence and oppress them.
- A greater number of activists/women leaders, who can advance women's human and sexual rights from a feminist perspective.
- Change in the perceptions, attitudes, and practices of organisations and movements working on gender and sexuality to become more rights affirming.



MILESTONES

1999

- Discussions among a group of Southern development professionals on the need of an organisation to work at the intersections of sexuality, gender, VAW, and human rights

2000

- Registration of in India
- Launch of Color Your Dreams Campaign

2001

- Registration of CREA in the US
- Addressing Domestic and Sexual Violence exchange programme—Bangladesh, India, and Nepal-US
- Health Sector Responses to Violence Against Women exchange programme—Vietnam-India
- Women Can't Wait, performance by Sarah Jones

2002

12

- The first Sexuality, Gender, and Rights Institute
- Launch of Ibtida 1, community-based leadership programme
- Enhancing Capacity and Building Leadership to Address Violence Against Women exchange programme—Tajikistan-India
- Different Weaves Common Threads: Exploring Organizational Structures exchange programme—US-India
- Build Youth Leadership exchange programme—US-India
- Economic and Social Justice Study Tour—US-India
- Orgasmo Adulto Escapes From the Zoo, play by Dario Fo and Franco Rame
- Art and Activism, lecture and dance performance, Dr Ananya Chatterjea
- Dance Me to My Song, film screening
- In the Flesh, film screening

2003

- Pushing Forward Adolescent Sexual and Reproductive Health and Rights exchange programme—Nigeria-India
- Study Tour on Gender Based Violence for Myanmar Policy Makers—Myanmar-India
- Waking the American Dream, performance by Sarah Jones
- Slam Poetry, performance by Steve Colman

2004

- The first Institute for Rights, Activism, and Development
- The first of the four Global Dialogues on women's rights and related issues
- Creating and Strengthening Links for Community Development and Advocacy for Youth exchange programme—Palestine, Egypt, Kenya-India
- Study Tour on Gender Based Violence—Nepal-India



- Celebrating Human Rights, film festival and music concert
- Made By Women, film festival

2005

- CREA joins the global collaboration Sexual Rights Initiative
- Made By Women, film festival

2006

- The first Human Rights Institute in Hindi
- Filing of intervention in court by Voices Against 377 (coalition that CREA is a part of), in support of decriminalisation of consensual same-sex sexual acts
- The first of the Subaltern Voices Seminar Series

2007

- The first Basic Training on Sexuality, Gender, and Rights

2008

- The first Feminist Leadership and Movement Building Institute
- Launch of the CREA Initiative
- Launch of Ibtida 2, community-based leadership programme

2009

- Section 377 read down to decriminalise same-sex adult consensual sex

2010

- The first South Asia Movement Building and Human Rights Institute
- The first Disability, Sexuality, and Rights Online Institute
- Meta Review of 's 10 years
- Truck yatra across 140 villages in Jharkhand and Uttar Pradesh, as part of the Count Me IN! Campaign
- Against Son Preference

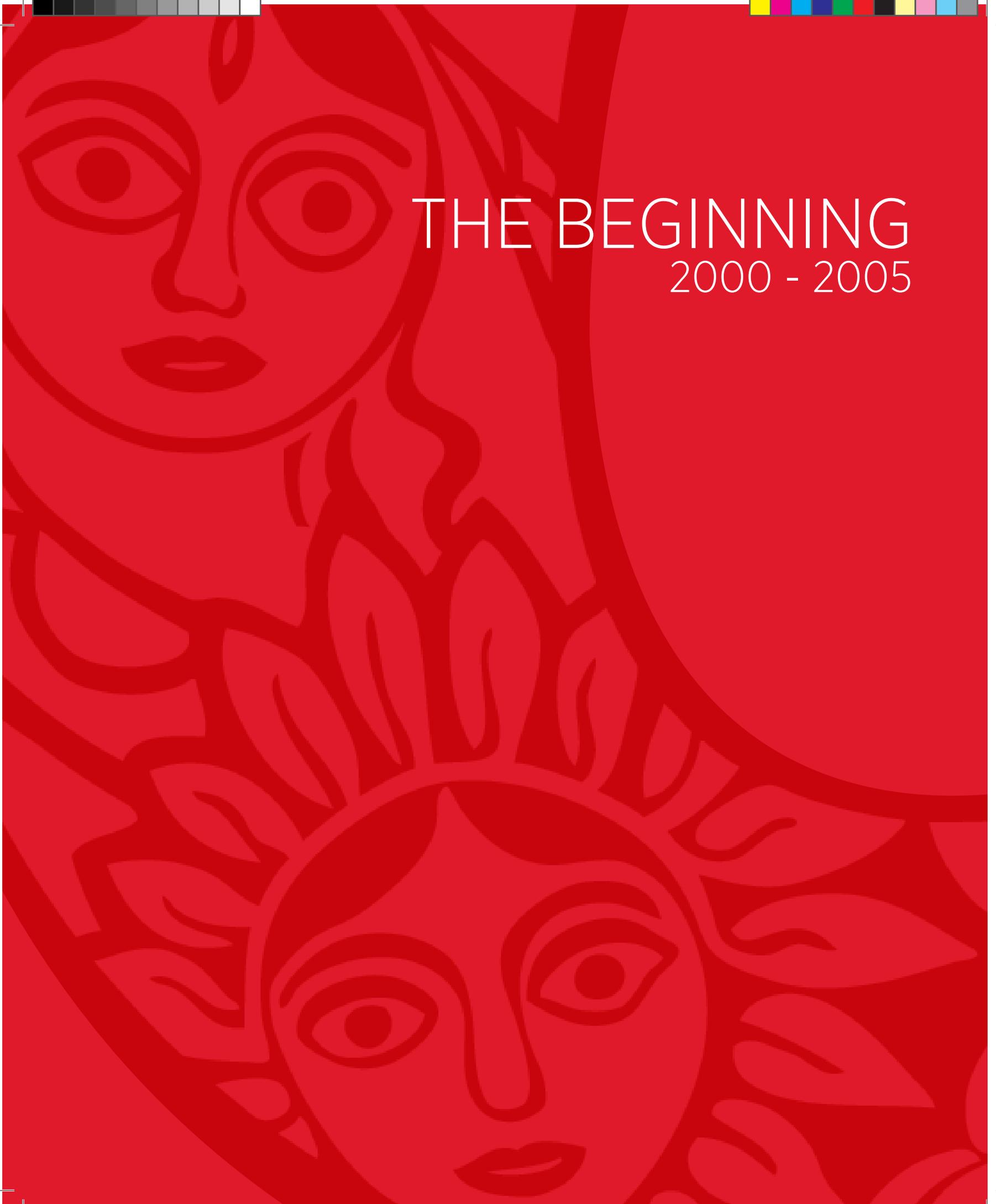
2011

- South Asia Conference on Violence Against Marginalised Women
- Launch of Seed Grant Initiative to support projects designed by CREA participants
- felicitated by the Avon Foundation for Women and Avon Global Philanthropy for its exceptional work in the fields of gender equality and women's human rights
- Joint submission for India's Universal Periodic Review on violence faced by sex workers in India
- Aiguardent, dance-theatre production by Marta Carrasco



THE BEGINNING

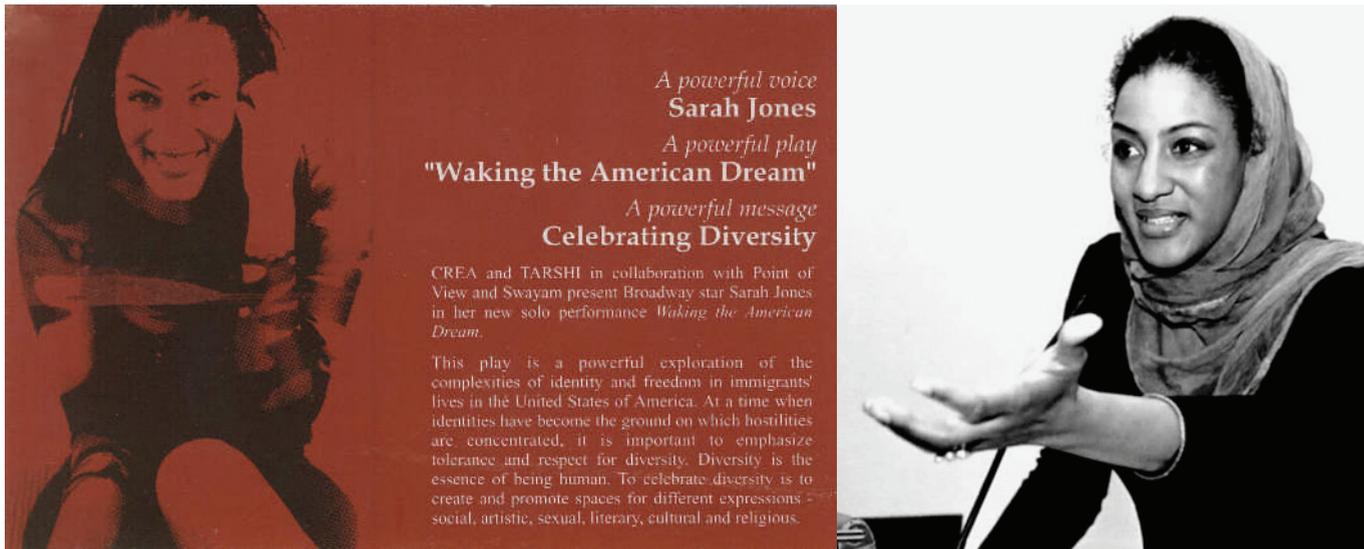
2000 - 2005





In 1999, a group of development professionals from the global South, working in the fields of reproductive rights, sexuality, violence against women (VAW), media, and women's human rights, embarked on a series of broad discussions on the intersections of sexuality, gender, VAW, and human rights. The group's conclusions, coupled with consultations with experts, donors, and others in the field, established the need for an organisation to work at these intersections and bring the experiences and perspectives of women living in the global South to the fore. These discussions culminated in the formation of a new organisation—Creating Resources for Empowerment in Action, now known as CREA.

CREA was founded in 2000. A support office was established in New York in 2002. In its first five years, CREA focussed on establishing a niche for itself, by starting several path-breaking programmes. CREA launched various awareness campaigns on issues related to sexuality, gender, VAW, and human rights, as well as a novel community-based women's leadership programme in India (Ibtida). It began conducting Institutes, such as the Sexuality, Gender, and Rights Institute, and the Institute for Rights, Activism, and Development. It also organised exchange programmes and study tours between India and several other countries. CREA also hosted many creative performances, lectures, and film festivals during this time.



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COLOUR YOUR DREAMS CAMPAIGN

In 2000, eight organisations—Breakthrough, CEDPA, CREA, DFID India, IFSHA, NAZ Foundation (India) Trust, Point of View, Population Council, and Tarshi—came together to break gender stereotypes and provide role models for young women to expand their life choices. A film made for the campaign, *Colour Your Dreams*, was shown on several Indian television channels on International Women's Day (8 March), and postcards were distributed at numerous public venues and schools in India.

IBTIDA: BUILDING THE LEADERSHIP CAPACITIES OF WOMEN-LED CBOs IN INDIA

Ibtida (Urdu for "beginning") is a group of community-based organisations (CBOs) from the Indian states of Uttar Pradesh, Jharkhand, Delhi, Bihar, and Assam, who work on women's rights. Since 2000, CREA has been building the capacities of the women leading these CBOs by organising thematic trainings on sexuality, gender, VAW, and human rights, ensuring the presence of Ibtida members in key national and international discourses on these issues, and supporting organisational strengthening.

WOMEN CAN'T WAIT, PERFORMANCE BY SARAH JONES

In 2001, CREA, in collaboration with seven other NGOs, organised 20 performances of *Women Can't Wait*—written and performed by Broadway star Sarah Jones and directed by Gloria Feliciano—across five cities in India. It was commissioned by Equality Now, as part of its international campaign against discriminatory laws against women. The collaborating NGOs were Communication for Development and Learning, Point of View, Nalamdana, Sanhita, Swayam, TARSHI, and Vacha.



ORGASMO ADULTO ESCAPES FROM THE ZOO, PLAY BY DARIO FO AND FRANCO RAME

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In 2002, Delhi saw the play *Orgasmo Adulto Escapes from the Zoo*, written by Dario Fo and Franco Rame, and performed by the Artiste's Repertory Theatre from Bengaluru. The play focussed on the sexual rights of women. As part of the event, there was a painting and sculpture exhibition by young women artistes. This was a collaborative effort between CREA and TARSHI.

MADE BY WOMEN FILM FESTIVAL

Organised by Point of View and CREA, in association with the Federation of Film Societies of India, *Made by Women* was India's first international women's film festival. The festival showcased award-winning features, documentaries, animation, and short films made by women directors from around the world to celebrate the talent, spirit, and drive of women in cinema. The festival was held in 2004 and 2005.

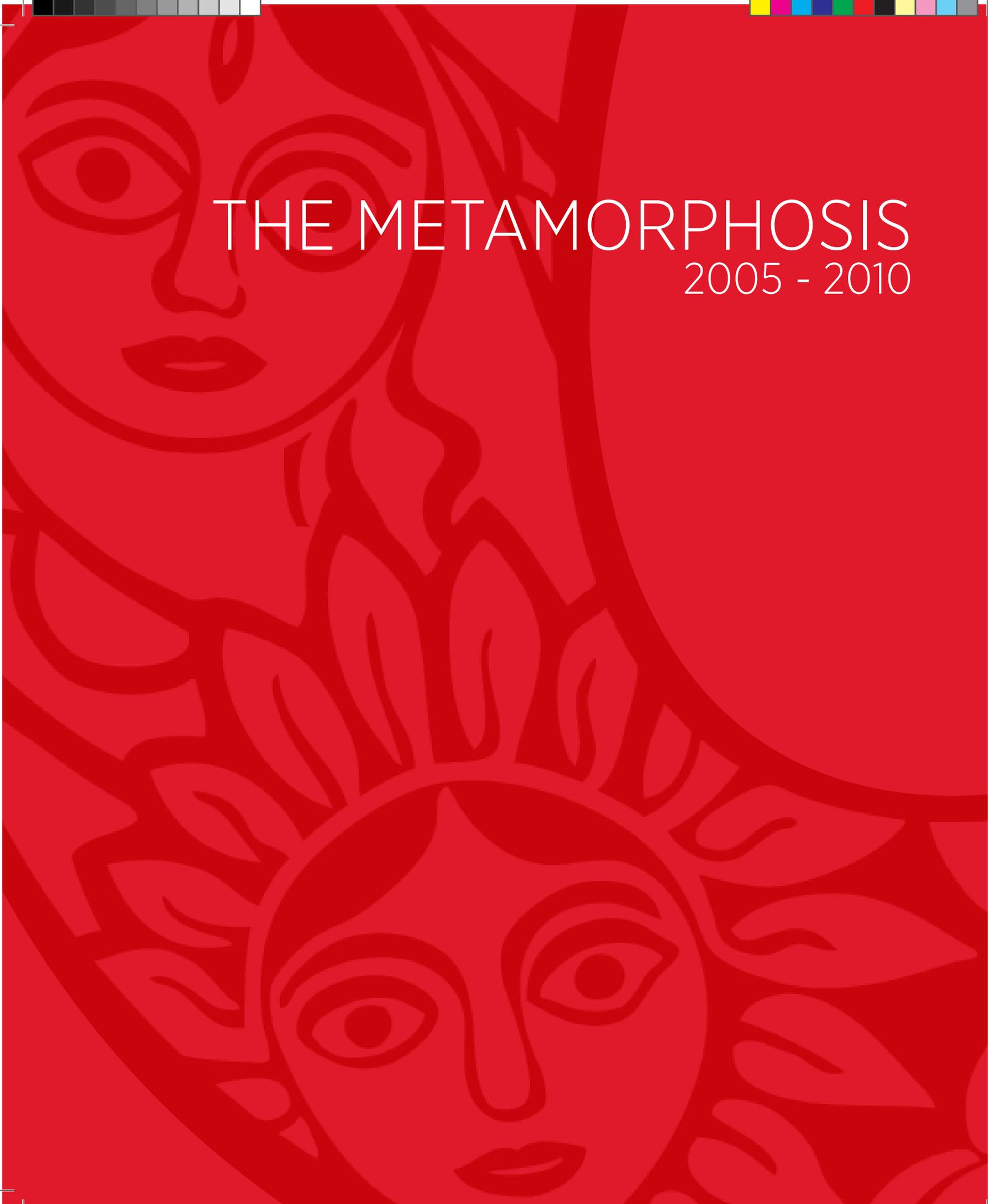
ACTION PLUS

CREA is a founding member of Action Plus. It is a network of 12 Indian NGOs working locally and globally on issues related to HIV/AIDS, and to promote sexual rights and health and the human rights of people living with and affected by HIV/AIDS.



THE METAMORPHOSIS

2005 - 2010





By the end of 2005, CREA's programmes had grown to a level that required a move from a largely flat leadership model to a model built around more specialised functional teams. This evolved further in 2008, when one of the founders, Pramada Menon, left the organisation. A senior management team was established, which included younger staff members. During this time, CREA further strengthened its organisational strategy and budgeting.

In response to the growing demand, CREA started to conduct more Institutes and trainings on women's rights, gender, sexuality and leadership building, in both English and Hindi. These ranged from introductory courses to Institutes for experienced activists and leaders, who wanted to develop a more nuanced and sophisticated understanding of the intersections between gender, sexuality, and rights. CREA also expanded the scale and reach of its programmes and campaigns, and introduced new issues and methods to its Institutes.



SEXUAL RIGHTS INITIATIVE

Since 2005, CREA has been part of a global collaboration, called the Sexual Rights Initiative (SRI). SRI works at the United Nations Human Rights Council (UNHRC) to establish an expanded notion of gender and sexual rights and to increase participation of global South activists at the Council. The SRI is presently comprised of Action Canada for Population and Development, Canada; Akahatá, Latin America; Coalition of African Lesbians, Africa; CREA, India; Egyptian Initiative for Personal Rights, Egypt; and the Federation for Women and Family Planning, Poland.

In 2009, SRI, along with some other organisations, successfully spearheaded a new resolution on maternal mortality. In March 2009, CREA facilitated the participation of sex workers—for the first time—in the UNHRC session. In September 2010, CREA, along with four other organisers, conducted a training for global South sexual rights activists. A CREA staff person was also a speaker at the high-level side event on sexual orientation and gender identity (SOGI), which was co-sponsored by a cross-regional group of 13 States. CREA's presentation focussed on the Delhi High Court judgement on Section 377, the contributions of the coalition Voices against 377, and a range of SOGI-related violations in India.

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VOICES AGAINST 377

CREA has been an active part of Voices Against 377, a coalition of organisations and progressive groups articulating a united voice against Section 377 of the Indian Penal Code, which criminalises same-sex behaviour in India. CREA, as part of the coalition, has been working to ensure equal rights and privileges to people with same-sex desires. On 22 November 2006, Voices Against 377 filed an intervention in the Delhi High Court, in support of Naz Foundation's stand to decriminalise consensual same-sex sexual acts. On 2 July 2009, Section 377 was read down to decriminalise same-sex adult consensual sex. An appeal against this order is now pending in the Supreme Court of India.

DISABILITY, SEXUALITY, AND RIGHTS ONLINE INSTITUTE

The Institute, first conducted in 2010, aims to develop awareness about issues of disability and sexuality, and a political perspective on disabled people's sexual rights. It provides a study of theory and practice for people working in fields such as development, health, and/or rights, including disability and sexuality. It is conducted online in order to facilitate participation from diverse groups and individuals.

COUNT ME IN!

CREA's Count Me In! Initiative (2008-11) arose from the realisation that many women are left out of the movements, feminist spaces, and programmes and policies that we create. With Count Me In!, CREA campaigned for all women—particularly those who are marginalised due to their gender, sexual expression, ability, profession, marital status, and other such factors—to be included and given equal recognition and respect. The Initiative began in 2008, as a three-year South Asia and Central Asia project supported by the Dutch Ministry of Foreign Affairs' MDG3 Fund.

Count Me In! was a multidimensional programme that had four interrelated components:

- Count Me In: Work With Me—a grassroots-level leadership building programme in India, focussed on issues of sexuality, gender, health, and human rights, including the rights of marginalised communities, such as people with disability and LBT people.
- Count Me In: Campaign For Me—an advocacy programme in India that used innovative tactics, such as a truck yatra to attract and engage over 100,000 people in 140 villages of Uttar Pradesh and Jharkhand to raise awareness about the harmful impacts of son preference.
- Count Me In: Learn About Me—a first-ever multi-country research study on violence against disabled, lesbian, and sex-working women in three countries in South Asia—Bangladesh, India, and Nepal. This was a step towards filling in some of the evidence gaps in research about or from South Asia on the intersections of marginalisation, gender, and VAW. The studies were conducted by CREA, in partnership with University College London; James P Grant School of Public Health, BRAC University, Bangladesh; Society for Nutrition, Education, and Health Action, India; and Centre for Research on Environment Health and Population Activities, Nepal.
- Count Me In! South Asia Conference on Violence Against Marginalised Women—held from 16-18 April 2011 in Kathmandu, Nepal, the first-of-its-kind conference on violence against women who are not usually “counted in”, because of their race, class, sexuality, gender, religion, ability, and other such factors. They met and discussed various issues related to marginalisation and violence against women, and the strategies of resistance. (For more, please see the ‘2011/12 Highlights’ section)

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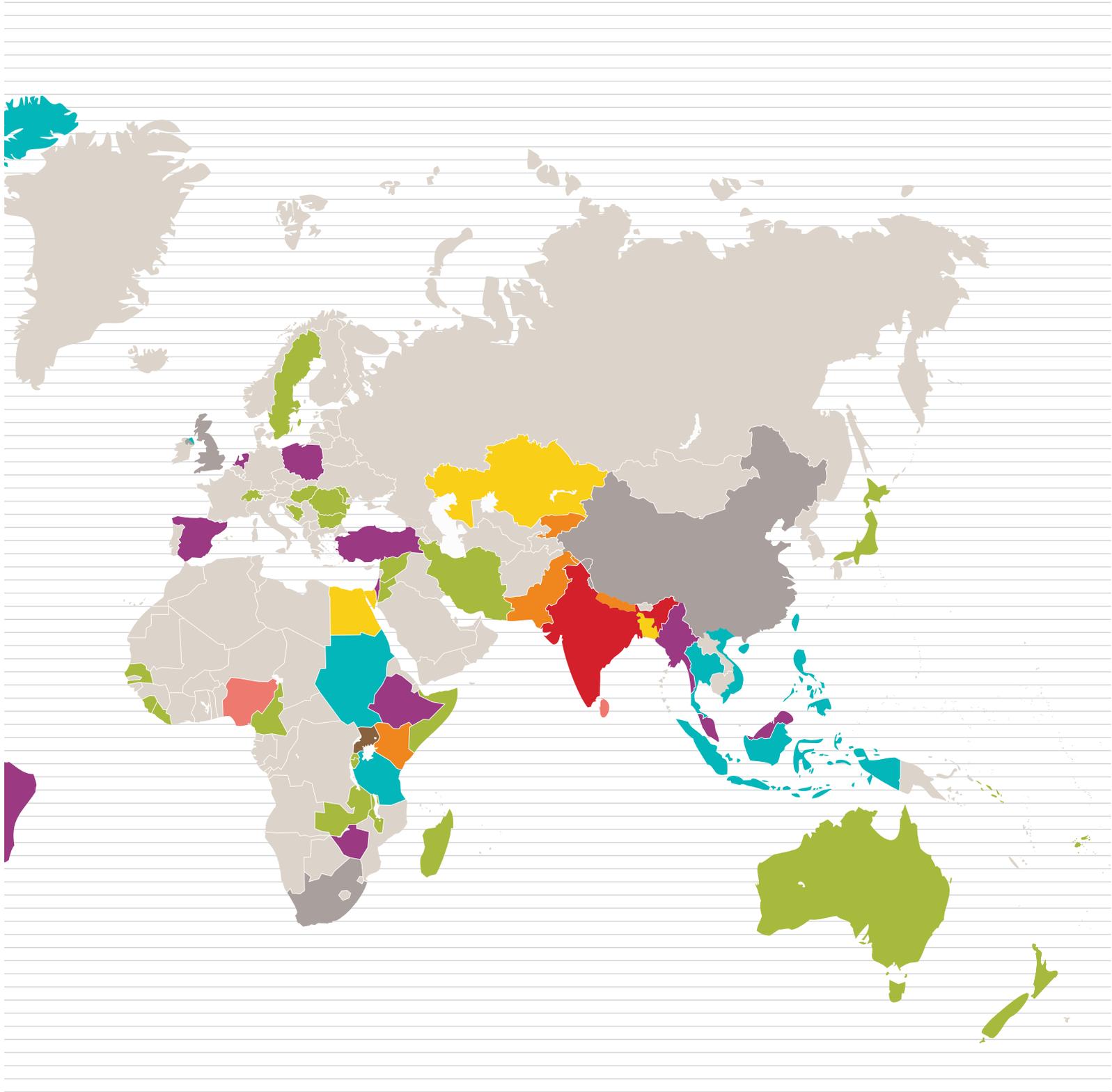
The most striking aspect of Count Me IN! is its potential for continuity rather than conclusion. The work done as part of the Initiative has actually become self-sustaining—with partners and individuals across South Asia wanting to use the Count Me In! principles to initiate programmes of their own and/or carry forward those already used by CREA. CREA's Count Me IN! It's My Body programme, for instance, is inspired from the Initiative. The programme aims to strengthen the sexual and reproductive health and rights (SRHR) of adolescent girls in India through innovative sports-related programmes and trainings on SRHR.

CREA'S REACH

NUMBER OF PARTICIPANTS

India	(around 1000)
USA	(89), Nepal (85), Kyrgyzstan (54), Pakistan (53), Kenya (52)
Egypt	(46), Kazakstan (43), Bangladesh (36), Palestine (31)
Sri Lanka	(28), Nigeria (26),
Uganda	(19)
Mexico	(15), UK (13), China (12), South Africa, (12)
Tajikistan	(10), Vietnam (10), Canada (9), Tanzania (8), Indonesia (7), Philipines (7), Sudan (6), Thailand (6)
Malaysia	(5), Turkey (5), Zimbabwe (5), Brazil (4), Chile (4), Myanmar (4), The Netherlands (4) Peru (4), Poland (4), Spain (4) Argentina (3) Ethiopia (3),
Australia	(2), Fiji Islands (2), Hungary (2), Iran (2), Jamaica (2), Jordan (2), Lebanon (2), Malawi (2), Rwanda (2), Sierra Leone (2), Somalialand (2), Sweden (2), Romania (2), Bosnia & Herzegovina (1), Barbados (1), Bulgaria (1), Burundi (1), Cameron (1), Ecuador (1), Guatemala (1), Guyana (1), Honduras (1), Japan (1), Liberia (1), Macedonia (1), Madagascar (1), Moldova (1), New Zealand (1), Nicaragua (1), Senegal (1), Solomon Islands (1), Switzerland (1), Syria (1), Taiwan (1), Tuvalu (1), Uruguay (1), Zambia (1),

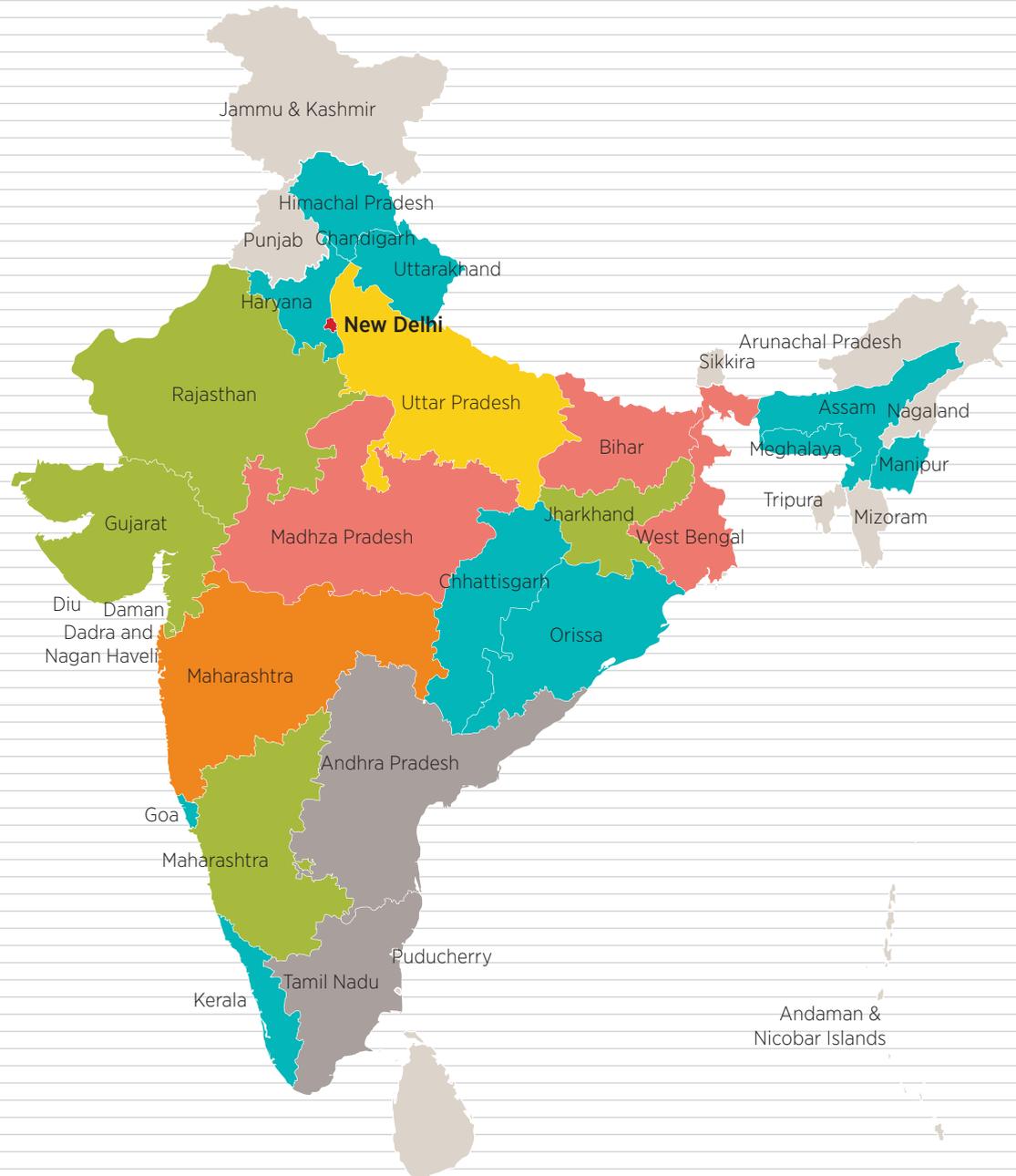




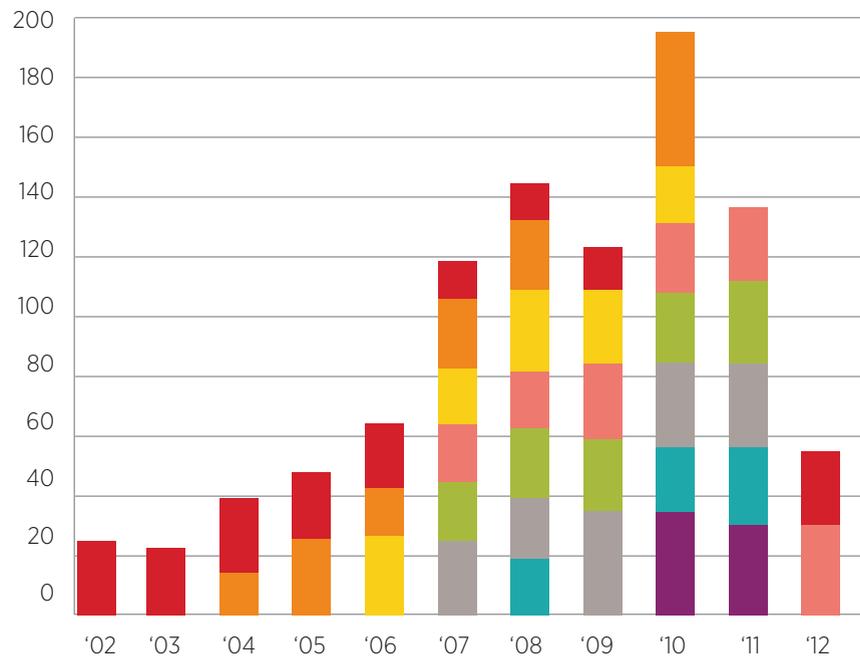
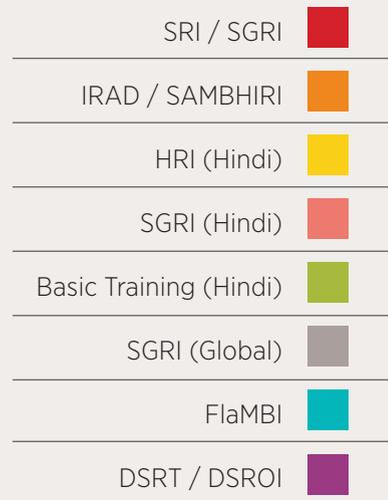


Reach of CREA's Institutes and trainings in India

NUMBER OF PARTICIPANTS



CREA's Institutes from 2002 to 2012

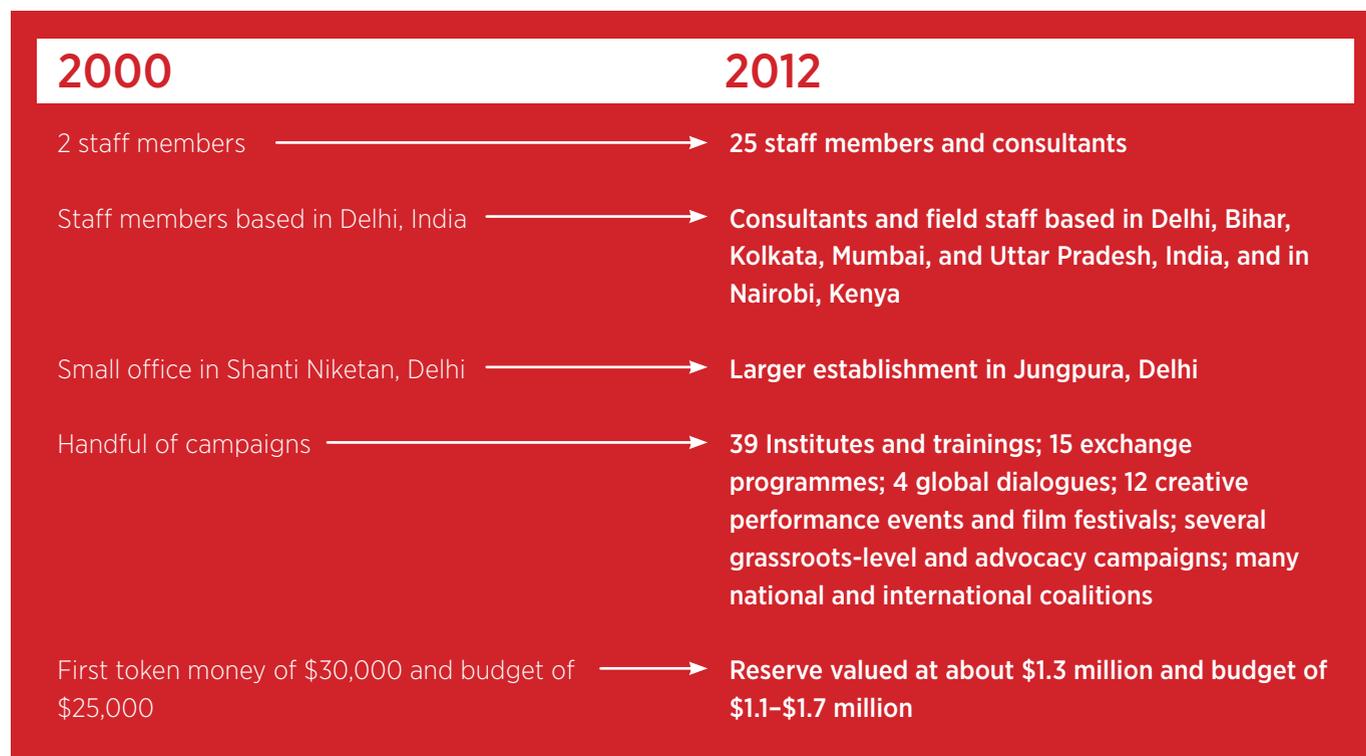




LOOKING AHEAD

CREA is now at a critical juncture. Due to its strong track record and natural pull towards “the edge” of what is new, emergent, and vibrant, CREA has been able to develop from a small, grassroots structure into a highly professional, globally impactful organisation, embedded within multiple human rights movements.

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As it looks ahead, CREA is expanding its focus on defining its core and uniqueness—the space to build from—and on resource development, communications, and monitoring and evaluation (M&E). CREA aims to be more widely known for its cutting-edge work on women’s rights amongst diverse networks; explore and develop significant partnerships with the private sector and build an individual giving programme; launch various innovative programmes; and reach out to more women and girls, practitioners and activists, policymakers, and organisations.



IN 2011/12, **CREA...**

- Defined its Theory of Change, the three broad outcomes of its work, and its boundary partners.
- Started following a 'starfish' model of internal organisational structure; building teams that function both independently and in tandem with each other.
- Formed a new M&E cluster, to advance feminism-based M&E by developing and promoting the use of specific indicators to measure gender, sexuality, and human rights.
- Formed a new Resource Development cluster, to ensure financial sustainability and stability for supporting the expansion of its programmes and ensure a more predictable resource base for the organisation.
- Developed long-term M&E, Resource Development, and Information and Communications plans for the organisation.



2011/12 HIGHLIGHTS

2011/12 was a dynamic year—the year of some of the biggest and the newest events and developments in CREA’s history. Here is a snapshot of some of the year’s highlights, divided into CREA’s seven strategic initiatives.

1

BUILDING FEMINIST LEADERSHIP AND MOVEMENTS

2

ADVANCING THE THEORY AND PRACTICE OF SEXUALITY, GENDER, AND RIGHTS

28

3

IMPROVING SEXUAL AND REPRODUCTIVE HEALTH AND RIGHTS

4

INCREASING WOMEN’S POLITICAL PARTICIPATION AND PREVENTING VIOLENCE AGAINST WOMEN

5

SHAPING LAWS, POLICIES, AND PRACTICES THAT AFFIRM WOMEN’S HUMAN RIGHTS AND THE SEXUAL RIGHTS OF ALL PEOPLE

6

CREATING GLOBAL SOUTH KNOWLEDGE RESOURCES

7

STRENGTHENING THE VISIBILITY, VOICE, AND PARTICIPATION OF MARGINALISED WOMEN





Building feminist leadership and movements

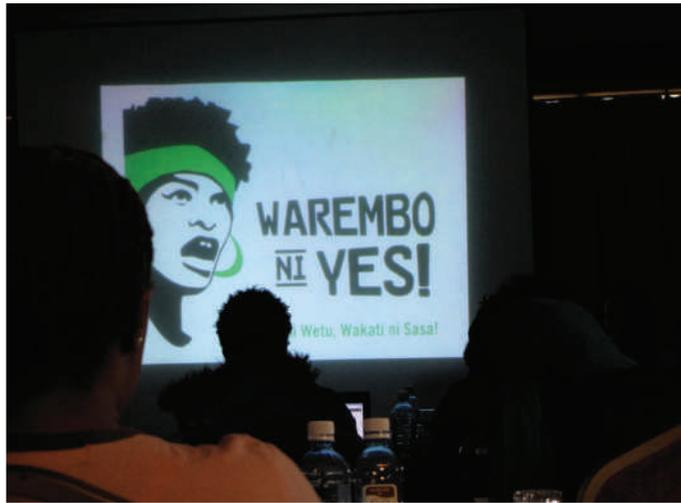
To strengthen feminist leadership, strategies, and collective power for social transformation, particularly in East Africa, South Asia, and the Middle East.

HIGHLIGHTS

The third Feminist Leadership and Movement Building Institute (East Africa)

5–9 December 2011 | Nairobi, Kenya

- Organised in association with Young Women’s Leadership Institute (YWLI) and Grassroots Organizations Operating Together in Sisterhood (GROOTS) Kenya.
- 26 participants from Kenya, Uganda, Tanzania, Sudan, Lesotho, South Africa, and India.
- New movement building Institute—the Middle Eastern Movement Building and Human Rights Institute (MEMBHRI)
- Designed to meet the need for greater knowledge and capacity-building techniques.





Advancing the theory and practice of sexuality, gender, and rights

To enable people to apply the conceptual understanding of the interface between sexuality, gender, and rights in the work they do.

HIGHLIGHTS

The fifth Sexuality, Gender, and Rights Institute—Global

18–26 June 2011 | Istanbul, Turkey

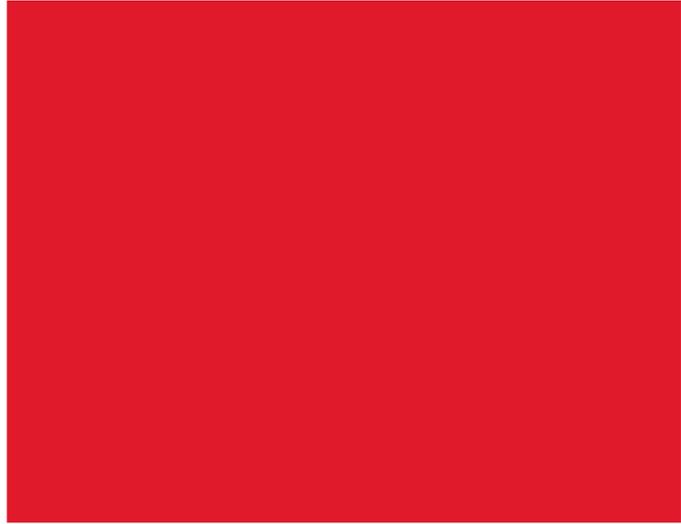
- 290 applications from about 65 countries.
- 31 participants from Australia, Bangladesh, Bulgaria, China, Egypt, India, Indonesia, Kenya, Kyrgyzstan, Mexico, Pakistan, South Africa, Syria, The Philippines, Uganda, United Kingdom, United States, and Zimbabwe.
- Participants representing YWCA, the One in Nine Campaign, Open Society Institute, the Urban Justice Center, Amnesty International, Nazra for Feminist Studies and Health, Family Health International, and Gays and Lesbians of Zimbabwe.

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The fifth Sexuality, Gender, and Rights Institute—India (Hindi)

13–18 February 2012 | Haryana, India

- 24 participants from organisations based in India and Nepal, working on issues related to adolescent girls and women.





Improving sexual and reproductive health and rights

To empower women and girls to make informed decisions about their bodies, and to advance SRHR from a feminist perspective.

HIGHLIGHTS

The Basic Training on Sexuality, Gender, and Rights in Hindi

1-5 August 2011 | Delhi, India

- 28 participants from community-based organisations in Bihar, Gujarat, Jharkhand, Madhya Pradesh, Maharashtra, and Uttar Pradesh, India.

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Count Me IN! It's My Body: Empowering Young Girls to Resist Violence

- Expansion of work with young girls and **creation** of community-level interventions.
- Capacity building of young girls in over 50 villages and 8 schools and colleges of Uttar Pradesh and Jharkhand to take decisions about their bodies and resist violence.
- Monthly meetings of community-based partner organisations and training sessions with kishori manch (collectives of young girls) on issues of health, nutrition, body image, consent, choice, and decision-making. Over 200 young girls attendees from 20 villages in Uttar Pradesh and Jharkhand.
- Mini-campaigns advocating EQUAL and FULL RIGHTS for all through the use of sports, in collaboration with community-based partner organisations in Uttar Pradesh and Jharkhand. Over 4000 attendees.
- Three-day closure meeting in Delhi cum exposure trip with campaign partners from Uttar Pradesh and Jharkhand (20-22 December 2011). The 30 young girls and women leaders and activists visited Naz Foundation's GOAL programme, which works with young girls on their health and rights through sports.

Training Session on Gender Roles and Relationships

23 November 2011

- For the Department of Social Welfare, Ministry of Women and Child Development, Government of Jharkhand.
- Planning meeting with community-based partner organisations from Bihar, Jharkhand, and Uttar Pradesh
- For '**Count Me IN! It's My Body: Advancing SRHR of Young Girls Through Sports**'.

Baseline Assessment Study

Of '**Count Me IN! It's My Body: Advancing SRHR of Young Girls Through Sports**'.





Increasing women's political participation and preventing Violence against women

To build women's capacities to challenge patriarchal power structures, combat violence against women, and advance democratic values and processes.

HIGHLIGHTS

Launch of the third phase of Ibtida

- Aimed at building the leadership capacities of women-led community-based organisations in four states of north and central India—Bihar, Jharkhand, Madhya Pradesh, and Uttar Pradesh.
- Involves thematic trainings and capacity building of member organisations to work on issues related to violence against women, gender, patriarchy, and policies related to women and girls.

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Launch of a new programme—New Voices/New Leaders: Women Building Peace and Reshaping Democracy

- Covers four countries in Africa and the Middle East—Egypt, Kenya, Sudan, and Republic of South Sudan—and three in Asia—Bangladesh, India, and Nepal.
- Involves training of women and girls in international human rights instruments and other aspects of rights advocacy; conducting Institutes; cross-regional sharing of knowledge and tools; and development of strategies to avoid conflict and violence.





Advocating for women's rights and the sexual rights of all People in laws, policies, and practices

To influence, monitor, and help implement laws, policies, and practices that affirm women's human rights and the sexual rights of all people.

HIGHLIGHTS

17th Session of the United Nations Human Rights Council

June 2011

- Nepal's Universal Periodic Review (UPR) report was considered. **CREA** was part of the group of LGBTI activists that worked with other civil society groups to ensure that the resolution supported advancements made on LGBT rights.

18th Session of the United Nations Human Rights Council

September 2011

- The Council adopted a resolution reaffirming the importance of addressing maternal mortality and morbidity. It called for direct action to save mothers' lives. **CREA** was involved in advocating for this resolution at every stage.

Joint submission for India's UPR in 2012 on violence faced by sex workers in India

- Supporting organisations: TARSHI; Durbar Mahila Samanwaya Committee; Veshya Anyay Mukti Parishad; Centre for Penology, Criminal Justice, and Police Studies, Jindal Global Law School; and the Sexual Rights Initiative.

Supreme Court of India hearing on the appeal against Section 377 of the Indian Penal Code

13 February 2012 onwards

- **CREA** attended the hearing, as part of the Voices Against 377 coalition, and was involved in the written submission process.
- **CREA** was part of a group of civil society organisations that drew up recommendations on the inclusion of LBT issues in the next Five-year Plan of India.

New trainings

- **CREA** decided to conduct trainings on DOVA, the Human Rights Assessment Instrument on Domestic Violence.

CREA was also part of:

- The Global LGBT Coordination Group Meeting.
- The UN General Assembly side event on homophobic bullying in schools.
- Meeting with the Office of the High Commissioner for Human Rights (OHCHR) to discuss the launch of the Sexual Orientation and Gender Identity (SOGI) report and the modalities of the SOGI panel in March in Geneva.
- Meeting with US State Department to lobby with the US government and provide feedback on how they should carry out their human rights efforts for/with LGBT people, especially in Asian and African countries.





Creating global South knowledge resources

To develop publications and knowledge resources, in English and Hindi, in the fields of sexuality, reproductive health, gender, and human rights, foregrounding global South perspectives.

HIGHLIGHTS

CREA published:

40

- Ain't I a Woman? A Global Dialogue Between the Sex Workers' Rights Movement and the Stop Violence Against Women Movement, Bangkok, Thailand, 12-14 March 2009
- Count Me IN! Research Report on Violence Against Disabled, Lesbian, and Sex-working Women in Bangladesh, India, and Nepal: This report is based on the first ever multi-country research study on violence against disabled, lesbian, and sex-working women in three countries in South Asia. It collates the findings and recommendations that emerged from the three country studies conducted by CREA, in partnership with University College London; James P Grant School of Public Health, BRAC University, Bangladesh; Society for Nutrition, Education, and Health Action, India; and Centre for Research on Environment Health and Population Activities, Nepal. This is a step towards filling in some of the evidence gaps in research about or from South Asia on the intersections of marginalisation, gender, and violence against women.
- Count Me IN! Research Report on Violence Against Disabled, Lesbian, and Sex-working Women in Bangladesh, India, and Nepal—Executive Summary
- Dancing on the Edge: This internal review document highlights CREA's important achievements in its first 10 years, as well as the incredible potential for CREA, as a community, to take its role in the world to a new level. It provides a set of key recommendations to support CREA's ongoing journey of "dancing on the edge", while also maintaining a strong centre of gravity. The Meta Review was conducted by Ellen Sprenger, former Executive Director of Mama Cash and founder of Spring Strategies.
- Feminist Leadership for Social Transformation: Clearing the Conceptual Cloud
- Free and Equal: This photo book by renowned artist and photographer Rebecca Swan captures experiences of women who resist oppression, marginalisation, and everyday inequality.
- Samaanta Ki Neev Par: This book is about the landmark judgement delivered by the Delhi High Court on 2 July 2009 on Section 377 of the Indian Penal Code. It is a Hindi translation of the book *The Right that Dares to Speak its Name*, published by the Bengaluru-based Alternative Law Forum (ALF). The report includes an explanation of the rationale of this court ruling, along with commentary pieces by queer rights activists on the enormity and the impact of the judgement.
- Sex Work and Women's Movements
- Sexual Rights Initiative (SRI)

Fifth edition of Reproductive Health Matters Hindi

On 'Apradhikaran'

- The edition includes seven articles on issues related to 'Apradhikaran' (criminalisation). The articles covers topics such as the impact of criminalisation on sexual and reproductive health and rights, State regulation of sexuality through various tools of criminalisation, as well as links between sexual violence, HIV/AIDS, and criminalisation. There are case studies, research studies, and strategic discussions from different countries of Asia, Africa, and North and South America, which are relevant to India as well.

Sage Publications (India) accepted CREA's proposal to publish the compilation of the background papers written as resources for CREA's Count Me In! Conference.





Connecting disability, sexuality, and rights

To advance an understanding that links disability, sexuality, and rights to reduce stigma, discrimination, and violence faced by disabled women.

HIGHLIGHTS

The second Disability, Sexuality, and Rights Online Institute (DSROI)

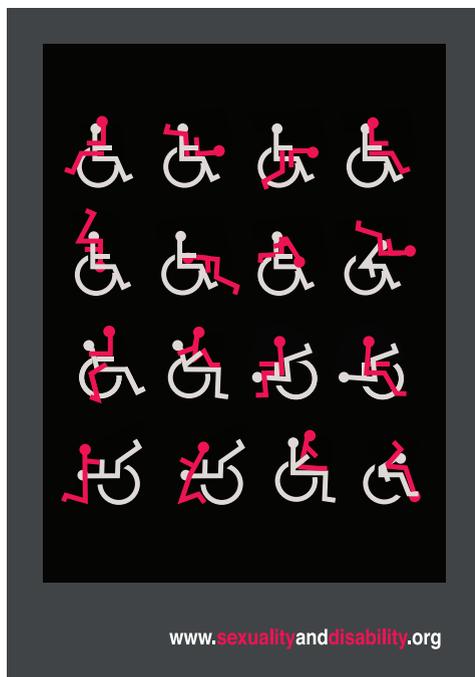
17 October–17 December 2011 | Online

- Over 200 applications from more than 50 countries.
- 28 participants selected from 18 countries.
- 70% participants were women; more than 50% were disabled.
- The 9-week curriculum integrated theory and practice on issues of disability; concepts related to gender, sex, and sexuality; disability, sexuality, and rights; ways to improve sexual and reproductive healthcare for women with disability; representation of disability; and understanding disability, sexuality, and rights in the developing world.

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Launch of www.sexualityanddisability.org

- Point of View and CREA launched www.sexualityanddisability.org, a website that starts with the premise that women who are disabled are sexual beings—just like any other woman.
- The website is constructed as a bunch of questions a woman with a disability might have—about her body, about the mechanics and dynamics of having sex, about the complexities of being in an intimate relationship or having children, about unvoiced fears or experiences of encountering abuse in some form.



COUNT ME IN!

South Asia Conference on Violence Against Marginalised Women

The biggest highlight of 2011/12 was the **Count Me IN!** South Asia Conference on Violence Against Marginalised Women, held from 16–18 April 2011 in Kathmandu, Nepal.

The **Count Me IN!** Conference was the first-of-its-kind on violence against women who are not usually “counted in”. It included women who are excluded and marginalised, denied participation, leadership, and services, because of their race, class, sexuality, gender, religion, ability, and other such factors. They met and discussed various issues related to marginalisation and violence against women, and the strategies of resistance.

44 Disabled women, lesbian women, trans people, sex-working women, HIV-positive women, young women, and women’s rights activists from Bangladesh, India, Nepal, Pakistan, and Sri Lanka focussed on the violence they face and the different strategies of engaging with that violence—campaigns, papers, policy work, research, art, performances, and films. The Conference also brought to fore the viewpoints of activists, policymakers, artists, journalists, and others working on these issues.

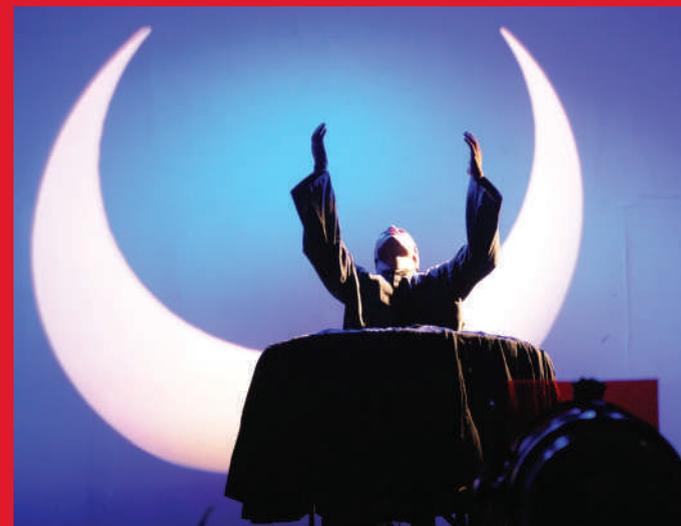
The main objective behind organising such an event was to emphasise that movements, feminist spaces, programmes, and policies that we create must include all women. Policymakers, for instance, must include the needs of marginalised women when planning programmes, policies, or services, and when amending/creating laws.

CREA spent two years planning the Conference, which was attended by over 300 participants. Interestingly, **CREA** had planned for just 100 participants! This is a testimony to the pioneering nature of the Conference, in terms of **creating** a space for marginalised groups to gather, share, and strategise in a way that was unprecedented in South Asia.

- Activists increased their understanding of the need to address exclusion and acknowledge that violence against all women and the rights of all women matter.
- The groups were able to connect with each other and create networks of solidarity and support. For example, the disability rights groups from across the region met and formed a network, which is now planning to use the research presented by **CREA** at the Conference in its advocacy work around the United Nations Convention on the Rights of Persons with Disabilities.
- The Conference sparked off new initiatives and ideas amongst marginalised women’s groups in the region. For instance, it led to the birth of the first ‘South Asia Network of Sex Workers’—a network of women, men, and transgender persons in sex work from South Asia.
- **CREA**’s ‘Seed Grant Initiative’, launched on the last day of the Conference, received 29 applications for new projects in this area. Of these, 12 projects have been awarded the grants.
- The conference exceeded all our expectations in terms of the feedback that we received from the participants.

The conference was attended by eminent personalities from South Asia, including:

- Arundhati Roy, Indian activist and Booker Prize-winning author of *The God of Small Things*
- Chief Justice AP Shah (Retd.) of India, who authored the critical opinion reading down Section 377 of the Indian Penal Code, decriminalising adult consensual same-sex relations
- Kaushalya Perera, a queer feminist activist and linguist from Sri Lanka
- Kyla Pasha, a queer feminist activist from Pakistan
- Sapana Pradhan Mallah, Nepalese lawyer and Member of the Nepalese Constituent Assembly
- Satya Rai Nagpaul, a transman and activist from India
- Sunil Babu Pant, the first openly gay Member of Parliament in Nepal







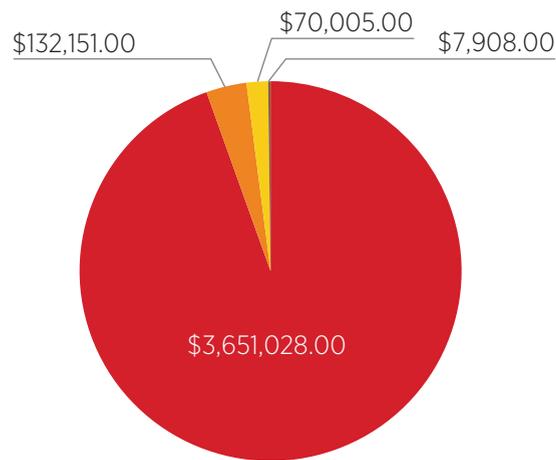
FINANCIAL REPORT





Financial Year 2011-12*

Revenue

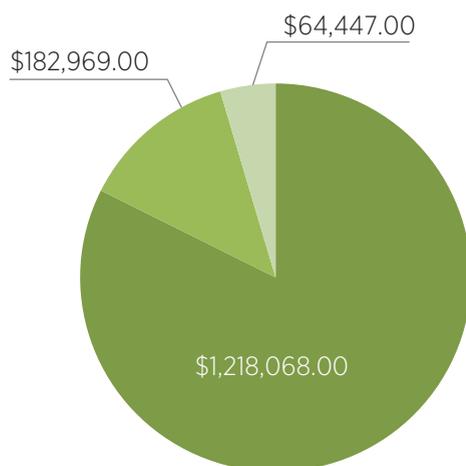


- Public support - 94.56%
- Contract revenue - 3.42%
- Interest and Dividends - 1.81%
- Miscellaneous Income - 0.21%

Total Revenue = \$3,861,092

48

Expenses



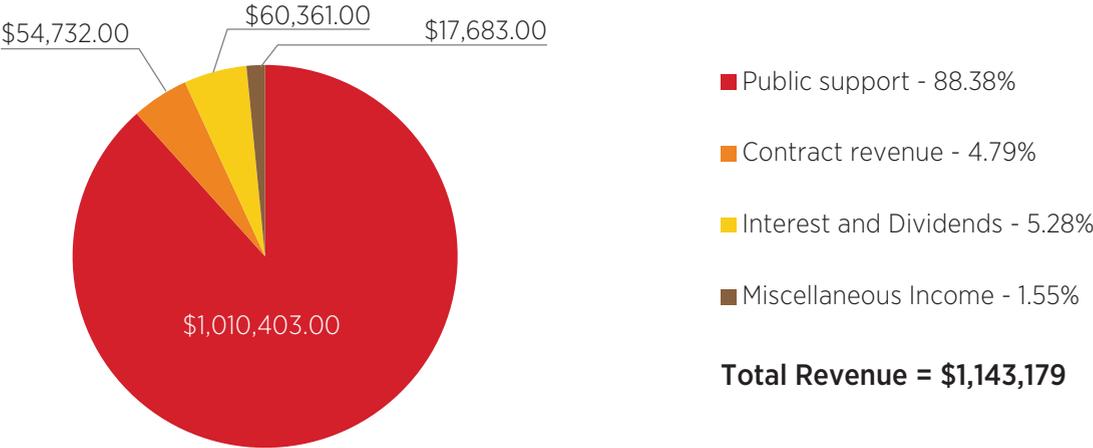
- Workshops, Meetings and Publications - 83.1%
- Administrative & General - 12.4%
- Fundraising - 4.39%

Total Expenses = \$ 1,465,484

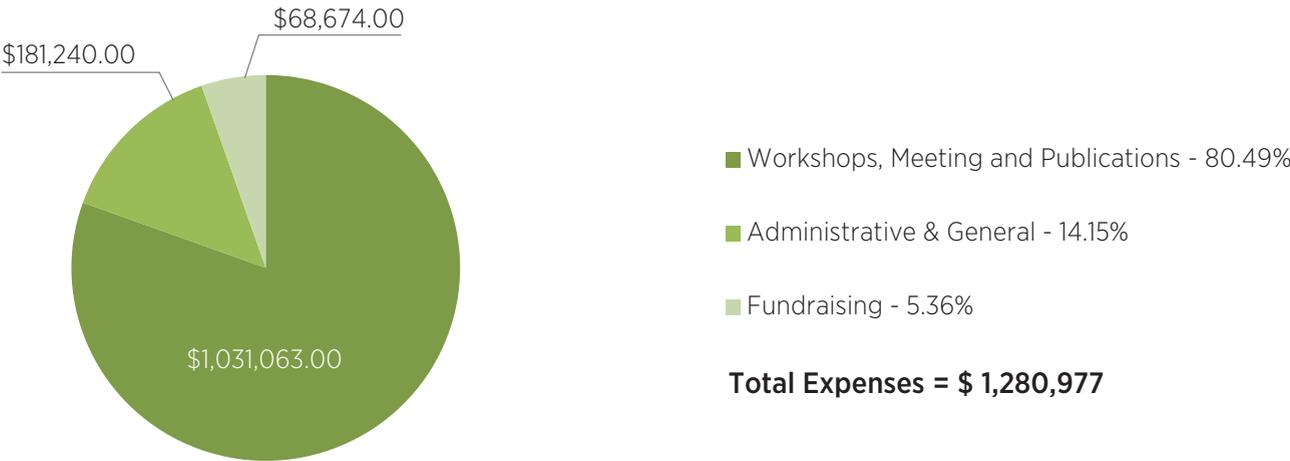
* CREA financial year begins on April 1 and ends on March 31

Financial Year 2010-11*

Revenue



Expenses





BOARD OF DIRECTORS

INDIA

Bishakha Datta is a writer. Bishakha is also the Program Director of Point of View, a Mumbai-based not-for-profit organisation that aims to promote the points of view of women through creative and sustained use of media, arts, and culture.

Geetanjali Misra is Co-founder and Executive Director of **CREA**. She is a feminist activist, who has worked at the grant-making and policy levels on the issues of sexuality, reproductive health, gender, human rights, and violence against women. She also writes on issues of sexuality, gender, and rights. She is on the Board of Directors of Reproductive Health Matters (UK) and Women's Initiatives for Gender Justice (Netherlands) and is a Co-Chair of the Board of Directors of Mama Cash. She is also part of the International Advisory Board of Cordaid (Netherlands) and the Advisory Committee of FHI360 (US). In 1989, she co-founded SAKHI for South Asian Women, a non-profit organisation based in New York, committed to ending violence against women of South Asian origin.

Kanchan Pamnani is a visually impaired lawyer, who has successfully fought for the sight impaired to have the right to open and operate bank accounts. She looks at the existing laws dealing with disability and others, such as labour laws, to see if they address issues of disability. She has won several awards, including the National Award for the Empowerment of Persons with Disabilities, awarded by the President of India for Outstanding Performance as a Role Model of the year in 2009. She is the Co-founder of the Beyond Sight Foundation.

Sabeena Gadihoke is an Associate Professor, Video and TV Production, at the AJK Mass Communication Research Centre at Jamia Millia Islamia University, Delhi. She is also an independent documentary filmmaker and camera-person, and works on the history and culture of Indian photography.

Sashwati Banerjee is the Executive Director of Sesame Workshop India, the Indian subsidiary of the US-based non-profit famous for the children's educational television programme 'Sesame Street'. With a career spanning two decades, Sashwati specialises in project management and behaviour change communication.

Shilpa Phadke is Assistant Professor at the Centre for Media and Cultural Studies, Tata Institute of Social Sciences, Mumbai. She conceptualised and led the Gender and Space Project at PUKAR (Partners for Urban Knowledge Action and Research). She is currently writing a book based on the same, along with Sameera Khan and Shilpa Ranade. Shilpa has published both academically and in newspapers and popular magazines. Her areas of concern include gender and the politics of space, the middle classes, sexuality and the body, feminist politics among young women, reproductive subjectivities, and pedagogic practices.

Shohini Ghosh is Dr Zakir Hussain Professor at the AJK Mass Communication Research Centre at Jamia Millia Islamia, Delhi, and teaches Video and Television Production. She also teaches at the Summer Institute on Sexu-



ality, Culture and Society, Universiteit van Amsterdam. Shohini has co-founded Mediastorm Collective, India's first all-women documentary production collective. A media scholar, she researches and writes extensively on popular culture, particularly films and queer sexuality in academic journals and the popular press.

Sohini Bhattacharya is an intrepid entrepreneur and social change enthusiast, who has 20 years of experience in the development sector. Currently, she is consulting with Breakthrough, a transnational human rights organisation, helping them establish a strong resource base and scale-up strategies in India. She is also involved as the India Strategy Consultant in a start-up, the Asian Venture Philanthropy Network, a unique platform for and by people interested in venture philanthropy, across India, Japan, Singapore, and China.

NEW YORK

Geetanjali Misra (see previous page)

Iris Derbsch is a Director at Deutsche Bank, currently working as Risk Manager for Asset Management in Frankfurt, Germany. She has been with Deutsche Bank since 1997 in several positions in New York, USA, and holds a Masters Degree in Economics. Iris started her career as Junior Professional Officer for UNDP in the Fiji Islands. She remains interested in and committed to development efforts and continues to support NGOs and charities.

Jac Sm Kee is Women's Rights Policy Coordinator for the Association of Progressive Communications, Women's Networking Support Programme, Malaysia. She leads the Take Back The Tech! campaign, a global campaign that connects violence against women and technology, and coordinates the cross-country EROTICS research project that examines the relationship between sexuality and the Internet. She is also the Director of Centre for Independent Journalism, Malaysia, and Co-founder of Knowledge and Rights with Young People through Safer Spaces.

Manal Saleh is Senior Program Specialist at the Center for Development Services, Egypt. She has been working in the community development field since 2001. During 2005–2008, Manal was a consultant with CREA on the India, Palestine, and Egypt exchange programme—Creating and Strengthening Links for Community Development and Advocacy for Youth—after which she joined CREA's Board of Directors. Manal is also a Board Member of Bena Association for Development, a grassroots civil society organisation that works on education, women and youth empowerment, and media development in Upper Egypt.

Nancy Ali is Regional Team Leader, West and Central Africa, JHPIEGO, an affiliate of Johns Hopkins University, USA. Nancy has been working in the field of international health and development for the past 20 years. She has worked extensively in the US, Africa, and the Middle East, providing technical assistance on reproductive, maternal and child health, HIV/AIDS, malaria and cervical cancer



BOARD OF DIRECTORS

prevention initiatives and interventions. She also helped coordinate, monitor, and facilitate all project-related activities for **CREA**'s India, Palestine and Egypt exchange programme.

Nandini Oomman is an independent consultant, residing in Hanoi, Vietnam. Until recently, she was the Director of the HIV/AIDS Monitor and a Senior Associate at the Center for Global Development, Washington, DC, focussing on global health and development: policy, financing, aid design and delivery, and impact. She has worked in India, South and Southeast Asia, and Sub-Saharan Africa on issues of HIV/AIDS, population and reproductive health, women's health, social science methods, and public health research. She has published widely on HIV/AIDS, population and women's health, and development issues.

Romita Shetty is President of DA Capital Asia, an investment management company, and is based in Singapore. She is a Co-founder of SAKHI for South Asian Women, a New York-based non-profit organisation committed to ending violence against women of South Asian origin. She is also on the Advisory Board of Columbia University's School of International and Public Affairs and on the Executive Committee of South Asian American Forum (SAAF), a political action committee focused on policy issues of importance to South Asian Americans.

Joy Liddicoat and **Deepali Khanna** rotated out of the New York Board on 29 February 2012 and 11 March 2012, respectively.





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