



ANNUAL REPORT
April 2018 to March 2019

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Sparking Conversations, Rethinking Our World

Letter from the Executive Director, Geetanjali Misra

Based in the global south and led by southern feminists, CREA has been a global thought-leader on gender justice for the last two decades. As we approach our 20th anniversary, CREA has initiated a bold, feminist intersectional process to rethink, reimagine, and reboot our work, approaches and strategies this year. As part of this process, we conceptualized a major, ground-breaking conference experience that brought together feminist activism, art and technology in the appropriately named “reconference.” The theme of “rethink, reimagine and reboot” has infused all of our work.

This year,¹ we expanded the interface between gender, sexuality, rights and technology through our recently launched Institute “Me, We, and the Machine.” In East Africa, we further strengthened our work through trainings, events and campaigns with LGBTQ and disability rights movements to generate cross-movement conversations and call for inclusion of marginalized groups in interventions related to gender-based violence (GBV).

We are proud to have developed an impressive pool/cadre of more than 1500 Institute alumni from some 50 countries around the world. Our alumni maintain their engagement with us in multiple ways. For example, Institute alumni joined CREA and our partner organizations in India, Kenya and Uganda in organizing several public events to advance a bold, feminist intersectional discourse, using art, media and culture. Our alumni also contributed to the movement that led to decriminalization of homosexuality in India and repeal of a 157-year-old law – an achievement with tremendous direct impact on the lives of lesbian, gay, bisexual, transgender and queer (LGBTQ) people in India and beyond.

Our role as a convener, connector and capacitor of global South partners is of utmost importance. This year, we hosted

a global dialogue in Nairobi on disability rights, human rights, sexual and reproductive health and rights (SRHR), and SRHR service delivery. One of the main outcomes of this dialogue was the groundbreaking *Nairobi Principles on Abortion, Prenatal Testing, and Disability*. Access to safe abortion is fundamental to a person’s SRHR while pre-natal testing and disability selective abortion serve to further stigmatize persons with disabilities. The Nairobi Principles seeks to address this critical fault-line. In March of this year, we were invited by the UN Special Rapporteur on the Rights of Persons with Disabilities to present the Nairobi Principles to a UN Expert Group Meeting.

CREA continues to amplify and elevate its impact by working in strategic partnerships like the Sexual Rights Initiative and Count Me In! Consortium and engaging in global arenas like the UN Human Rights Commission and the Commission on the Status of Women (CSW), the Committee on the Elimination of Discrimination Against Women and the Committee on the Rights of People with Disabilities.

On March 9, 2019, during the CSW annual meeting, we were thrilled to host our first-ever donor convening, with 30 donors, both new and old, attending. We were also pleased to be awarded a grant from the Wellspring Philanthropic Fund to strengthen and support expansion of CREA’s work on sexuality and disability. Through the Dignity for All Consortium we are able to provide emergency assistance and security trainings to small LGBT groups in South and South East Asia. As the lead of the All Women Count! Consortium, we were able to strengthen our unique South-South alliance.

We are proud of the strategic impact of our work to strengthen feminist leadership, advance advocacy that amplifies voice and visibility for activists at the margins, generate and disseminate thought-provoking knowledge tools, and provide public opportunities to rethink, reimagine and reboot feminism. We look forward to all the important work ahead!

Ingredients for Change

CREA's **Values and Principles**

Sexual Rights. CREA puts sexuality, gender and rights at the center of its work.

Diversity & Cross-Movement Collaboration. CREA promotes cross-movement knowledge, solidarity and collaboration.

Intergenerational Approaches. CREA is an intergenerational organization that practices mentorship and learning within the framework of movement building.

Innovation and Creativity. CREA strives to be creative and critical in order to ignite new ideas, knowledge, and alliances, effectively translating new thinking into new action.

Partnerships. CREA works through partnerships, redistributing resources, knowledge and power to activists on the margins to advance their voice and participation.

CREA has **four objectives** that are guided by our values and principles:

- Strengthen feminist leadership
- Advance sexual and reproductive health and rights
- Address gender-based violence and enhance well-being
- Increase voice and visibility of marginalised people

The **four strategies** through which CREA implements its programs are:

- Capacity Building
- Knowledge Creation
- Advocacy
- Public Education

The Year in Numbers

8

INSTITUTES

2454

SESSIONS/TRAININGS/TOTS

111

CAMPAIGNS/EVENTS

5502

INDIVIDUALS TRAINED

227033

INDIVIDUALS REACHED

329

ORGANIZATIONS
REACHED

189

RESOURCE MATERIALS
PRODUCED



PROGRAMS

Strengthening Feminist Leadership

KEY RESULTS

3 INSTITUTES	1045 SESSIONS/ TRAININGS/ TOTS	3 KNOWLEDGE RESOURCES PRODUCED	1397 INDIVIDUALS TRAINED	118 ORGANIZATIONS REACHED/ TRAINED
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Advancing sexual and reproductive health and rights

KEY RESULTS

3 INSTITUTES	1396 SESSIONS/ TRAININGS/ TOTS	60 CAMPAIGNS/ EVENTS	63 KNOWLEDGE RESOURCES PRODUCED	3906 INDIVIDUALS TRAINED	168132 INDIVIDUALS REACHED	10 ORGANIZATIONS REACHED/ TRAINED
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Addressing gender-based violence and enhancing well-being

KEY RESULTS

1 INSTITUTE	3 SESSIONS/ TRAININGS/ TOTS	46 CAMPAIGNS/ EVENTS	62 KNOWLEDGE RESOURCES PRODUCED	79 INDIVIDUALS TRAINED	9948 INDIVIDUALS REACHED	114 ORGANIZATIONS REACHED/ TRAINED
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Increasing the Voice and Visibility of Marginalized Women

KEY RESULTS

1 INSTITUTE	10 SESSIONS/ TRAININGS/ TOTS	3 CAMPAIGNS/ EVENTS	43 KNOWLEDGE RESOURCES PRODUCED	120 INDIVIDUALS TRAINED	10071 INDIVIDUALS REACHED	87 ORGANIZATIONS REACHED/ TRAINED
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Strengthening Feminist Leadership

KEY RESULTS

3

INSTITUTES

1045

SESSIONS/
TRAININGS/
TOTS

3

KNOWLEDGE
RESOURCES
PRODUCED

1397

INDIVIDUALS
TRAINED

118

ORGANIZATIONS
REACHED/
TRAINED

CREA believes in feminist futures and recognizes that creating the world we want to live in depends upon the activists of tomorrow.

Much of our work across the organizational strategies has the ultimate aim of strengthening feminist leadership and collective power of women, girls and transgender people to challenge social norms on gender and sexuality and enable them to transform unjust power structures.

To achieve this, CREA focused on building and expanding a connected pool of organizations, activists and practitioners in the field of gender, health, sexuality and human rights this year. This included developing a South-South network of women leaders and organizations to influence policy and a program on feminist leadership, gender equality, and women's rights.

Given the vital importance of inclusion in our movements and the role of young feminists for social transformation, we particularly focused on reaching young and marginalized women this year. We also focused on grassroots organizations, providing tools and programs aimed at expanding their access to skills and information, and building their self-confidence to advocate for their own rights.

Strengthened feminist leadership activists and organizations to build movements that affirm women's human rights in the global south

CREA supports marginalized groups in the global south to strengthen the skills necessary to become more effective feminist activists and to demand their rights. CREA uses multiple strategies, including institutes and trainings, to build the

capacity of activists working in a diverse range of contexts and geographies.

This year, CREA conducted three **Feminist Leadership and Movement Building and Rights Institutes** (FLMBaRIs) in two languages (English and Hindi), reaching 93 activists from 19 countries in South, South East Asia and East Africa. The institutes employ specially developed curriculum and tailored activities designed to provide participants with conceptual clarity, improved analytical skills, and exposure to cutting-edge thinking that enables them to understand the deeper, more fundamental roots of social problems. The core assumption in our model is that activism must be informed by concepts and analysis in order to lead to deeper, sustainable change.

“FLMBaRI strengthened my understanding of the different levels of power and the underlying systemic norms of oppression that prevent girls and women from exercising choice... [Following the Institute] I organized a women's roundtable ... to address the issue of why women were not in positions of leadership on the Right Here Right Now (RHRN) platform.”

Mageda, FLMBaRI Alumni focusing on Sexual and Reproductive Health and Rights (SRHR), especially abortion rights

“Participating in FLMBaRI has made me be more strategic in my advocacy approach as a leader and an activist in different levels of intersectionality. As an LGBT activist, we cannot work in isolation but must be included in different platforms that also



Talking about Feminist Movements in the African context, Kenya



Feminist Movement Building and Rights Institute, South Asia

“speak to our issues within Western Kenya. After FLMBaRI, we started using the new government system of county (devolved) government to work with its assembly legislature. We have formed a down-up approach of initiating advocacy. We also work with other CSOs who are not LBT but are supporting our initiative. Regarding my personal change, it has been in leadership; I am intentional on mentoring young activists to be leaders and start taking the space with positive vibes of change.”

Georgina, activist focusing on political leadership and LGBT rights

FEMINIST LEADERSHIP AND MOVEMENT BUILDING AND RIGHTS INSTITUTES (2018-2019)

- The 12th FLMBaRI – South Asia was held from 13-20 May, 2018 in Kathmandu, Nepal. 35 participants from Bangladesh, India, Nepal, Pakistan, and Sri Lanka were selected from 120 applicants.
- The 8th FLMBaRI – East Africa was held from 8-15 July, 2018 in Nairobi, Kenya. 28 participants from 13 countries – Burundi, Botswana, Ethiopia, Kenya, Madagascar, Somaliland, Somalia, South Sudan, South Africa, Uganda, Tanzania, Zambia and Zimbabwe – were selected from 324 applicants.
- The 5th FLMBaRI – India (Hindi) was held from 3 - 7 September 2018 in Delhi. 30 participants from 14 states of India – Uttar Pradesh, Gujarat, Bihar, MP, Maharashtra, Himachal Pradesh, Jharkhand, Odisha, West Bengal, Delhi-NCR, Rajasthan, Chhattisgarh, Karnataka and Haryana – were selected from 203 applicants.

Since 2014, CREA has worked to build feminist leadership in Burma, reaching out to activists in conflict-affected areas in the country as part of the **New Voices/New Leaders**

Program, which began in India and Nepal in 2013. This work was developed in response to a review of the content and approach of existing leadership development trainings in the country, which lacked both feminist approaches and attention to addressing gender issues. Several local civil society organizations that were aware of CREA's work requested that CREA Institutes be adapted to Burma's local context and language. Working with a Yangon-based women's rights activist who is also a senior trainer and consultant with many organizations in Burma and along the Thai-Burma border, CREA has since developed the feminist leadership trainings for Burmese activists, and translated key resource materials in Burmese.

In 2018, CREA conducted its **3rd Feminist Leadership Training of Trainers (ToT) in Burmese in Chaing Mai, Thailand**. Held from 19 - 23 November, the ToT was attended by 19 Burmese women's rights activists and focused on building knowledge and skills. Alongside of training, CREA works with Burmese activists to foster a broader south-south exchange between them and activists from Nepal and India.

CREA's ToTs have proved effective in accelerating feminist leadership in Burma, as the journey of Nang Phyu Phyu Lin, a Yangon based women's rights activist and senior trainer, makes clear. In 2014, Phyu Phyu participated in the FLMBaRI in South Asia. In 2016, she went on to co-facilitate the first Feminist Leadership ToT in Burmese, followed by a second training in 2017 and a third in 2018. The feminist leadership trainings were organized for community-based organizations and for LGBT persons (see the Increase Voice and Visibility Section).

“Before , I thought feminism is for women only, and only women can be feminist. After this training, I understand it as an ideology, a concept for social justice.”

Participant, 2018 FLMBaRI ToT in Burmese

NEW VOICES/NEW LEADERS PROGRAM (2018-2019)

- Built capacity and knowledge of over 194 women leaders in India, Nepal and Myanmar
- More than 60 organizations participated in CREA's capacity building and exchange programs aimed to build feminist leadership
- Training resource materials of feminist leadership and movement building in Burmese is being widely used by organizations in their trainings and consultations in Burma and Thai-Burma border

South-South network of women leaders and organizations to influence policy and program

CREA believes in facilitating connections, networking, knowledge sharing and support for young women leaders in the Global South. As part of our work to create and strengthen supportive networks, CREA established the **South Asia Young Women Leadership and Mentorship (SAYWLM)** program in 2016. A three years program (2017-2020) focuses on building the leadership capacity of 30 young women activists working in 30 organizations in India, Bangladesh and Nepal, who in turn will build capacity of 300 more community young women leaders (CYWLs) in their fields. To that end, CREA has ensured ongoing access to knowledge and resources, and shared strategies and analytical tools with younger feminists as they undertake social transformation, implement projects and expand their own organizations. Through SAYWLM program, CREA is testing a mentoring process, which involves a cohort of mentors who can support young feminist leaders to understand and sustain movements over time and build south-south collaboration to enhance cross regional learning and sharing.

SOUTH ASIA YOUNG WOMEN LEADERSHIP AND MENTORSHIP PROGRAM (2018-2019)

- Nine feminist mentors provided 1,116 mentoring sessions with 30 young women leaders across three countries;
- Heads of 30 feminist and women's rights organizations from Nepal, Bangladesh and India participated in two-day capacity strengthening workshop on feminist leadership
- 330 young feminists going through the mentoring process by 30 young women leaders



Participants attending a Training of Trainers as part of the SAYWLM program

Let me try: unlocking my own potential

“My biggest learning is that if the community is united then any obstacle can be addressed.”

Rabeya Sultana, Nice Foundation², Khulna Division, Bangladesh

Rabeya lives with her mother and her 10-year-old daughter in Western Bangladesh. When her elder sister died during childbirth, Rabeya also took on the role of a mother to her sister’s son, which caused unbearable turmoil in her marriage. Unwilling to abandon her nephew, Rabeya ultimately decided to separate from her husband after two years of marriage. She struggled to find a job and finally found a role with the Nice Foundation, an organization, which conducts research and programs to empower underprivileged communities in Bangladesh, especially women, children and excluded people.

After five years of working as a gender and adolescent coordinator at Nice Foundation, Rabeya was nominated to become a young woman leader (YWL) in the SAYWLM project. Rabeya says “this YWL process unlocked my potential.” She explains that she is more confident and now advocates for her own ability to take on challenging tasks. One such challenge is her work for the rights of a minority community, the Kawra (pig farming) women, considered as untouchables in society with no rights over family land or property. After attending a SAYWLM program training, Rabeya realized that her own approach was not yet focused on creating and expanding the leadership of young women from the community to fight and advocate for their own causes. She initiated a process of selecting 10-15 young women leaders from the community and building their capacity for leadership, mobilizing and advocacy. The process focuses on strengthening the young women’s own collective power to demand their rights and to try to bring about change in the mindsets of people and build community support on their issues.

Strengthened feminist leadership at grassroots level to ensure more inclusive movement spaces

The future of feminist leadership depends on the women and girls who are often marginalized within their own communities. They have limited opportunities to pursue their interests and passions, and face restrictions on their access to resources and education, and even to movement outside of their homes. Due to caste, religion, region and lack of education, these women and girls are not able to access information and opportunities, which further increases their vulnerability and marginalization.

CREA’s 15-day residential academy uses sports, arts, media and technology to strengthen such young women’s leadership and deepen their understanding of gender-based discrimination and violence. In 2018, CREA organized the 4th **Sports Expressions Leadership and Freedom (SELF) Academy** from 24 September to 8 October in Jamshedpur, Jharkhand in India. Forty-three girls aged 18 to 22 participated from four CREA partner organizations.

CREA also worked to build engagement of SELF alumni. From 10 - 11 April 2018, CREA brought back together 28 girls who participated in a 2017 SELF Academy in Uttar Pradesh. The objective of the reunion was to build on and expand the skills developed during their first residential academy experience. The alumni participated in sessions on gender and technology, digital literacy, love and relationships, choice and consent, exploration of fear and self, public spaces, leadership and campaign, sports (football) and leadership.

“There was no electricity in the village for 6 months... We (all SELF girls) decided to do something about it. We wrote an application to the official and then went to meet him. He was shocked to see so many girls in his office. We spoke to him, put pressure on him, and then finally got this work done. Others in the village appreciated it... We felt confident, strong to do this as a collective.”

SELF Alumni participant, 2018 Uttar Pradesh, India

Acknowledging CREA’s extensive history in developing and leading trainings and Institutes on sexuality, gender and feminist leadership, the American Jewish World Service in Kenya approached CREA to partner in an endeavor to enhance the sexual and reproductive health and rights and feminist leadership of young girls in Western Kenya.



Girls at SELF Academy being training on computers, India

We quickly learnt that we could not continue doing work with adolescent girls while leaving out girls with disabilities. We dedicated some of the sessions to working with girls with visual impairment. From them we learnt the importance of touch as something that needed to be included and considered in planning trainings with them... We had additional facilitators whose roles were to signal to girls through touch and to pass samples and demonstrate through touch.

Easter Achieng Okech, Executive Director, KEFEADO³

In 2018, for the first time CREA brought its SELF Academy to Kenya. CREA is partnering with Moving the Goalpost (MTG)⁴ and Kenya Female Advisory Organization (KEFEADO), two non-Nairobi based organizations. As part of the preparation for the two organizations to co-implement the SELF Academy with girls, two Training of Trainers (ToTs) on sexuality, gender and feminist leadership were conducted with 60 staff members. Sports was completely new for KEFEADO and although MTG already had a sports component in their program with young girls, the approach was sports for development. It took some

adjusting for both organizations to see sports as an entry point to talk about bodies, gender and sexuality norms, and not as an end in itself. For KEFEADO, this meant including sports and art in their sessions, as well as being purposely inclusive. Both MTG and KEFEADO trainers and mentors mentioned several times that they only started identifying as feminists after the first ToT and have begun looking at their work from a different lens.

In India, by law, 33% of all seats in the local governance systems at the village level (Panchayat) have to be occupied by women. This is an opportunity to raise women's voices in local governments but, despite being enshrined in law, many elected women representatives are silenced in practice. In response, CREA initiated the **Meri Panchayat Meri Shakti** (MPMS; My Government, My Power) program in 2012. MPMS is a unique intervention model, which aims to enhance women's participation in local governance by building the capacities of elected women representatives (EWRs) for effective feminist leadership and participation in local governance. This year CREA conducted 82 sessions with 1110 elected women representatives in three states in India (Uttar Pradesh, Bihar and Jharkhand) on gender, rights, leadership skills, and their roles and responsibilities in the local governance system. After attending CREA's trainings, EWRs are attending an average five out of six gram sabha (village committee) meetings regularly.

³ Kenya Female Advisory Organisation <https://kefeado.org/>

⁴ Moving the GoalPosts- <http://mtgk.org/>



Women participating in Mahila Sabhas (women's councils) in their village, India

MERI PANCHAYAT MERI SHAKTI (MY GOVERNMENT, MY POWER) PROGRAM (2018-2019)

CREA conducted a quantitative evaluation study to assess impact with all Elected women representatives who were part of MPMS program. Key findings:

- 80% of the elected women representatives receiving direct trainings on their roles and responsibilities are able to articulate their role as panchayat members in addressing discrimination and gender-based violence
- 73% of the trained elected women representatives attended and raised issues around women and girls in the Gram Sabha (village council) meeting; for ex:
 - installation of hand pumps in the community
 - building school toilets

“I was not very comfortable sitting with other elected male representatives in the meetings initially, and I still have some hesitation as their attitude at times becomes uncooperative [and] contemptuous. I find it difficult to raise women’s problems and needs as much as I like to, but ... given the constraints I have to face every day, I have gained enthusiasm... to do as much as I can... after attending meetings with CREA and Lok Prerna Kendra [CREA’s community-based partner].”

15 Elected Woman Representative, Jharkhand, India.

Another CREA program, known as **Ibtida**, builds the capacity of women-led organizations at the grassroots level and supports women representatives of the organization beyond the top leaders. The main objective of this program is to ensure local-level movement building through creation of networks. This year, CREA worked with 15 community-based women-led organizations in Jharkhand, India to create and provide opportunities for learning and understanding on gender, sexuality, patriarchy, sexual and reproductive health and rights.

IBTIDA PROGRAM (2018-2019)

- Capacity of 1100 elected women representatives and 28 grassroots women-led non-government organizations built in Jharkhand, Uttar Pradesh and Bihar to strengthen support for women and girls in these communities
- 10 workshops and meetings contributed to organizational development of 15 Ibtida members
- Representative of all Ibtida network partners participated in CREA’s Sexuality, Gender and Rights Institute and Feminist Leadership and Movement Building Institute in Hindi

Advancing sexual and reproductive health and rights

KEY RESULTS

3	1396	60	63	3906	168132	10
INSTITUTES	SESSIONS/ TRAININGS/ TOTS	CAMPAIGNS/ EVENTS	KNOWLEDGE RESOURCES PRODUCED	INDIVIDUALS TRAINED	INDIVIDUALS REACHED	ORGANIZATIONS REACHED/ TRAINED

In 2018, CREA continued to work towards shifting the mainstream rights discourse and to build new frameworks around the sexual and reproductive health and rights (SRHR) of all women, girls and transgender people to exercise autonomy, to meaningfully consent and to assert control over their bodies and lives.

Changing laws, policies, norms, and practices at the local, national, and global levels is a complex, long-term undertaking, which requires a common language to buttress a collective conversation. This is why a large part of CREA's work aims to expand the resource pool of organizations, activists, and practitioners with deepened conceptual understanding on gender, sexuality, health, and rights and their intersections.

At the same time, achieving these changes requires that activists from the global south-including those from the most marginalized groups - are represented in international platforms, including at the UN level. These forum are critical spaces for setting global standards. CREA works with activists and practitioners to improve wider access to information and knowledge

on sexuality, gender, SRHR, safe abortion and human rights for all women and girls, and to advance grassroots approaches to overcome real world obstacles for the most marginalized.

Deepened understanding on gender, sexuality, and rights and their intersections among activists and practitioners

CREA's **Sexuality, Gender, and Rights Institutes** are organized at both national and global levels. The Institutes bring together some of the best minds in the world to discuss issues related to sexuality, gender, sexual and reproductive health, and rights. Creative teaching and learning methodologies are used to inspire participants to question their assumptions and attitudes, and suspend judgment. The idea is to help the participants better understand the issues and apply their understanding in their work. The Institutes are exciting, intellectual,



A session in Sexuality Gender and Rights Institute, Global, Italy



Participants in an activity session in Sexuality Gender and Rights Institute, Hindi, India

and brimming with ideas and connections.

CREA organized two Sexuality, Gender, and Rights Institutes this year, one global and one in India (in Hindi). During the weeklong residential programs, participants critically examined how various programs, strategies, and practices in the field of SRHR affirm or violate the rights of individuals, and reflected on theory and practice. They examined and enhanced their understanding of the interface between sexuality, gender, and human rights, and links with the related fields of development and SRHR.

The Institutes are often transformative for individual participants, while also including strategies to help broaden the participants' impact. Many of the India participants in particular, work for organizations that have significant reach in remote, rural areas. Through their organizations and the constituencies they reach, participants are often able to amplify the new learning obtained at the Institute.

CREA provided technical support to local partners in Nepal to redesign the Institutes in local languages, ensuring local ownership and their long-term sustainability in the geography and context. Plans for the next Sexuality, Gender, and Rights Institute, which is now scheduled for August in Nepal, are nearly final. CREA worked with partners to collectively

identify the most salient issues, design the resources and content, seek applications from local activists and practitioners, select participants, translate resources and finalize the teaching methodology. (Due to the limited resources of the partner organizations in Nepal, the Institute could not be held in the 2018-2019 program year, as originally planned).

“At Pradan, we work with women collectives, which have recently initiated community platforms called, Nari Adalat (women courts) to address issues of violence faced by women in the community. My role till now has been limited to sharing information about laws related to violence. But, after attending the SGRI, I understand the connections between violence and sexuality. All of us at Nari Adalat (women courts) are now applying the learnings and resources from SGRI in our work on VAW at the community level”

Poonam Barhoi, Professional Association for Development Action (Pradan)⁵, participant in India Sexuality, Gender, and Rights Institute in 2018 (in Hindi)

5 Professional Assistance For Development Action <http://www.pradan.net/>

A place to build solidarity and embody politics

“Creating cultures and societies in which sexual violence does not exist is almost directly contingent on creating cultures and societies where we can talk about pleasure openly.”

Subha, queer-feminist activist, researcher, and writer/ blogger from Colombo, Sri Lanka, affiliated with the Women’s Media Center in Sri Lanka, and participant in the global Sexuality, Gender, and Rights Institute in 2018

Subha experienced what she describes as, *“a massive shift in my personal politics because of the Institute. It shifted how I felt about sexuality in general. It showed me a pathway to move from sexuality as an identity and towards a politics, a feminist practice that does not occupy identities, but emphasizes politics – evolving politics.”*

She left the Institute with new feminist thinking on the risks of operating from a paradigm of censorship and criminalization, which totally altered her way of thinking. *“The Institute articulates this tension in feminist politics; how we challenge criminalization as a thing. So much of our advocacy is around asking for criminalization. I am learning to critique and challenge this [in my own work].”* Through the Institute’s Google group, Subha is connected to the larger network of Institute alumni. This has helped her tap into an *“incredible resource in people, knowledge and expertise. I’ve reached out to people in specific regions and asked for nuanced analysis of different situations... You can’t measure it, but some of the conversations outside of the classroom and some of the relationships were really transformative. There is lots of solidarity and sharing of information and updates.”*

The Abortion, Gender, and Rights Institute, which is organized in India and is conducted in Hindi, fills a critical gap in understanding amongst activists and advocates of the need for access to safe abortion as a gender and SRHR issue. The Institute helps reduce conflation between sex selection and safe abortion, a crucial move because this conflation has created barriers to access to safe abortions over the past



Abortion Gender and Rights Institute, India

three decades. The Institute is organized in partnership with CommonHealth (the Coalition of Maternal-Neo Natal Health and Safe Abortion)⁶, a membership network of individuals and organizations in India.

Since it was first developed in 2016, the Institute has had significant impact by creating a cohort of alumni in several states in India who advocate on safe abortion issues. The large volume of translations of articles and other reading material for the Institute has also helped create more accessible reading material for a wider Hindi-speaking constituency. Some of the Institute material was also used to develop an Abortion Toolkit, a resource for activists and SRHR practitioners in both English and Hindi, which will be published later this year.

The Institute is embedded in a larger program that CREA and CommonHealth co-implement, **Creating Champions to Address Sex Selection and Improve Access to Safe Abortion**. The goal is to build capacity to advocate and foster a common understanding and solidarity among individuals and organizations working on sex selection, the declining sex ratio, and safe abortion in selected states of India, and to work towards the larger shared goal of advancing gender justice and equality.

In 2018, 25 participants from across organizations in India attended the institute, which was held in New Delhi. Most participants noted that this was the first time they thought of safe abortion from the perspective of gender and rights, or learned about India’s Medical Termination of Pregnancy Act and its provisions. Most participants described the Institute’s sessions as very effective in helping clarify myths and misconceptions, and challenging beliefs with regard to sex selection, abortion, and disability.

⁶ CommonHealth (The Coalition for Maternal-Neonatal Health and Safe Abortion) is a membership based network of Individuals and organizations from across the country www.commonhealth.in/

“After this institute I wrote a list of words that we will use and a list of words that we will not use when we talk about health and gender. This training really helped me understand the politics of language, and how the media, state, and civil society uses it to portray a negative connotation towards abortion.”

Participant, Abortion, Gender, and Rights Institute 2018

Expanded presence in global advocacy for gender equity and women rights

CREA is proud to be a part of Sexual Rights Initiative (SRI), one of the few coalitions in the global south pushing for a feminist, intersectional approach to human rights in the UN Human Rights Council. CREA works to ensure that voices of women from the global south are included and addressed in UNHRC advocacy spaces.

This year, CREA contributed inputs for resolutions at the 38th, 39th, an 40th UNHRC sessions to include language reflecting the specific context of South Asia and to ensure language used in the resolutions is not discriminatory against women with disabilities and LBT women. During the 40th session, CREA gave input into language on hyperandrogenism and sex verification in sports in the resolution on elimination of discrimination against women and girls in sport.

In April 2018, CREA partnered with Accountability International, the Global Health Justice Partnership/Yale University and ARROW to convene a **two-day global dialogue on challenging criminalization**. The global gathering brought together diverse stakeholders to consider the underlying causes of expanding criminalization and how criminal provisions on identity, morality, sexuality, and bodily integrity impede efforts to end HIV in the global South and to successfully achieve the Sustainable Development Goals (SDGs). Since the gathering, CREA has continued to work closely with several of the meeting conveners and participants. CREA has received financial support from Accountability International to launch a regional campaign, focusing on South Asia, to challenge criminalization of adolescent sexuality. CREA is working in partnership with Asia Pacific Resource and Research Centre for Women (ARROW), which will expand the campaign across the Asia region, and with Realizing Sexual and Reproductive Justice (RESURJ), which will be conducting the campaign in Latin America.

More details about CREA's advocacy initiatives are described below.

Building advocates and champions at local level among women, girls and practitioners on issues related to sexuality, gender, rights and SRHR

Bodily autonomy and integrity of adolescent girls in India are violated in multiple ways. Many are forced into early marriages with boys or men they have never met. Girls' mobility is restricted, which harms their overall well-being and hinders their access to opportunities related to education and health. Issues related to sexual and reproductive health and rights remain taboo within Indian society. Silence and stigma around SRHR issues means that many people, particularly those who are marginalized, such as adolescent girls, young people, gender non-conforming people, people with disabilities, and women, do not have access to factual information.

CREA's program, **It's My Body (IMB) – Advancing sexual and reproductive health and rights (SRHR) girls using sports**, works with adolescent girls to affirm and promote their rights to make informed decisions about their bodies, health, and lives. The program brings girls together in collectives at the village level and provides trainings, through sports, on various aspects of SRHR, gender, sexuality, bodily autonomy and rights.

In 2018, using a comprehensive and in-depth curriculum with girls, the It's My Body program at CREA worked with over 1574 girls (12-16 years) from marginalized communities in three states of India (Bihar, Jharkhand and Uttar Pradesh) to break this silence and challenge restrictive and discriminatory norms of gender and sexuality.

Three leadership camps were also organized in three states of India for girls after they graduate from CREA's IMB program. As a result, a strong cadre of 90 girl leaders has been created who are raising issues and advocating for their rights in their communities. Girls in the program have emerged as role models in their communities, taking the lead in mobilizing and motivating other girls to come out, play, and learn with them. Regular meetings with stakeholders like health service providers, community leaders, school teachers and elected women representatives, further created an enabling environment at the community level for girls to exercise their rights and access SRH services.



Girls from It's My Body Program in a session of football, India

A young, fearless football coach

Tarana (name changed) age 19 lives in a village in Jharkhand, India. Tarana took part in the first It's My Body program, which ran from 2013 to 2014. After completing the IMB training, she attended other trainings provided to IMB alumni to gain insight into SRHR issues and build leadership skills. In 2018, she served as a sports coach and trainer for girls entering the program.

Tarana describes the context and her motivation: *“Women do not have information about their bodies, especially about the reproductive system and how it functions. There are misconceptions around it and women are blamed for not giving birth to a son. Many women are treated badly ... and denied their rights. I want to share my knowledge and information about our bodies with other women and girls. I want them to know about our rights as women. I want them to stand for themselves.”*

Tarana is not only an excellent football player, she is also a skilled coach and a role model for the other girls.. She mobilizes other girls in her community to come out and play with her, so they can learn about the game, their bodies and to articulate their dreams and aspirations. She has

emerged as a strong leader and an advocate for the rights of women and girls in her community.

“After becoming part of the program, I gained the confidence to speak and express my thoughts. I have started going to public spaces without fear. I even go to nearby villages to play with and teach other girls, and to attend meetings and events organized by CREA’s community based partner organization, Mahila Mukti Sansthan, Jharkhand. My parents have started supporting me. They are investing in my studies. They ask for my opinion on different important matters. People of my community know me. I have an identity of my own in my community.”

On the occasion of International Women’s Day on 8 March 2019, Tarana spoke at a public event, addressing more than 200 people of her community about son preference. *“When I was going back home,” she tells, “I heard a few women [who attended the event] talking about my speech and the information I had shared. They were discussing that they did not think about [the issue] until today. They also used to think that only women are responsible for giving birth to a son. I was very happy that at least women have started thinking about it and was glad that I could share my knowledge with them .”*

In order to reach a greater number of young people and ensure they are able to access SRHR information and resources, CREA partners with TARSHI⁷, Gram Vaani⁸ and Maraa⁹ to run a free Hindi-language Infoline across India, **Kahi Ankahi Baatein (KAB, Saying the Unsaid)**. The mobile phone-based Infoline, which has been operating since 2014, is available 24 hours a day, seven days a week. KAB also provides a platform for discussions and queries on sexuality, SRHR, gender-based violence, consent, and relationships.

This year, KAB episodes covered a range of topics, including harassment on the streets, marital rape, consent, and sexual abuse at home. The episodes were disseminated through the Infoline as well as being broadcasted on community radio. (community radio stations can narrow-cast their programs within a radius of 10 to 12 kilometres).

“KAB is a great initiative which shares information that is not available anywhere else and I am sure many benefit from it. I have been listening to this channel for quite some time now.”

Caller from Mumbai

KAHI ANKAHI BAATEIN (SAYING THE UNSAID) 2018-2019

Total number of calls: 160,742

Total unique callers: 10,515

Average engagement per user: 15 calls per user

Overall average call duration: 4 minutes, 52 seconds

Over the past five years, Kahi Ankahi Baatein has created a significant archive of audio material on sexuality, GBV and SRHR in accessible and engaging formats. The platform has become increasingly visible and has attracted the interest of external stakeholders, including donors such as the Bill and Melinda Gates Foundation, as well as large public health organizations such as Population Foundation of India, interested in exploring ways the KAB audio content can be curated and used in some of the digital interventions they are supporting to amplify the Infoline’s reach.



Kahi Ankahi Baatein

A mobile phone based infoline on issues related to Sexual and Reproductive Health and Rights (SRHR), choice and consent by CREA in collaboration with OnionDev, TARSHI, and Gurgaon Ki Awaaz.

- A free of cost, round-the-clock service, accessible by dialling **9266292662** from anywhere in India
- Private, confidential and non-judgmental
- Works on the Interactive Voice Response System (IVRS)
- In partnership with Community Radio stations **Gurgaon Ki Awaaz**, Gurgaon (National Capital Region); **Waqt ki Awaaz, Kanpur Dehaat** (rural Uttar Pradesh); **Alfaz-e-Mewat, Mewat** (National Capital Region) through Maraa, a media and arts collective
- Simple audio format that gives out accurate, rights affirming information about SRH in a 3-4 minute episode



⁷ TARSHI- Talking About Reproductive and Sexual Health Issues- <http://www.tarshi.net/>

⁸ Gram Vaani - <https://gramvaani.org/>

⁹ Maraa- Media and Arts Collective based out of Bangalore

Addressing gender-based violence and enhancing well-being

KEY RESULTS

1	3	46	62	79	9948	114
INSTITUTE	SESSIONS/ TRAININGS/ TOTS	CAMPAIGNS/ EVENTS	KNOWLEDGE RESOURCES PRODUCED	INDIVIDUALS TRAINED	INDIVIDUALS REACHED	ORGANIZATIONS REACHED/ TRAINED

CREA works to enhance the well-being of all women, girls and trans people. We bring attention to the stigma, discrimination and violence against women, girls and trans people that is perpetuated through social norms and punitive laws, policies and practices. CREA strives to create more inclusive feminist movements and responsive policymaking spaces.

Strengthened capacities and strategies to challenge social norms on gender-based violence

CREA was pleased to update and reconceptualize its Advocacy Lab this year, developing and organizing a new **Me, We and The Machine Institute**, the first CREA institute to explore the intersections of gender, sexuality, technology, and rights. Twenty-six participants from 16 countries participated in a week-long institute held in Amsterdam, Netherlands. The Institute was designed to help activists grapple with the opportunities and challenges of technology. The Institute invited participants to think of digital space beyond the binaries of opportunity/harm or public/private. In-depth sessions covered topics like governance and politics of the internet; algorithms and the implications of embedded bias (gender, race, class, etc.); understanding body as data; sexual expression and pleasure; surveillance, gender and social control; and what consent and agency look like in the emerging domains of technology. The Institute also addressed sexual and reproductive health and rights issues, contributing to CREA's strategic objective to advance SRHR.



Me, We and The Machine Institute, Netherlands



16 days of activism in East Africa, inclusion of women with disability

CREA collaborated with partner organizations in India, Kenya and Uganda to conduct a public community-based campaign around the (global) **16 Days of Activism to End Gender-Based Violence**, November-December 2018. The public campaign aimed to make visible gender-based discrimination and violence, restrictions on mobility of girls, and the limited



16 days of activism in India, an activity with women in a village

access of women and girls—especially those who are most marginalized—to services and opportunities for education, health and well-being. The campaign included meetings and public events at the grassroots level that encouraged people to think about control exerted over the mobility of girls and women, and to challenge norms that restrict access to public spaces for marginalized women (especially women with disabilities, sex workers and LBT women). Through a total of 40 meetings, public events, marches, rallies, symposium, film screenings, and football tournaments, over 8,000 people were reached. The campaign was successful in bringing different women’s rights organizations, disability rights organizations, sex-worker collectives and LBTQ groups together to campaign against gender-based violence.

CREA’s **Suspend Judgment/Nazariya Badlo** public arts campaign¹⁰, conducted in India in collaboration with SanatKada Arts and Crafts Festival, took place in February 2019, and reached over 5000 people. The campaign challenged people’s perceptions, attitudes and beliefs related to disability, mental health and the arts through mime and stand up acts and performances.

¹⁰ Suspend Judgment was an interactive arts-meets-activism campaign by CREA launched in 2016 at the AWID Forum in Brazil. The campaign explores intersections of Gender, Sexuality and Rights—and has a call to activists to question assumptions, biases and beliefs rooted in identity politics

CREA launched an Interactive Voice Recording System based campaign to address gender based violence (GBV) and provide ideas and principles of feminist leadership to the women and communities, the *‘Meri Panchayat Meri Shakti...Badhte Kadam Panchayat Ki Ore* (My local governance, My power). Technology has immense potential to catalyze and catapult processes of social change, owing to the perpetually increasing speed of communication and deep permeation of mobile telephones in the most hard-to-reach geographical areas. The campaign reached out to rural women and communities with the purpose of creating awareness about GBV and discrimination in grassroots contexts. The campaign centered around a storytelling format that followed the journey of ‘Neelima’, a protagonist who struggles against discriminatory norms that limit her mobility, agency, and aspirations. Listening groups were formed as a strategy to enable women to overcome lack of access to technology/mobile phones and create a safe space where they could listen and discuss the issues raised in the program.

This year, CREA organized five **#rethink evenings**, public events aimed at sparking a new conversation about art, feminism, and politics. The #rethink evenings were held in New Delhi, New York, Nairobi and Kampala in November and December 2018 and March 2019 and were attended by over 300 activists, donors, and allies. These evenings involved writers, artists, performers and activists who engaged in conversations



Rethink evening, Uganda

about desire, pleasure, rape culture, #MeToo, disability and arts, consent and bodily integrity.

Strengthened networking of organizations and activists for sharing knowledge and experiences

CREA works with lesbian, bisexual and queer (LBQ) women, trans groups, women with disabilities and sex workers to support them to sharpen their articulation of their political agendas and advocacy goals. Our work with these constituencies focuses on strengthening movements and promoting cross-movement dialogue. CREA builds activists' capacities to engage with local, national, and international policy and advocacy spaces and mechanisms. Alongside of trainings are public events and campaigns aimed at changing public opinions and social norms that discriminate against women, girls and marginalized people and perpetuate violence against them.

CREA works with the trans and LGBTQ movements in Kenya and Uganda against a backdrop of discord, discrimination and intimidation. In Uganda, same-sex conduct is criminalized and trans people face discrimination, legal restrictions,

societal harassment, violence and intimidation. Moreover, the trans and LGBTQ movements in East Africa are two distinct movements, with a history of animosity between them. And within the two movements, there are challenging dynamics around power and leadership. In 2018, CREA conducted two ToTs in Uganda and Kenya with a total of 53 participants. One ToT in Uganda was with 27 trans activists representing fifteen organizations and representing nine districts. The second one was with 26 women with disabilities representing fourteen organizations from thirteen districts.

CREA also co-organized a side event – a panel – at the Conference of State Parties to the Convention on the Rights of Persons with Disabilities (CRPD)¹¹ with Women Enabled International and Action Canada for Sexual Health and Rights. The panel consisted of six disability rights activists from four countries who addressed the intersectionality between disability and sexuality, looking at the lacunae in addressing the sexual and reproductive health and rights of women with disabilities. Panelists also provided important information about ways to engage effectively with the U.N. human rights system on this issue.

¹¹ <https://www.un.org/development/desa/disabilities/convention-on-the-rights-of-persons-with-disabilities.html>

In-country follow-up work on CEDAW recommendations by the Kenyan Network of Women with Disabilities and the Kenya Sex Workers Alliance (KESWA) did not take place as planned due to challenges within the disability network.

CREA also worked with women with disabilities in Nepal, which was reviewed by the CRPD during its 19th Session. On the request of the National Association of the Physically Disabled (NAPD), CREA supported the organization in drafting an alternate report and following it up with advocacy with the CRPD members in Geneva.

Building individual leaders and champions in East Africa

“Many are speaking out, sharing, reporting incidents of violations, and seeking support from the different referral centers.”

Anonymous activist, on receiving support from CREA to raise and address gender-based violence issues affecting LBQ women in northern Uganda

Jay Abang is a leader of Health and Rights Initiative (HRI), an organization based in Lira, northern Uganda, an area where LBQ and trans people are heavily discriminated against and where a parallel justice system of village elders exists. With support from CREA, Jay has convened and facilitated two meetings of local LBQ activists while navigating this particularly challenging context. She has worked to form a loose network to develop a collective political and advocacy agenda in the LGBTQ movement, while simultaneously examining the internal dynamics within the movement and its relationship with the feminist movement in Uganda and other marginalized constituencies. Jay has slowly tried to change social norms that normalize violence against LBQ women. Since even the police look to the village elders for guidance, Jay has also shown great courage and repeatedly raised the problem of violence against LBQ women with village elders. Jay's efforts have gained the support of village elders, and LBQ women in Lira now feel more confident to raise their voices in their communities and even with the police. With growing confidence in her leadership and the good work that HRI does, Jay has also succeeded in mobilizing resources from other donors as well.

Strengthened south-south alliance to push dialogues and advocacy on gender-based violence

CREA believes in the importance of building and expanding networks and global south alliances. CREA leads the global south consortium **All Women Count (AWC)**,¹² that works to address gender-based violence. The consortium facilitates learning across consortium members and their partners. This shared learning and networking amplifies the collective voices of activists from the regions/countries in which members work. CREA is also an active partner in a second consortium- **Count Me In! (CMI)**.¹³CREA adds value to CMI! by providing space for learning through its well-known institutes and training programmes to build the knowledge and capacities of activists, researchers and organisations, with a particular focus on women and girls who are marginalised by their communities (e.g., lesbians, disabled women, sex workers, girls and young women, and trans people). Apart from bringing its strong feminist analysis and understanding of movement building to the consortium, CREA has advanced CMI!'s goal of ensuring that local voices, particularly of those who are marginalised, are equipped to navigate and participate in global policy spaces, such as in CEDAW¹⁴, CRPD and CSW¹⁵.

The AWC and CMI! had two consortium meetings each. This facilitated planning, learning, alliance building and policy dialogue with the donor. Both consortiums also had their mid-term reviews completed. With CMI! partners, CREA co-organized the Money & Movements Convening which brought together 100 activists and funders to strategize about the future of resourcing feminist movements and social change globally. The meeting included women, girls, trans and intersex activists from around the world and funders from a variety of sectors (bilateral/multilateral, public and private foundations and women's funds). The gathering succeeded in generating new insights, connections, and ideas among activists and donors alike. CREA played an important role in shaping the agenda for the meeting, supporting its partners to attend the meeting and bringing in some donors.

12 The All Women Count! (AWC) consortium is a alliance of four global south human rights organisations and funds: CREA (lead applicant), Arab Foundation for Freedoms and Equality (AFE), Association for Progressive Communications (APC) and UHAI EASHRI: The East African Sexual Health and Rights Initiative (UHAI EASHRI). The consortium's concern is violence against women, in particular violence experienced by women, girls and transgender people at risk (LBT, sex workers and women and girls with disabilities).

13 <https://www.mamacash.org/en/count-me-in-consortium>,

14 <https://www.un.org/womenwatch/daw/cedaw>

15 <http://www.unwomen.org/en/csw>

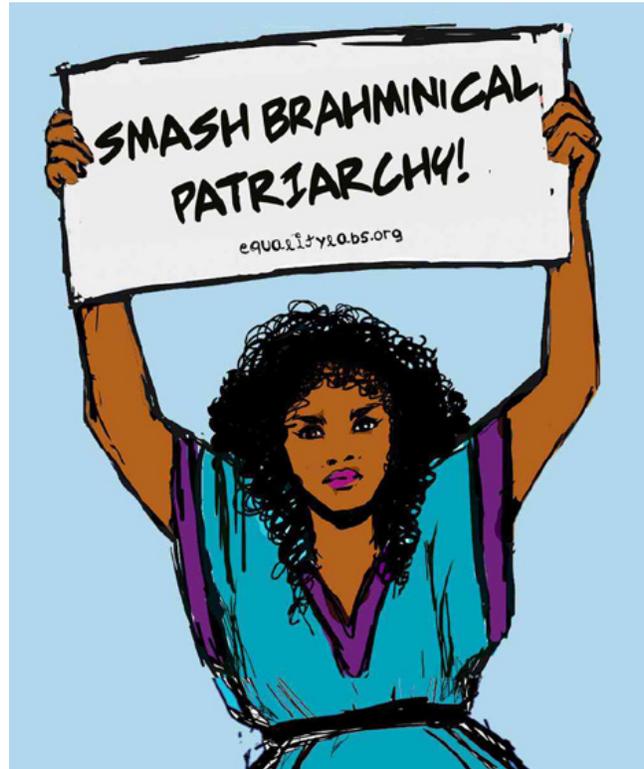
The collective influence of the All Women Count consortium

The Social Change Program (SCP) was a turning point in my life. It changed me completely and made me do things I would've never done before going through it. After the first module, I decided to focus more on activism and made it my fulltime job.

Participant from MENA (Middle East and North Africa) region of Arab Foundation for Freedoms and Equality's (AFE) Social Change Program in 2018, part of All Women Count! program

In July 2018, Haitham, a Social Change Program graduate, initiated the first online safe space for LGBTQ people in Egypt. The online space offers communal/social and psychological support through discussions, film screenings and trainings. In five months, fifty members had registered. Given Egypt's socio-political climate, violence on LGBTQ people and surveillance/closing civil society spaces, this was no mean feat. Haitham could continue with this initiative because AFE continued to provide technical support on digital security.

During the 16 days of Activism on Violence Against Women in India, Project Mukti (a partner of AWC consortium member Association for Progressive Communications) faced vicious online and offline attacks for their campaign against caste-based patriarchy (Smash Brahminical Patriarchy) after a photo of the CEO of Twitter holding the campaign poster went viral. However, unlike in 2016 when Project Mukti had to temporarily shut down because of trolling and offline threats, this time the group found overwhelming support from the network of feminists they had met at Association for Progressive Communications' "Take Back The Tech" global meeting held earlier in 2018. This solidarity encouraged them to fight back and counter the trolls, rather than go underground or shut their office.



Twitter post on Brahminical Patriarchy

Increasing the Voice and Visibility of Marginalized Women

KEY RESULTS

1	10	3	43	120	10071	87
INSTITUTE	SESSIONS/ TRAININGS/ TOTS	CAMPAIGNS/ EVENTS	KNOWLEDGE RESOURCES PRODUCED	INDIVIDUALS TRAINED	INDIVIDUALS REACHED	ORGANIZATIONS REACHED/ TRAINED



Advocating for voice and visibility of marginalized women, East Africa

At their core, feminist movements seek to expand rights for all women. However, in practice, various movements have focused less on the needs, rights, voice and visibility of women and girls who are at the margins – women who have been discriminated against because of their sexual and gender identities and expressions, as well as women with disabilities. This has led to a situation in which some women and girls are seen as more worthy of rights and protection.

For this reason, CREA works to ensure the participation of marginalized women in processes of social change and to engage as rights-bearers to address the violence and marginalization faced by them from both state and non-state actors. CREA supports

LGBTI¹⁶, disability groups, women's rights and sexual rights groups to increase their capacity to undertake advocacy at global, regional and national level to address the rights of their own constituencies. CREA strives to facilitate greater collaboration and networking among LGBTI organizations, disabled people's organizations (DPOs), disability rights organizations (DROs), women and sexual rights organizations, activists and individuals.

At the same time, CREA believes in increasing the visibility of the rights of marginalized groups so that the fields of sexuality

and sexual and reproductive health and rights become more attentive to, and inclusive of these issues.

Strengthened capacity of LGBTI, disability groups, women's rights and sexual rights groups to undertake advocacy

The Disability, Sexuality, and Rights Online Institute aims to develop awareness on issues related to disability and sexuality, and a political perspective on disabled people's sexual and human rights. The Institute provides a study of theory and practice for people working in fields such as development, health, and rights, including disability and sexuality. It is conducted by an international group of academics and activists working in the field of disability, with expertise in sexual and reproductive health and rights. Colleagues from AWID¹⁷, RESURJ¹⁸ Sexual Rights Institute, Mariwala Health Initiative¹⁹, Women's Fund Asia²⁰, TARSHI as well as many grassroots organizations doing cutting-edge work across women's rights, disability rights, sexuality rights, as well as art and activism took part in the Institute.

I have got so much out of this course personally and professionally. I was left disabled after a road accident a year ago, so this course has been incredibly important and supportive to me. I am CREA's new biggest fan – your work is incredible! [Disability, Sexuality, and Rights Online Institute] has opened up a whole world of projects, activists and movements for me. I feel very grateful to have shared the course with the entire faculty and other participants. I learnt a lot from everyone. I hope to work together in the future!

Holly Stratton, Co-Director of PERKY²¹, based in the UK

Financial and other resources (e.g., information, access to networks, etc.) are crucial for building the capacities of constituencies and movement actors to engage in effective and sustained fight for justice. As our work with marginalized constituencies has grown, so too has our focus on strategic resourcing. Through strategic resourcing CREA:

- strengthens the advocacy work that constituencies do, their capacities, networks and alliances
- facilitates constituencies and movement actors to leverage unexpected opportunities for advocacy and awareness-raising
- supports constituencies and movement actors to enhance their safety and security when they experience a specific threat
- makes visible the work that small LGBT organizations do

This year, CREA provided sub-grants to two organizations that work with small grassroots LGBTI organizations: Best Practices Foundation²² in India and SAATHI²³ in the state of West Bengal.

Best Practices Foundation deployed the sub-grant to work with four grassroots collectives working with sexual minorities (LGBTI) communities and sex workers, including groups of trans women and male sex workers, in small towns and rural areas. The work included capacity building to address human rights violations through better evidence gathering, as well as crisis response workshops which led to knowledge sharing and skill strengthening. The exposure to rights-based approaches and some practical legal information helped the groups to handle crisis situations more effectively.

Through its initiative project "Varta", SAATHI works to advance queer friendly legal aid in the state of West Bengal. SAATHI used the funds for the development of legal literacy material (print, audio-visual and online). The project operates in areas where marginalized groups are often barred from accessing government benefits and other services due to their gender or sexual identity or occupation, supporting individuals to rightfully claim their entitlements was a major focus of their work.

STRATEGIC RESOURCING OF GRASSROOTS LGBT ORGANIZATIONS

- Grassroot LGBT collectives have started tracking human rights violations and violence
- In 155 cases, members of various marginalized groups were able to claim entitlements and/or official identification to rightfully access subsidized food items and others entitlements (e.g. voter ID cards, open bank accounts, income tax ID, ration cards).
- 7 individuals were provided legal aid and support during this period.

17 Association for Women's Rights in Development <https://www.awid.org/>

18 Realizing Sexual and Reproductive and Reproductive Justice- <http://resurj.org/>

19 <https://www.mhinnovation.net/organisations/mariwala-health-initiative>

20 <https://www.womensfundasia.org/>

21 Peninsula Enterprise and Resource Kitty <https://beta.charitycommission.gov.uk/charity-details?regid=1159904&subid=0>

22 <http://www.bestpracticesfoundation.org/>

23 Solidarity and Action Against The HIV Infection in India

"The Constitutional Court must protect the right to dignity of every individual without which every other right is meaningless." - Supreme Court, September 6, 2018



CREA joins the voices of many in welcoming the Supreme Court's ground breaking decision decriminalising homosexuality. This judgment brings with it a sense of freedom – freedom from fear to be who one is. We are finally citizens with a right to life, equality, non-discrimination, choice, consent and bodily autonomy.



One couple's victory in a battle that is far from over

On 6 September 2018, the Supreme Court of India decriminalized homosexuality, after twenty-four years of struggle. Decriminalization was met with cheer and hope, celebrating the fact that LGBT people are no longer criminals in the eyes of the law.

Despite the legal victory, the stigma, discrimination and violence continue, and manifest themselves in different ways. There are numerous reports of families inflicting violence on their children and relatives who have come out to them and of families trying to separate young couples who live with or want to live with each other. Other reports indicate that those who openly identify as LGBT are unable to access government schemes and health services, are discriminated, or find it difficult to find or keep jobs, etc.

CREA's support to Varta to expand its Queer Friendly Lawyers Network (QFLN) in West Bengal is helping address some of these challenges. Of the nine cases that QFLN has intervened in this year, seven have been resolved (both in and out of court). One such case is that of Deepak (real name withheld), a trans man living with Mohini (real name withheld), a woman, in Kolkata. Both have jobs and were living together for one year. When Deepak's family found out about the relationship, some family members beat him up and dragged him away from the place the couple was living. Deepak was forcibly confined at a rehabilitation clinic for substance users on the outskirts of Kolkata. He complained to the police but did not receive any support. Deepak was provided support by QFLN to file a writ petition in the Calcutta High Court to ensure protection for Mohini, which the court did. The Section 377 verdict upheld the two adults' right to live together irrespective of sexual orientation and gender identity.

Greater collaboration and networking among LGBT*, disability rights women and sexual rights organizations, activists and individuals

A central tenet of CREA's organizational philosophy is that difficult conversations matter and movements must not be afraid to explore their fault lines. Pushing cross-movement dialogues is the only way for feminist movements to build better collaborations and strengthen collective power.

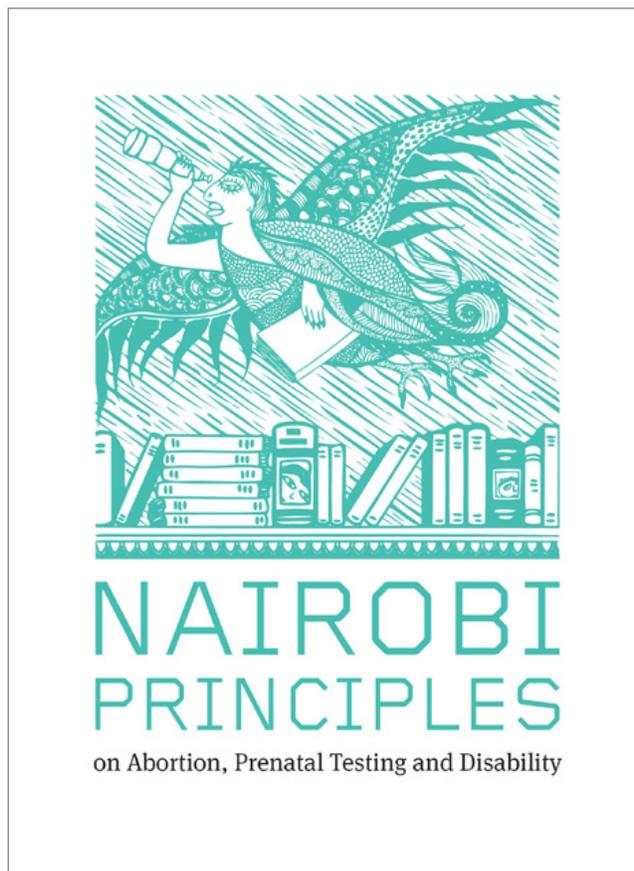
CREA convened its **Global Dialogue on Abortion, Pre-Natal Testing and Disability in Kenya**, bringing together feminist organizations, organizations of women with disabilities and organizations supporting sexual and reproductive health and rights to draft a set of principles. This was the 12th in the series of Global Dialogues held by CREA in Nairobi, Kenya in October 2018. These feminist dialogues have been political spaces to think and act, and served as an important mechanism to foster cross-movement alliance building.

An extensive process, including two country-level roundtables in New York and in New Delhi in 2018, was undertaken ahead of the Global Dialogue to ensure cross movement dialogue²⁴ between SRHR and disability advocates on an issue that is both, complex and contested. One of the outcomes of the two roundtables has been the development of two detailed case studies based on the specific country contexts. These were meant to serve as knowledge resources for the Global Dialogue and will be published in peer-reviewed journals to ensure wider dissemination.

The conflict between disability rights and abortion rights is challenging and often hard to reconcile. Access to safe abortion is fundamental to a person's sexual and reproductive health and rights, while pre-natal testing and disability selective abortion, serve to further stigmatize persons with disabilities. The Nairobi Principles seeks to address this critical fault line. The Principles have been jointly drafted by a working group constituted of disability rights, SRHR and human rights advocates that attended the Dialogue.

The Principles were finalized in January 2019 and have since been translated into several languages and widely disseminated. To date, the Principles have been endorsed by over 50

²⁴ The roundtables were attended by diverse organizations and donors (Women Enabled International, Center for Reproductive Rights, Planned Parenthood Federation of America, CoreAlign, National Advocates for Pregnant Women, International Women's Health Coalition, Open Society Foundations and Wellspring Philanthropic Fund), disability rights activists.



organizations and networks²⁵. CREA will continue to use the Nairobi Principles to lay the groundwork for critical advocacy work to address these intersectional rights issues, which are often overlooked by governments, policy makers, and human rights frameworks.

In March 2019, the UN Special Rapporteur on the Rights of Persons with Disabilities organized an Expert Group Meeting to discuss Intersections between women's rights and the rights of persons with disabilities. CREA was invited to present the Nairobi Principles, as well as the process that led to its formulation, as an example of good practice with regard to cross-movement alliance building. This marked an important acknowledgement by those in UN policymaking spaces of the vital work CREA has done on this issue.

²⁵ Amnesty International, Center for Reproductive Rights (CRR), Sexual Rights Initiative (SRI), International Campaign for Women's Right to Safe Abortion, International Planned Parenthood Federation, Western Hemisphere Region (IPPF/WHR), Women's Global Network for Reproductive Rights (WGNRR), Global Fund for Women, AWID, Mama Cash, Ipas, Women Enabled International, Disabled Women's Network Canada, Legal Action for Persons with Disabilities, Uganda and leading disability justice advocates such as Rebecca Cokley, Catherine Townsend and Sylvia Quan ex-Member of the UN CRPD Committee.



A Training of Trainers, Uganda

Increased visibility of marginalized groups for inclusive movements

CREA's work on marginalized people's issues cuts across different strategic objectives and programs. CREA's work on marginalized people's issues cross cuts different strategic objectives and programs. In East Africa, the trans and LBQ movements are two distinct movements. There is a history of animosity towards one another and challenges of leadership and power dynamics within each movement. In August 2017, activists cancelled Pride celebrations in Kampala and Jinja after the Minister of Ethics and Integrity threatened organisers with arrest and violence.

While CREA's work with the LBQ movement in Uganda has gained ground, the work with the trans movement is still in a nascent stage. For a long time, Trans Network Uganda, predominantly comprised of groups, organizations and activists in the Kampala area, was the only network in the country. CREA's ToTs (see above) ensure that trans groups and activists from other regions also participate, articulate their needs, look for ways to work together so that they are better able to address the discrimination and violence. One of the challenges for CREA is to navigate the power dynamics between the urban and rural groups. As trans voices from the rural areas become louder, Kampala-based groups have begun to feel a little insecure.

“The Lesbian, Bisexual and Queer (LBQ) movement has become an inspiration for the trans movement because they were able to put their conflicts and tensions aside and have worked together for a long period to agree on a representative committee and the LBQ movement also has a clear path of where they are headed as a network. We want the same for the trans network.”

Apako Williams, Trans Network Uganda, Kampala

“I was inspired after the ToT to do something about it and a couple of us are organizing and reaching out to organizations and individuals in Western Uganda. We have decided on a structure for a movement in the region that we are currently calling “Trans Movement Western Uganda” that will include two focal representatives per district, a trans man and a trans woman. The purpose of this was to come up with a stronger movement that then feeds into the national trans movement. We have been visiting organizations, individuals, and mobilizing for visibility and awareness on social media, as well as advocating for health and human rights.”

Alexa Kemigisha, Blessed Ruwenzori, Kasese

A trans woman in the spotlight

“I know you have never seen a transgender woman as a chief guest and wondering what is happening tonight. But when we challenge gender norms and demand equality, how can we not ask ourselves why transgender people are not treated as equals? Why don’t we see transgender people among us and more importantly why can’t they be a chief guest? Why do we invite only powerful and rich people, such as, politicians as chief guests in our events? Therefore, today I have invited a transgender person, Ms. Pinky, to come and join us and increase the glory of our event by accepting to be the chief guest.”

Rekha Chauhan, Executive Director, Mahila Swarojgar Samiti 26 and an alumnus of CREA’s Hindi Institutes

CREA’s long-standing community-based partners in India have increasingly shown that they are integrating marginalized people’s issues into their work. An illustration of this came to light during the campaigns that CREA partners undertook during the 16 Days of Activism Against Violence Against Women. Mahila Swarojgar Samiti, based in Varanasi, organized a “night show” in a village nearby, which was a play depicting gender inequality in families. Organizing a “night show” in itself was a bold move, as women do not go out of the house after dark. Here, the protagonists were women and girls, as were many in the audience. However, the bolder step that Mahila Swarojgar Samiti took was by inviting a trans woman as the chief guest for the show. This is unheard of, even in “progressive” circles, and definitely counts as going against social norms to include marginalized people.

CREA is coordinating a program on **building an ecosystem for advancing the sexual and reproductive health and rights of Women with Disabilities in South Asia** (India and Nepal) with diverse partners²⁷. Much of the work that is

²⁶ <http://www.mssindia.org.in/>

²⁷ Point of View, Anjali: Mental Health Organization; Sruti: Disability Rights Centre; Equals; Thoughtshop Foundation in partnership with Jeeja Ghosh and Renu Adlakha, two leading disability rights activists



being advanced by as a part of this partnership was conceived by CREA. It is currently the only program of its kind featuring joint work between the feminist and disability movements in India and Nepal.

CREA supported the creation and delivery of knowledge materials and trainings this year to ensure the rights of marginalized groups are better represented in the local and global SRHR advocacy, including:

- A multi-state research study on marriage assistance schemes for women with disabilities by Sruti: Disability Rights Centre. CREA provided technical and financial support and will also help translate the research findings to Hindi as well as in on-going advocacy efforts. In addition, this research will serve as an important knowledge resource for its institutes where there is focus on gender, sexuality and disability.
- A gendered analysis of Rights of Women with Disabilities under Indian Legislation was undertaken and an article published in a legal journal – Socio-Legal Review – published by the National Law School of India University; A weekly digital publication on sexuality, disability and gender,



Planning Meeting for Reconference, India

- *Skin Stories*, the first of its kind in India
- CREA also worked with disability rights organization that works with women and girls with disabilities to conduct two trainings with 40 women and girls with disabilities to build their understanding on issues of gender, sexuality and SRHR.
- An edition of Reproductive Health Matters in Hindi with a focus on SRHR of Women with Disabilities

different movements (disability rights, sex worker rights and LGBTIQ rights) in the thinking, creation and planning of each of the themes at reconference. The working group members were also involved in selection of applicants.

Starting in 2018, CREA conceptualized and planned for its second global conference, **reconference** which was held in Kathmandu, Nepal from 10-12 April 2019. The objective of reconference was to: **(1) rethink** gender, sexuality, disability, technology, sex worker rights and their intersection(s) with the arts and technology **(2) reimagine** vision and journeys of change that are more inclusive, creative and rights-affirming for all women, girls and trans people. **(3) reboot** feminist practice to be more collaborative, cross-movement and intersectional. In January the CREA team went through extensive discussions and organized a meeting with its group of advisors and board members to detail the plan of the conference. Working groups were created for every theme of **reconference** to ensure participation, representation and leadership of

Partnerships

Partnerships are central to CREA’s work. Our ability to navigate complex cross-sectoral challenges is based on the strength of our partnerships, engagement and alliances with diverse movements. CREA works with partners at local, regional, and global levels and through networks, coalitions, and consortiums.

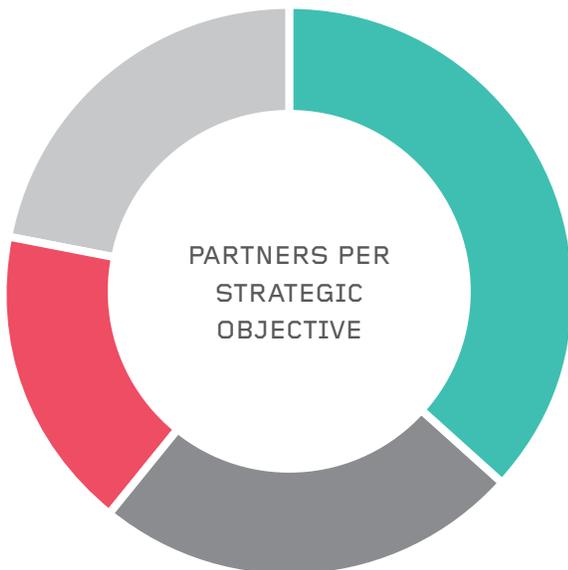
Constituency based and led work: CREA’s approach is intersectional, inclusive and layered – we work on addressing individual harms, but also to address structures and norms that perpetuate injustices for some women. We self-reflect, listen to and hear the voices of women who have been left out. We challenge women’s rights organisations to address these absences and pay attention to who is being left out and who is speaking for whom. We become allies for movements at the margins and integrate their claims, provide them space, voice, and visibility in our feminist organising so that their issues are counted in. We build mutually supportive collaborations that are based on sharing learning and resources.



- INDIA **69**

- SOUTH ASIA (BANGLADESH AND NEPAL) **26**

- EAST AFRICA **41**

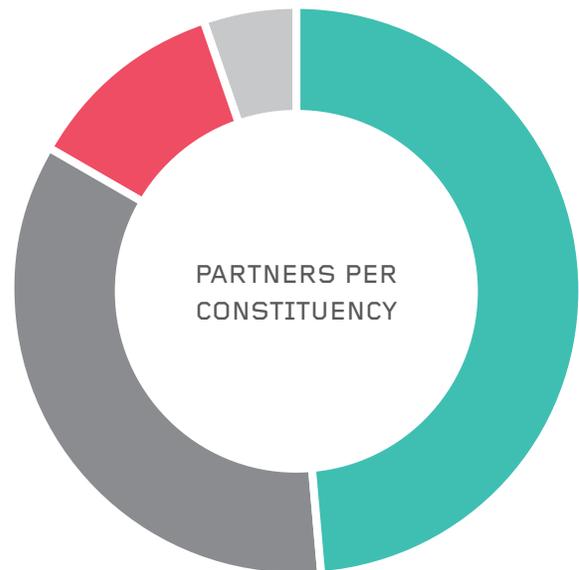


- Strengthen feminist leadership **64**

- Advance sexual and reproductive health and rights **42**

- Address gender-based violence and enhance well-being **30**

- Increase voice and visibility of marginalised people **38**



- Women and girls general **112**

- Lesbian, bisexual and trans people **80**

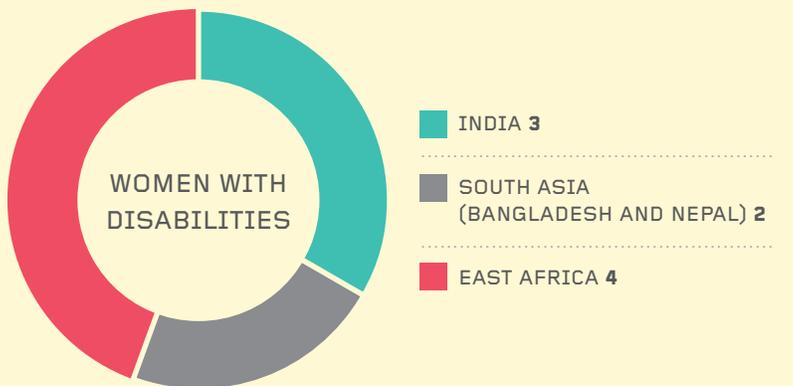
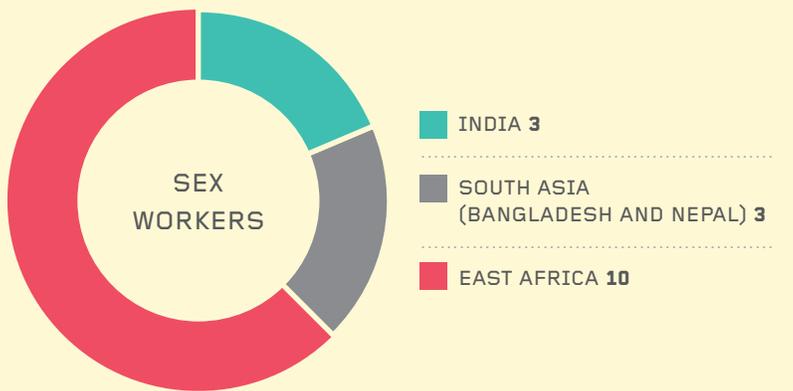
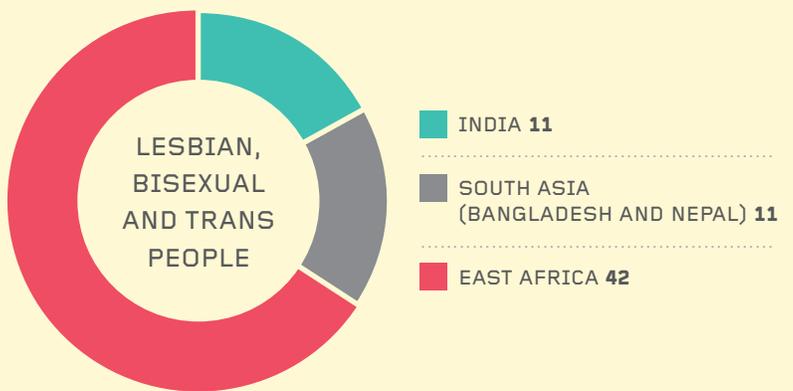
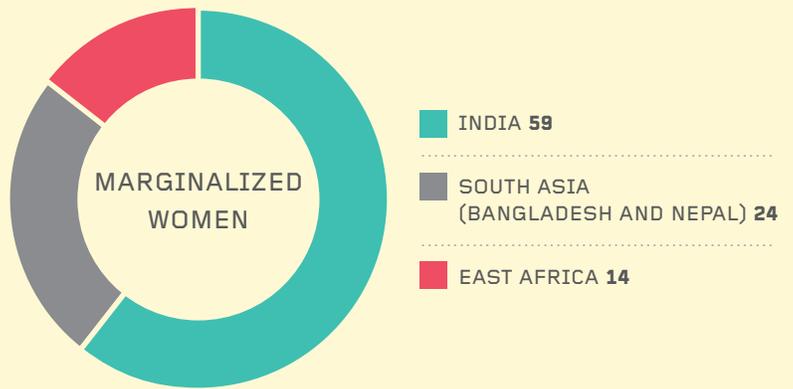
- Sex workers **26**

- Women with disabilities **12**

Cross movement work and alliance building: CREA is one of the few organizations that has consistently been at the forefront of several global south-led alliance building efforts. It has played an influential role in ensuring the voices of the women, girls and trans people and communities who are most impacted by violence are amplified. This year, CREA continued to play a leading and engaged role in multiple joint initiatives and consortiums. In addition to All Women Count! and Count Me In! consortium (which have been detailed above) these include:

- **The Sexual Rights Initiative (SRI):** CREA co-founded SRI in 2006 in order to advocate for the advancement of human rights in relation to gender and sexuality at the UNHRC. The work with SRI includes influencing resolutions at the UNHRC and making submissions through UNHRC mechanisms.
- **Dignity for All – Lesbian, Gay, Bi-sexual, Transgender and Intersexual (LGBT*I) Assistance Programme:** CREA leads the Asia portfolio of the consortium. UHAI, EASHRI and AFE are also part of Dignity for All. Priority is placed on providing emergency assistance and security trainings to those most affected by violence.
- **Child, Early, Forced Marriage and Sexuality Working Group (CEFMSWG):** Alliance of international NGOs and donors to build evidence on child, early, and forced marriage (CEFM) program addressing sexuality. CREA is one of the member of 10 organizations in the consortium.

PARTNERS PER GEOGRAPHIC AREA





A CREA partners meeting in Jharkhand, India

Building local to global connections: Several consortiums and alliances that CREA is part of create opportunities for CREA to expand its outreach and elevate its national and regional level work to global spaces. As part of Count Me In! (CMI!), a consortium of funders and women's rights organizations, CREA has been able to bring the voice and activism, particularly from largely marginalized groups from the South to global policy spaces, such as CSW, CEDAW and CRPD sessions. This is in tandem with CREA's consistent work with partners to build their capacity to use treaty-monitoring bodies for national level advocacy.

Integrating feminism and inclusion in science for global development: In 2018, through CMI!, CREA was approached to be part of a research supported by the Ministry of Foreign Affairs of the Kingdom of the Netherlands²⁸ and the NWO-WOTRO Science for Global Development²⁸ to inform their future policy frameworks supporting the role of civil society actors. CREA has worked closely with the research team over the course of the year to facilitate the study of its partnership model in community-based programs, focusing on the themes of collaboration, representation and marginality and state-CSO interactions.

Strategic Resourcing: CREA's partnerships with local NGOs and community-based organizations across South Asia (specifically India) and in East Africa (Kenya and Uganda) enables

us to reach out to otherwise inaccessible areas and excluded communities. Sharing of financial resources in such engagement is a key part of CREA's thinking and approach. This year, about 60% of the total budget allocated for programs through different donor organizations has been shared with the partners for their capacity strengthening, as well as direct field implementation.

²⁸ Nederlandse Organisatie voor Wetenschappelijk Onderzoek (Dutch Research Council)

External Engagements

KEY RESULTS

2

STRATEGIC GLOBAL
LEADERSHIP POSITIONS

3

STRATEGIC GLOBAL
PARTNERSHIPS

550

INDIVIDUALS
REACHED

In 2018, CREA's Executive Director, Geetanjali Misra, joined the Board of the Astraea Lesbian Foundation. She also joined Amnesty International's gender diversity task force. The task force was set up on approval of Amnesty International's highest governing body in August 2017 for an expansive program of work on gender and diversity mainstreaming and integration across movements for justice and human rights.

CREA was identified as the SheDecides India²⁹ movement hub and was tasked with initiating strategic planning and alliance building at the national and state level to establish SheDecides as an important contributor and influencer in the current advocacy landscape in India.

CREA is a member of the Equal Rights Coalition³⁰ and was the inaugural co-chair of the ERC thematic group on national laws and policies, sharing the leadership of the group with the government of Argentina. We also served as a member of the CSO core group helping to facilitate broader civil society engagement and organize civil society advocacy with the ERC member states. As co-chair, CREA also co-moderated the high level panel on national laws and policies at the ERC conference in August 2018 in Vancouver, Canada.

Influencing discourse on child, early and forced marriage

Since 2009, CREA's work to advance SRHR and strengthen leadership of girls has challenged the norm that places marriage at the center of every girl's life. CREA's It's My Body program includes curriculum on delaying age of marriage, building an understanding on consent, choice, strengthening skills to express and assert one's choice and opinion, and also questioning marriage as the primary goal and aspiration in a girl's life. At the 2nd Global Meeting of Girls Not Brides, CREA participated in the dialogue on "Confronting the tension between protection and empowerment: Age of consent vs. Age at marriage" to 'complicate' the discussions on child, early and forced Marriage. It was attended by 500 activists from over 70 countries. This engagement was followed by a viewpoint article in *The Lancet* on "Protection versus rights: age of marriage versus age of sexual consent" by Madhumita Das, Director Learning and Evidence at CREA. One of the impacts of the publication was influencing a huge body like Girls Not Brides, which is working in more than 100 countries representing from every region and continents. Using the recommendation from the article, Girls Not Bride developed and published a strategy document highlighting the need to recognize consent, choice and decision making of girls as an important strategy beyond age as key criteria to reduce child marriage.

²⁹ SheDecides is a global movement to promote, provide, protect and enhance the fundamental rights of every girl and woman

³⁰ The intergovernmental Equal Rights Coalition (ERC) was launched in July 2016 under the leadership of Uruguay and the Netherlands at the Global LGBTI Human Rights Conference in Montevideo. ERC advances the human rights of LGBTI persons and promotes inclusive development in both member and non-member countries. With 40 member states, the ERC advances its agenda by engaging with civil society organizations and multilateral agencies.



ORGANIZATIONAL PILLARS

Learning, Monitoring and Evaluation

KEY RESULTS

13

EVALUATION
REPORTS

1

RESEARCH
STUDY

13

IMPACT
STORIES

Organizational learning and evidence building: strategies to improve practice

This year, CREA intensified its effort to develop both strategies and skills in the area of learning, monitoring and evaluation. Our approach to strengthening LME is based on capturing thought leadership emerging from new projects and initiatives at CREA, while simultaneously building internal capacity to advocate using outcomes-based evidence at local to global level.

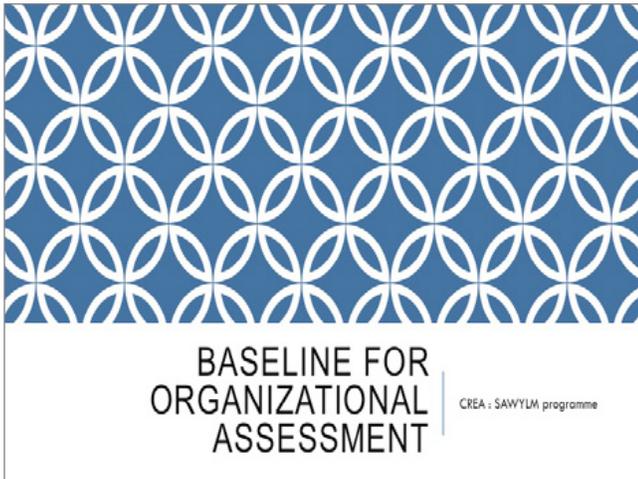
CREA worked to ensure that knowledge sharing expectations and processes were systematically embedded in the program and project cycle. In addition, this year a comprehensive LME framework along with process and tools were developed. We capture learning using the tools with an aim to feed into future programming or course correction, not simply project reporting and closure. A strong commitment to capture data and stories has been initiated to address loss of important learning and insights at the organizational level. A comprehensive mapping exercise is underway to capture the learning and evidence to build a series of testimonials at CREA.

CREA is transforming the field of feminist human rights by changing the way in which people think and act. For this reason, our LME methodology includes an organization-wide adaptation of collating stories, which pull together the metanarrative and personal stories to understand how our thinking influences the ways we act on different issues in different situation. During 2018-19 CREA staff worked on 13 such stories.

To ensure data privacy and confidentiality and harm of data loss, this year CREA adopted Computer Aided Personal Interview (CAPI) as an approach to collect data for all impact evaluation work. In 2018, we collected data from 1500 women who participated in our community-based programs from three states of India. The information captured includes leadership pathways, decision-making skills, understanding on concepts of discrimination and violence against women and girls, and rights among women in local government.

Capturing and building evidence on capacity building

In the 18 years since the first CREA Institute was offered, capacity building for women's rights and gender equality has grown.



While much of the work led by women has generated deep, impactful thought and practice, too much of gender equality work has developed apart from feminist purpose, practice, and politics. CREA's institute model specifically addresses this dichotomy and gap. Efforts are underway to document the ways the model addresses gaps and responds to trends, as well as to collect case studies on how the institutes have had an impact on alumni and their organizations. In addition to building evidence about CREA's impact, they will provide valuable learning material for future participants, donors, and others in the field of training on gender, leadership, rights, sexuality.

In May 2019, an evidence report was prepared to commemorate the ten years of achievements, learning and challenges of Sexuality Gender and Rights Institute, Hindi. This has been an important learning document for both internal and external use. While the Institutes continue to refresh and evolve the themes and resources to offer to the participants, a decade of experience proved to be a good time for CREA to pause and reflect and capture how it has had an impact on our own work as well on other movement building processes.

Evaluation of consortium initiatives

As part of the CMI! consortiums' LME working group, CREA participated in planning and formulating the extensive mid-term review process, which included selection of the evaluators and formulating the evaluation questions and processes. The All Women Count! consortium collected 40 stories this year using the Outcome Harvesting methodology, which was adapted to ensuring a people-centric and feminist approach.

Tackling the Taboo: Sexuality and gender-transformative programs to end child, early and forced marriages and unions

Working with partners, CREA conducted a global review of 194 programs across low- and middle-income countries to identify and analyze promising interventions in Child, Early and Forced Marriage and Unions (CEFMU). The research highlighted key recommendations for policymakers to connect CEFMU work to larger development goals, including education, HIV, and reproductive health, and to open space for negotiations and collaborations across sectors. It also recommends programs and policies to ensure space for empowering girls to advocate for themselves.

Communication

KEY RESULTS

2
KNOWLEDGE
RESOURCE PRODUCED

38332
INDIVIDUALS
REACHED

Website: This year, CREA continued work on a website redesign in consultation with a design firm. The new site will have more unified language and will focus on our mission, vision, values, origins, theory of change, and a summary of our four main strategic objectives. In preparation for the new site launch, we have also developed guidelines for CREA's visual identity and brand, including logo usage and guidelines for written and visual documentation of CREA's programs.

CREA created a website for its reconference and launched it in November 2018. The site, **www.reconference.creaworld.org**, invited activists, artists and allies from all over the world to submit creative applications on the conference themes. The website served as the main hub for all conference attendees. It was also fully accessible to persons with disabilities, who remain one of CREA's main constituencies. From February 2019, the website has had more than 4,000 visitors, 78% of which were unique, and almost 19,000 page views. In addition, CREA developed its first ever mobile conference application. The app had a total of 530 downloads and 400 posts to the social feed.

We also developed a website for the Nairobi Principles (<https://nairobiprinciples.creaworld.org/>) for organizations and individuals to endorse and share the Principles document (available in French, Hindi and Spanish).

Social Media: Within the last year, CREA has hired a Program Associate to oversee both the website redesign and our social media presence. We have developed guidelines and principles,

including the respective functions of all channels with which we engage with the community including Twitter, Facebook, Instagram along with any other major channels. CREA's digital footprint expanded gaining 1,000 followers on Instagram (current total 1,751), gaining 200+ followers on Twitter (currently 6,581) and increased our Facebook page likes from 9,900 to more than 11,000.

Internal Communication: Based on the recommendations of the communication audit conducted in 2017, CREA also introduced new modes of internal communication (SLACK, Asana) with a focus on embedding it more in the organizational practice.

Digital Security: This year, CREA undertook a digital security audit with support from Hivos. A three-day workshop with all staff was conducted by the digital security consultant from Hivos to learn more and address gaps and opportunities around our digital security. A hardware and software audit was also conducted. CREA will be continuing to work with the consultant to follow-up on the recommendations of the audit.

Human Resources

KEY RESULTS

7

STAFF
TRAININGS

3

STAFF ENGAGEMENT
ACTIVITIES

5

STAFF
PROMOTIONS



During the year, five CREA staff attended CREA Institutes (SGRI, FLMBRaI and Me, We and the Machine Institute) and other trainings, including on financial resilience. CREA also organized two “base camps” during the year where all staff members from CREA’s offices in New York, Kenya and India came together for over two weeks to share their work and discuss program plans, strategies, learnings. Planning and visioning of CREA’s global conference was a key topic this year.

The HR team streamlined the orientation process of new staff and undertook an elaborate process of performance evaluation which included a 360 degree evaluation and face-to-face discussion on their on Key Result Areas/Key Performance Indicators. Five staff members were promoted during the year.

Congratulations to colleagues on their new positions

Sunita Kujur, Senior Director, Programs and Operations

Sanjana Gaind, Director, Public Educations and Campaigns

Nafisa Ferdous, Manager, Strategic Communications

Shreshtha Das, Program Coordinator

Shalini Singh, Director, Programs and Innovations

Staffing over the past two years, full time employees:

	2017	2018
New employees	11	8
Departing employees	10	9
Number of employees (as 31 March 2019)	34	32

Senior Leadership Team (SLT)

Day-to-day management of CREA is the responsibility of the Senior Leadership Team (SLT). This year to improve the process of communication, the position of Senior Director, programs and operations was created. Sunita Kujur, who has been functioning effectively for several years in a senior leadership position, was promoted to take this position. One of Sunita’s key responsibilities is to interface between the program directors and the Executive Director.

Resource Development

USD 4.7 million

RAISED

USD 1.4 million

CORE FUNDING

9 GRANTS RENEWED WORTH

USD 0.8 million



Airtel Delhi half marathon, India

During 2018- 19 CREA was able to raise USD 4.7 million from 21 donors out of which 29% was core funding and 71% was program funding. CREA also renewed 9 of its grants. In the past year CREA increased its partnership with Wellspring Philanthropic Fund and was awarded a grant, which will strengthen and support the scale up of CREA's ongoing work on sexuality and disability as a part of its strategic initiative *Increase Voice and Visibility of Marginalized People*.

CREA also participated in the Airtel Delhi Half Marathon in Delhi in October 2018 which is attended by more than 10,000 people annually. The CREA team wore T-shirts with catchy messages advocating for mobility of girls, reducing gender-based violence. They also carried colorful placards with some questions on these issues out a public opinion placards with some questions on these issues (“should evening timings for girls to be back be stricter for girls hostels than boys hostels?” “ Is it wrong to be Gay?” etc) and collected the opinions and responses of the people participating in the Marathon. This generated a lot of interest and resulted in generating many animated discussions with the people participating in the conference. We also reached 1228 accounts on instagram and 2154 on twitter for this event.

On March 9, 2019, during the CSW, CREA hosted its first-ever donor convening in New York City. The objectives of the convening was to bring our diverse set of donors and partners

together for collaboration opportunities to assess our impact; and to gather feedback on how we could continue to operate in an efficient and sustainable way. There were 30 donors in attendance, who included longtime donors as well as some who had just started working with us. The donor convening resulted in discussing the possibility of CREA producing one annual report to provide a comprehensive picture to all its donors.

During February-March 2019 CREA reached out to its donors to seek support for its upcoming global conference, reconference in April 2019. We received an overwhelming show of support from our donors. CREA received a total of USD 0.9 million for the conference from a total of 16 donors. Many donors and partners also confirmed their participation for the conference.

During this period, CREA accompanied donors to visit local partners. Also, some donors came to attend meetings and workshops being organized by CREA (for example, CREA's rethink evening in New York was attended by most of its donors based in New York; another donor attended a dissemination meeting organized by CREA in Lucknow, India).

Finance and Administration

Board activities in 2018

In 2018-19, a face-to-face combined board meeting (India and New York) was held in February 2019. In addition, the CREA advisory group members and some of the board members participated in the planning meeting of the reconference in January 2019 (please refer to the strategic objective #4 for details of the planning meeting). Their inputs and suggestions were immensely helpful for CREA team in key in conceptualizing the conference and thinking through its various strands. Some of the board members and the advisory group members continued to work closely with the CREA team over months to plan for the reconference.

Composition of the Board in 2018

CREA has seven board members in India and six board members in New York and there were no changes in 2018.

CREA New York Board members

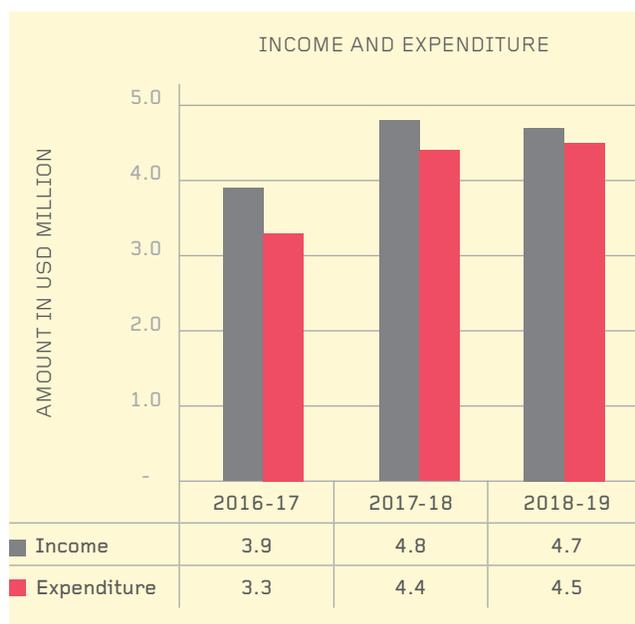
Iris Derbsch	PRESIDENT
Nancy Ali	SECRETARY
Kate Baum	TREASURER
Barbara Y. Phillips	MEMBER
Geetanjali Misra	MEMBER
Jac Sm Kee	MEMBER

CREA India Board members

Kanchan Pamnani	PRESIDENT
Sashwati Banerjee	SECRETARY
Shilpa Phadke	TREASURER
Geetanjali Misra	MEMBER
Shohini Ghosh	MEMBER
Sabeena Gadikhok	MEMBER
Anindya Hajra	MEMBER

Income and Expenditure

Key facts and figures



Due diligence of partners

This year, CREA finance and program team members visited 3 partners in Kenya, 3 partners in Bangladesh and 9 partners in India for some renewal of grants. The selection process of these partners is going on.

Reserves and funds

The reserves consist of capital that provides security for the continuity of the organization. CREA's policy is to maintain sufficient funds to cover the operational costs of the organization for at least seven months. Designated funds are funds that are allocated to specific activities and approved by the board.



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