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r e O R G A N I Z E r e I N F O R M



crea

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Reimagining Societies, Rebooting Movements

Letter from the Executive Director, Geetanjali Misra



Geetanjali Misra

CREA has never shied away from big and difficult discussions, which is how we arrived at the bold idea for a global conference dedicated to rethinking, reimagining and rebooting our movements. We envisioned an event that would combine deep scholarship and critical thinking alongside creative representation of pressing socio-political issues intersecting with art, technology and feminism.

We kicked off the year in April 2019, by turning that vision into a beautiful, vivid reality. Over three days in Kathmandu, Nepal, more than 700 activists from 63 countries strengthened alliances, celebrated the power of art and activism, and proved that conferences can and must be creative spaces to learn and build community. Among other things, **reconference** inspired participants to explore fault lines and exclusions within our own movements. We delved into the deeply contested constructs of pleasure and danger to rethink the politics of language, social and political exclusion, and the power of choice and individual agency.

These challenging topics tied into two global campaigns, launched later in the year, aimed at shifting perceptions and influencing action. In October, CREA's monthlong campaign #FlawsInLaws challenged protectionist approaches, laws and policies that seek to "protect" young people from sexuality-related harm. In doing so, the campaign raised important questions about the feminist movement's historical turn toward criminal law and sparked critical conversations with social movement allies. Another campaign, #AbortTheStigma, challenged audiences to rethink prevailing misconceptions about abortion and reimagine legal reform through the lens of movement building and reproductive rights for all.

This year, CREA also played an important role as convener and connector of movements, moving from difficult discussions into concrete action. Along with several partners, we are proud to have launched the groundbreaking *Nairobi Principles on Abortion, Prenatal Testing and Disability*, which address conflicts between disability rights and abortion rights. The Principles are the result of a dialogue that began in October 2018, when CREA brought together experts from the feminist movement, disability movement, and organisations supporting sexual and reproductive health and rights. Since their launch, the Principles have sparked cross-movement conversations, deep and difficult introspection within feminist spaces, and most significantly, a greater understanding around what it means to be an ally to the disability movement.

At the time of writing, the fault lines of societies around the world are being laid bare by the global pandemic. The novel coronavirus is further exacerbating existing inequalities and has shown the world what feminist movements have long known: that our systems are deeply flawed and our societies urgently need to be reimaged. The pandemic has highlighted the very exclusions we are working against. It has challenged notions of “safety” and given more power to those who already have it.

Sex workers, LGBTI people, persons with disabilities, domestic workers and other daily-wage earners are some of the people most harmed by orders to self-isolate and stay home. For our constituents, many of whom are blamed, stigmatised or criminalised by their societies, lockdowns and curfews accompanied by heavy policing or a military presence puts them at heightened risk of violence, coercion and surveillance.

Health may be in the headlines now, but there are a host of global challenges that we must organise for and face. This year, as we all grapple with a new “normal” of government-mandated restrictions and limited mobility, CREA will continue to insist that norms are exactly what must be changed. We must rethink how we live and how we imagine rights, while we prepare and re-energise ourselves and our movements to construct the future we want, free of exclusion, violence, ableism and marginalisation.

Thanks to two generous grants from our donors, CREA will spend the next two years investing in our institutional capacity and resilience. As we move forward, CREA will leverage this support to institute robust systems for learning, while strengthening our ability to accommodate rapidly changing political contexts, such as the one we are currently witnessing.

As Arundhati Roy, who joined us as a speaker and participant at reconference, recently wrote: “Nothing could be worse than a return to normality.” Now more than ever, we are inspired to rethink, reimagine and reboot our world.

A Message from the Board

Letter from Co-Chairs Kanchan Pamnani and Megha Bhouraskar



Kanchan Pamnani



Megha Bhouraskar

CREA marks two decades of existence in 2020, giving us a good opportunity to reflect on the past and plan for the future. The year 2019-2020 brought in its stride new and innovative programming, an expanded resource pool and a solid foundation upon which to further strengthen CREA's systems and infrastructure.

At the same time, we are also ending the year in a time of complexity. The novel coronavirus has prompted questions beyond programming, innovation or intention. It has raised the question: In doing this work, do we have the means to be not just daring, but sustainable?

Internally, CREA continues to grow and challenge itself. Recently, the organisation began planning for new feminist approaches to monitor and evaluate its work, expanded its staff capacity to meet the demands of new programs, and adopted innovative strategies for managing its growth as a global, virtual organisation. This past year, CREA's multi-year efforts to expand its financial resource pool also resulted in new partnerships to institutionally strengthen the organisation and ensure our sustainability for the future.

At CREA, we view these developments in tandem with our strategic direction in the coming years. As we celebrate our 20th anniversary, our priorities lie in strengthening our position as a global South organisation that is equipped to the needs of evolving contexts. Our 2021-2025 Strategic Plan refines and sharpens this direction while placing a strong emphasis on learning, flexibility and adaptability.

Lastly, in thinking about the past 20 years of CREA's achievements, we are thankful for the hard work and immense trust of all those who have been associated with CREA in various capacities — as staff members, consultants, resource persons, donors, partners, collaborators, advisors, well-wishers and friends. Most importantly, we have learned from the individuals and groups we have reached through our work. As we move into a new year, we remain committed to coming together in ways that are inclusive and strategic. And we are intent on finding innovative ways to do so.

Ingredients for Change

CREA's Values and Principles

Sexual Rights

CREA puts sexuality, gender and rights at the centre of its work.

Diversity and Cross-Movement Collaboration

CREA promotes cross-movement knowledge, solidarity and collaboration.

Multigenerational Approaches

CREA is a multigenerational organisation 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 and alliances, and effectively translate new ways of thinking into action.

Partnerships

Through partnerships, CREA works to redistribute resources, knowledge and power to activists on the margins, in order to advance their voice and participation.

Mutual Learning

CREA does not aim to impart knowledge, but to supplement existing efforts. We share our expertise while learning from actors who have knowledge of how concepts catalyze change.

CREA's four objectives, guided by our values and principles, are to:



CREA's objectives remain interconnected and mutually supportive.

CREA's four strategies are:



The Year in Numbers

6

INSTITUTES

1585

SESSIONS/TRAININGS/TOTS

108

CAMPAIGNS/EVENTS

3006

INDIVIDUALS TRAINED

430128

INDIVIDUALS REACHED

447

ORGANISATIONS
REACHED

193

KNOWLEDGE
RESOURCES PRODUCED



reORIENT regenerate
rewIRE reTELL reMAKE
reCLAIM reDETERMINE
reSTRATEGIZEREPLAY
reAFFIRM reACQUAINT
reANIMATE reSITUATE
reADJUST reVALIDATE

PROGRAMS

Strengthen Feminist Leadership

KEY RESULTS

3	282	2	100	1581	52943	305
INSTITUTES	SESSIONS/ TRAININGS/ TOTS	CAMPAIGNS AND EVENTS	KNOWLEDGE RESOURCES PRODUCED	INDIVIDUALS TRAINED	INDIVIDUALS REACHED	ORGANISATIONS REACHED/ TRAINED

Advance Sexual and Reproductive Health and Rights

KEY RESULTS

2	1302	44	85	1345	184046	53
INSTITUTES	SESSIONS/ TRAININGS/ TOTS	CAMPAIGNS AND EVENTS	KNOWLEDGE RESOURCES PRODUCED	INDIVIDUALS TRAINED	INDIVIDUALS REACHED	ORGANISATIONS REACHED/ TRAINED

Address Gender-Based Violence and Well-Being

KEY RESULTS

49	2	191529	32
CAMPAIGNS AND EVENTS	KNOWLEDGE RESOURCES PRODUCED	INDIVIDUALS REACHED	ORGANISATIONS REACHED/ TRAINED

Increase Voice and Visibility

KEY RESULTS

1	1	13	6	80	1610	57
INSTITUTE	SESSIONS/ TRAININGS/ TOTS	CAMPAIGNS AND EVENTS	KNOWLEDGE RESOURCES PRODUCED	INDIVIDUALS TRAINED	INDIVIDUALS REACHED	ORGANISATIONS REACHED/ TRAINED

“There has been a coming of age – a growing maturity – in feminist movements, reflected in a more confident challenging of each other. We have become less self-indulgent in the telling of our stories; or we tell our stories now with a clearer sense of purpose. We have moved from self-pity to self-reflection and analysis.”

– Srilatha Batliwala, Senior Advisor, Knowledge Building, CREA

“As feminists, our job is to always maintain a systemic critique and analysis of power – and we can't be reductive in our analyses. We must question how power is produced and reproduced and disrupted. Neither blind optimism nor blind alarmism helps us.”

– Geetanjali Misra, Executive Director, CREA



REVERIFY REASSEMBLE
REBOOT RESTRENGTHEN
REORGANIZER REINFORM
REINVESTIGATE REMIX
REINHABIT REBALANCE
RECONSTITUTE RECAST
RELOCATE REACTIVATE

Strengthen Feminist Leadership

KEY RESULTS

3	282	2	100	1581	52943	305
INSTITUTES	SESSIONS/ TRAININGS/ TOTS	CAMPAIGNS AND EVENTS	KNOWLEDGE RESOURCES PRODUCED	INDIVIDUALS TRAINED	INDIVIDUALS REACHED	ORGANISATIONS REACHED/ TRAINED

CREA builds feminist understanding and strengthens leadership capacities and self-confidence of women, girls, trans, intersex and gender non-binary people, activists, and women's rights organisations to challenge oppressive social norms, question discriminatory practices and transform unjust power structures. Using a variety of strategies, including Institutes, training programs and knowledge creation, CREA is building feminist leadership and activism in a diverse range of contexts and geographies. Specifically, we are:

- Building a pool of feminist leaders and organisations in the global South who will strengthen and build movements that affirm women's human rights.
- Fostering a South-South network of women leaders and organisations to influence policies and programs on feminist leadership, gender equality and women's rights.
- Increasing leadership of women and girls at the grassroots level to ensure more inclusive spaces.

CREA focuses on strengthening feminist leadership of young and marginalised women in particular, and on grassroots organisations located in challenging and increasingly restrictive contexts. All of our strategies centre on strengthening solidarity across and within these movements.

GLOBAL

reconference: feminists rethink, reimagine and reboot

In April 2019, CREA kicked off the year with its second global conference, **reconference**. Held in Kathmandu, Nepal, over a period of three days, reconference was a bold and daring event of deep scholarship and critical thinking intersecting with art, technology and feminism. It was both a celebration and an interrogation of experiences. The conference brought together over 700 activists, artists and allies from 63 countries to rethink how we shift power, how we ensure that all voices count, and how we understand critical issues like pleasure, danger and consent, which have become central to rethinking standards of sexual legitimacy.

reconference was held eight years after CREA's landmark Count Me In! symposium and against the backdrop of quickly changing and increasingly restrictive political environments. The global feminist expo aimed to **rethink** gender, sexuality, disability, technology, sex worker rights and their intersections with the arts and technology; **reimagine** visions and journeys of change that are more inclusive, creative and rights-affirming for all women, girls, trans, intersex and gender non-binary people; and **reboot** feminist practice to be more collaborative, cross-movement and intersectional. It was three days of evoking both the power of movements and the power of creative representation to rethink our approach to issues — and people — at the margins.



reconference banner welcoming participants for a global gathering in Nepal from 10-12 April 2019

The conference was designed to be as much about form as content: new technologies, evocative installations and creative performances were essential parts of the experience. Alongside radical fault-line dialogues and panel discussions, the ambitious gathering featured art galleries and installations, apps and podcasts, film screenings and experiential spaces, and immersive, multi-use spaces. The use of art and performance presented powerful counter-narratives to models that label bodies and identities as non-normative. At the same time, scholars, activists and policymakers explored the divisive issues that continue to drive debates on laws, language and politics across contexts.

Most importantly, reconference redefined traditional notions of “safe spaces” – it created a space of warmth for activists and artists to exchange experiences and information, build solidarity, and to simply be themselves. The event strengthened our networks, our alliances, our movements and our collective agendas. It created a single space for powerful, self-led movements – disability rights, LGBTI rights, sex workers’ rights, youth advocacy and women’s rights, among others – to continue to challenge stigma, violence and discrimination.



Geetanjali Misra welcomes 700+ activists, artists and allies to reconference

PLENARIES AND PANELS

Through its plenaries and panel discussions, reconference asked participants to reflect on the past, reframe our understanding of intersectional feminist activism, and reimagine a more inclusive future.

Plenary speakers at More Harm Than Good spoke of strongly resisting the global push towards criminalisation on many issues: sex work, abortion, youth incarceration. At another plenary, Many Lives of Consent, we talked about including pleasure in the discourse on consent and explored how those in the margins negotiate consent. Discussions also asked participants to reimagine the pleasures and dangers of technology – focusing not just on what we don't want technology to be, but crucially, on what we want it to be.

Together, we drew on our collective histories, learnings, victories and challenges to strategise for the future. How can we ensure that women don't vanish from sports after questions of their right to compete as “women” – using a “scientific” definition – are raised? How do we work towards environmental justice, upholding the territorial integrity of our bodies, our lands, the earth itself? How do we counter ableist labelling of bodies and people with disabilities?

While these are complicated questions with no straightforward answers, they are reflective of a key takeaway from reconference plenaries and panels: the need to factor in *all* women – into our intent, our activism, and our movements.



Pleasures and Dangers of Technology, a plenary that addressed questions of agency, rights and safety in the digital age.



Many Lives of Consent, a plenary that explored how those at the margins negotiate consent



Participants at reconference



Abortion Rights Campaigns in Argentina, Ireland, Kenya and Poland, a panel discussing how legal reform on abortion can be reimagined as a powerful movement strategy



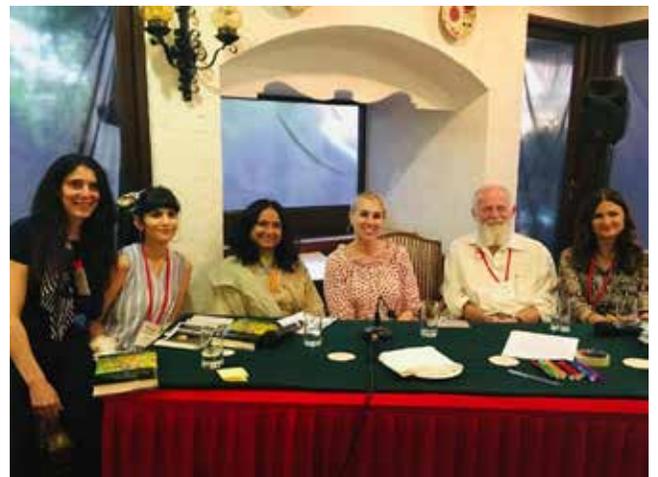
More Harm Than Good: Challenging Criminalisation and Exploring Feminist Fault Lines, a plenary that reimagined alternatives to criminalisation



Simultaneous translation during plenaries in seven languages: English, Hindi, Bangla, Arabic, Nepali, Spanish and French



Our Bodies, Our Territories: Feminists Defending the Environment, a plenary that connected environmental protection, bodily autonomy and identities



Voice of One's Own, a book panel with four authors discussing their recently published works

RECONFERENCE: HIGHLIGHTS

reprint, the reconference daily newspaper

reprint was a staple of every participant's morning. The paper encapsulated what reconference was all about: a blending of art and scholarship; absolute immersion in the experience itself; and rethinking, reimagining and rebooting as not just acts, but as a way of being.



A reconference participant engrossed in reading reprint



Excerpts from reprint, the reconference daily newspaper.



A copy of reprint for participants at the start of each day

Curated spaces

reconference featured four experiential “curated spaces” that combined technology, creative performance and evocative installations around key themes including technology, sex work, consent, pleasure and danger, and disability. Co-created by CREA’s constituencies, the spaces featured films, posters, photos and artefacts, speakers and performers that challenged stereotypes and misinformation, and shared lived realities in the voices of the people living them. reconference participants had the option of exploring curated spaces through guided visits or self-guided walk-throughs.

Participants walk through **Galaxies of Desire**, a curated space on the spectrum of consent, pleasure and danger. The space was imagined as galaxies to represent the limitless feminist possibilities of how we understand, experience and express consent, pleasure and danger. Art and activism intertwined to interrogate why pleasure has seldom been included in feminist movements, whether pleasures can be dangerous and dangers can be pleasurable, and to celebrate transgressions.



Galaxies of Desire, a curated space that delved into ideas of consent, pleasure and danger



To Revolutionary Type Love, Kangas by Kawira Mwirichia, Kenya



#MeetToSleep campaign, a workshop by Jasmeen Patheja, India



Consent Cubes, public art that explored ideas of consent



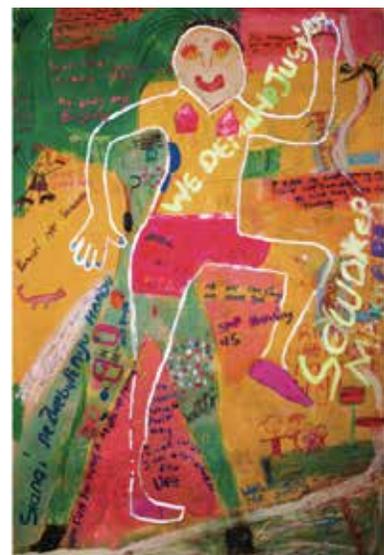
The Bird Box, a hand-painted bioscope of video recordings of girls talking about desire, shame and freedom





Red Light. Go! was a curated space on sex workers and sex workers' rights. The space was used to expose the often stereotypical and sensational stories about sex work and sex workers, which lack nuance and depict sex workers as either victims, criminals or morally degenerate. The space gave centre stage to sex workers from around the world to tell their own stories and challenge these narratives.

After the opening of the curated space, a large group of sex worker activists from across the world gathered in the space and claimed it as their own. For several hours, they joined each other in dancing and singing. Several of the activists remarked how affirming and exciting they found the space to be.

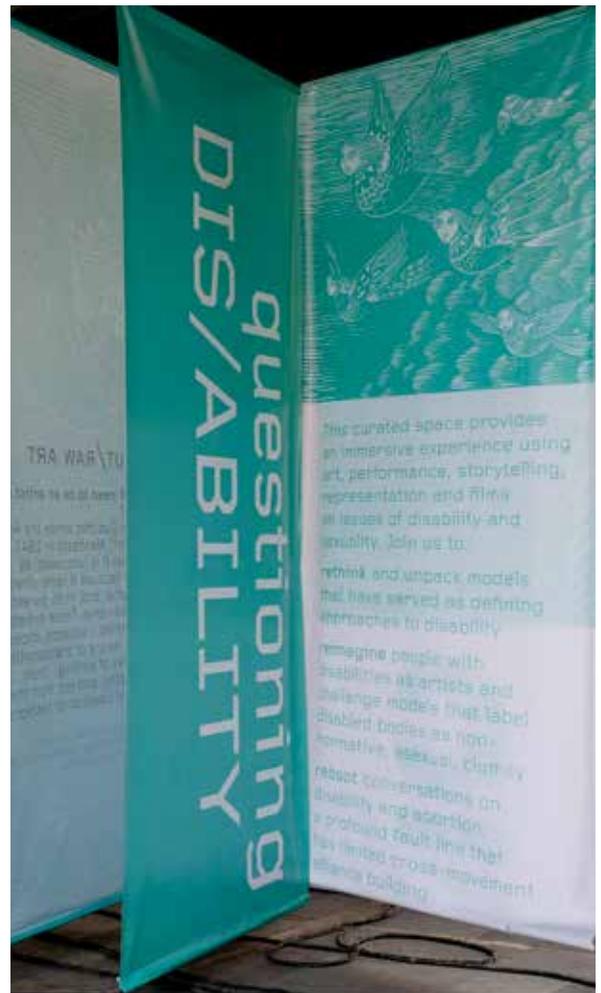


Red Light. Go!, a curated space that explored sex workers' rights

The curated space on disability, titled **Questioning Dis/Ability**, provided a live and immersive experience using art, performance, storytelling and films on issues of disability and sexuality and the representation of women with disabilities. The space was designed to challenge the prevailing and stigmatising narratives that label disabled bodies as non-normative and asexual.



Sticker designed by The Red Door



The Storyteller: Arundhati Roy in conversation with Shohini Ghosh

The final featured conversation at reconference was between Arundhati Roy, the award-winning writer of two novels and over fifty works of nonfiction, and filmmaker Shohini Ghosh. Rigorously researched and persuasively argued, Roy's essays cover a vast terrain of issues — capitalism, imperialism, the war on terror, social and environmental justice, India's caste system, and, most importantly, resistance. Roy reminded us of the need to write and rewrite, despite growing threats and litigation, when challenging mainstream consensus about a social or political issue.

“One of the big differences between writing fiction and writing nonfiction is that the fiction is written absolutely, absolutely alone. And the nonfiction comes from such great circles of solidarity — filmmakers, activists, so many of us are so very close.”

— Arundhati Roy

“The nonfiction, in my case, has always come when I see the atmosphere darkening, a kind of bullying consensus in the corporate press, the way it starts going after something. And all the nonfiction is written with a great sense of urgency where I want to blow open a mainstream consensus that is building...”

— Arundhati Roy

“Sometimes I need to write to think. So I wrote it down for her on a paper napkin. This is what I wrote:

To love. To be loved. To never forget your own insignificance. To never get used to the unspeakable violence and the vulgar disparity of life around you. To seek joy in the saddest places. To pursue beauty to its lair. To never simplify what is complicated or complicate what is simple. To respect strength, never power. Above all, to watch. To try and understand. To never look away. And never, never, to forget.”

— Arundhati Roy, *The End of Imagination*



Arundhati Roy, Booker Prize-winning author and political activist



Shohini Ghosh in conversation with Arundhati Roy at reconference, Nepal, 2019

“What is at issue now is the very nature of our democracy. Who owns this land? Who owns its rivers? Its forests? Its fish? These are huge questions. They are being taken hugely seriously by the state. They are being answered in one voice by every institution at its command— the army, the police, the bureaucracy, the courts. And not just answered, but answered unambiguously, in bitter, brutal ways.”

— Arundhati Roy, *The Greater Common Good*



An exhibition and conversation with Azadeh Akhlaghi

reconference displayed and delved into the works of internationally acclaimed Iranian photographer Azadeh Akhlaghi. Two of her most prominent bodies of work, *By an Eye-Witness* and *Me, as the Other prefers*, were featured and explored at reconference through exhibits and a curated conversation with Sabeena Gadihoke. Political in both intent and delivery, both series drew from Iran’s socio-political ethos.

In December 2019, CREA co-hosted a four-day celebration of Azadeh’s works, re-creating the exhibit and curating a similar conversation with the artist at Jamia Millia Islamia University (New Delhi).

By an Eye-Witness revisited significant moments in Iranian history that were never photographed. It meticulously reconstructed 17 deaths from over a century of Iranian history, with each image accompanied by research and eyewitness

testimonies on the last hours and minutes of the lives of journalists, poets, political reformers, scientists, filmmakers, activists and clerics.

Me, as the Other prefers is a twenty-part self-portrait through the eyes of the ‘Other’, depicting how people adopt and reflect others’ expectations, including the manner in which they dress or talk.



Sabeena Gadihoke in conversation with Azadeh Akhlaghi at reconference



A photograph from *By an Eye-Witness* by Azadeh Akhlaghi



By an Eye-Witness, an exhibition



By an Eye-Witness, an exhibition



Me, as the Other prefers, an exhibition



Azadeh Akhlaghi leads a tour of *By an Eye-Witness* and *Me, as the Other prefers* at Jamia Millia Islamia, India, December 2019

Installations by Elizabeth Miller and Sheba Chhachhi

The Shore Line, produced and directed by Elizabeth Miller, is a collection of interactive maps, educational resources and over forty videos featuring women and community organisers across nine countries who are confronting the threats of unsustainable development and extreme weather with persistence and imagination. Miller provided behind the scenes insights about launching the international collaborative media project

and shared strategies of engaging diverse publics in meaningful discussions about gender, environmental justice and climate change.

Miller's and Chhachhi's installations echoed the principles and ethos of reconference's environmental justice track, a new topic for CREA. Conversations explored the emerging environmental issues of our times, including climate change, displacement and migration, and raised important questions about their impact on the bodies, lives, lands and livelihoods of people on the margins.



Images from *The Shore Line*, an interactive web documentary by Elizabeth Miller, Canada

Sheba Chhachhi's installations *The Yamuna Series* and *Edible Birds* sought to reframe environmental (in)justice. Inspired by street toys, popular display objects and nineteenth-century pre-cinematic devices, the immersive installations were conceptualized as animated lightboxes. They featured both still and moving images drawn from a wide range of sources including photographs taken by the artist, spectral satellite data, pre-modern painting, and colonial maps, to name a few. Through this new artistic language, viewers were drawn into a critical inquiry of contemporary ecological concerns.

“What has always interested me is the relationship between the viewer and the image – what I found in these animated light boxes – here there was something that was neither still nor moving but it was something in-between and it basically draws your attention in a very different way. It is like an interregnum – a space between. We are inundated with moving images and we are inundated with still images and here something else happens.”

— Sheba Chhachhi



An image from *The Yamuna Series*, an installation by Sheba Chhachhi, India



Edible Birds, an installation by Sheba Chhachhi, India

Proudly African and Transgender: an exhibition by Gabrielle Le Roux

The exhibition *Proudly African and Transgender* featured portraits and stories of ten transgender African activists, portrayed in the way they themselves want to be seen and heard.



The exhibition was a collaboration between the activists and South African artist and social justice activist Gabrielle Le Roux.

“Transgender Africans have been silenced for a long time. We have been invisible, as though we did not exist. Today, many of us speak, we show our faces, we write and we express ourselves openly. This exhibition is an extension of that. The portraits are our images and they speak our words, they tell our stories, they express our feelings, they exhibit our pride, even our fears, they are our history, they are us today and the history of the African transgender struggle in future. They are strength, hope and pride to generations after us.”

— Gabrielle Le Roux



Portraits from *Proudly African and Transgender*, an exhibition of portraits by Gabrielle Le Roux, South Africa

Library of Ourselves, by BeAnotherLab X fearless360

Designed to be an interdisciplinary and distributed project that creates transformative encounters between communities in conflict, *Library of Ourselves* combines cognitive science and virtual reality techniques to foster empathy between groups. Its embodiment system, immersive archive and distributed research toolkit allowed reconference participants to exchange perspectives, bodies and stories.



Library of Ourselves, a virtual reality body-swapping experience by BeAnother Lab X fearless360

Aravani Art Project

Art meets activism and social participation with the **Aravani Art Project**. The group advocates the idea of reclaiming spaces in the society by creating large wall mural projects to raise awareness and to create a voice for the trans community. Through their work they capture stories of freedom, dreams of acceptance and hopes of possibilities.

“Art has the power to bring people together and requires an individual to be themselves. It allows people to participate regardless of age, race, gender and sometimes language too!”

— Aravani Art Project

“I have joined the Aravani Art Project as an artist and I love that people are looking beyond stigma and myths. We as transgender people are capable of doing beautiful things too; hopefully society understands this.”

— Shanthi, a core member of the Aravani Art Project



Participants and members of Aravani Art Project co-creating a mural at *reconference*



A mural created by Aravani Art Project

Performances

Art and performances throughout reconference posed questions and answers, drawing audiences to a spectrum of issues, experiences, cultures, traditions and identities. They explored intersex bodies, sexual and gender diversity, chronic illness, online sex work, and digital republics of desire, among other topics. The program was designed to reflect the reality that art and performance are political and integral to organising and activism, and that activism is creative.

La Banda de las Recodas by Four Queens

La Banda de las Recodas, a political cabaret show by Mexico-based performers, Four Queens, focused on gender roles and patriarchy and helped us rethink feminism. The show used the Mexican popular music concert format in which the “*Hermanas Carrilla*” in each song make social and political criticism.



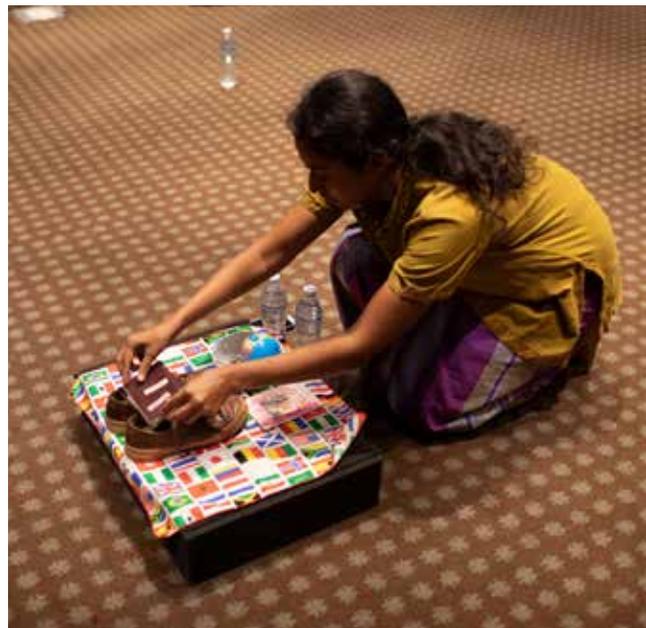
Tentacles: The First-Person Tale of Natalia (Bubulina) Moreno

Through monologue supported by a video, Colombia-based activist, Bubulina Moreno, situated the audience in front of a mirror that reflected their own constructions and misconceptions of disability. While the performance highlighted the social barriers and “othering” faced by women with disabilities, audience members were encouraged to feel, think and self-reflect.



Passport Blessing Ceremony by Venuri Perera

The Passport Blessing Ceremony at reconference was a satirical ceremony and modern ritual depicting the varying degrees of power held by passports of countries around the world. The ceremony was led by Venuri Perera, a Sri Lanka-based performance artist, curator and feminist whose works address power and its relationship to gaze, empathy and intimacy in public spaces.



Sex Workers' Opera

Sex Workers' Opera was an award-winning, powerful, personal and political show. The performance broke through stigma and stereotypes and offers an unflinchingly honest, uplifting, human portrayal of sex workers' experiences globally. Created and performed by UK-based sex workers and friends of sex workers, the performance incorporated sound art, jazz, theatre and poetry and featured sex workers' stories from 18 countries across six continents.



Burlesque by Millie Dollar

reconference's closing performance by Millie Dollar, who danced burlesque in perfect rhythm to music she finds hard to hear. Liverpool's supreme burlesque tutor, Millie guides and mentors those who want to connect with their body and their own sexuality. With an infectious image of self-empowerment, Millie Dollar exploded the notion that making money from your body is degrading.



Maruni Dance by Blue Diamond Society

Maruni is an indigenous Nepali Dance of Western and Eastern Nepal. Traditionally, the dance is performed by men in female attire who dress up in colorful clothes, shining ornaments and nose rings. At reconference, this dance was performed by members of the Blue Diamond Society, an LGBT rights organisation based in Kathmandu.



RECONFERENCE: AT A GLANCE



“Honestly, the most diverse set of participants and topics I have ever seen, with out-of-the-box methodologies and lots of food for thought. I met so many interesting people and learned a ton.”

— Cynthia, reconference participant and donor with EMpower Foundation

Hookers Do It Standing Up, a performance by Lady Grew, Ireland



“Art is an expression and a point of view. Throughout the conference, I acquired many different cultural and personal experiences and opinions that shifted my point of view, my creativity and my expression while doing my art pieces. The new information and (stories of) struggle were shared in my community here in Lebanon so people would know we are not the only ones struggling, and shedding light on the importance of unity.”



— Elie, reconference participant and activist with the Arab Foundation for Equality

Feminist Trivia hosted by Solome Nakaweesi-Kimbugwe, Kenya



“The most amazing part of this all was getting to know and understand different organisations that are using sports to challenge social norms around mobility, visibility, bodies and sexualities while undermining notions of speed and strength. I learned a lot from the two organisations during the engendering sports session. A point to take home from the session also was on how as an organisation, we will work to ensure we include physically and mentally disabled girls in our program.”

— Florence, reconference participant and activist with Boxgirls Kenya

“I can easily say that it was one of the most challenging yet fulfilling experiences for all of us. It was amazing to be a part of such an intellectually stimulating meeting, to hear such a diversity of voices, and more importantly, to ensure, as interpreters, that every voice was heard and understood without the barrier of foreign tongues. The performances and exhibitions were amazing too. In fact, my team still talks wistfully of the wonderful experience it was!”

— Sharmila S. Bhushan, member of the Interpretation Team at reconference



Parai performance by the Samathai feminists, Sri Lanka



Performance by Monica Raye Simpson, USA



Shohini Ghosh in conversation with John Greyson



Jeeja Ghosh, disability rights activist, with Praneeta Kapur, AJWS



A documentation of violence against women workshop by Cynthia Rothschild, USA

*“You say that sex is all you see,
well then I think you see me in 2D
because the actual reality is a mosaic
blur – a tapestry.”*

— Anonymous sex worker and artist, recon-
ference participant



Performance by Edd Muir, UK



Performance by Reshma Valliappan, India



The reconference bag, Cornelieke Keizer, Netherlands



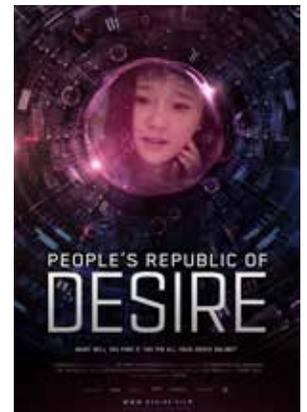
Rethinking the Donor/Activist Divide, a panel discussion



Book signing by Arundhati Roy



Performance by Katarzyna Żeglicka, Poland



Screening of *People's Republic of Desire* by Hao Wu, China-USA



BEHIND THE SCENES



“My body had never felt such rushes of adrenaline than it did in the two months leading to recon. The entire process day by day was like a blanket being woven and reaching the last stages of its production. This was only made possible with all of us at CREA working without looking at time and space but just working towards the final goal. I loved and will cherish those moments.”

— Sushma Luthra, Director of Logistics & Events Planning, CREA





Closing Bollywood dance performance by CREA staff

“My involvement in conceptualising a curated space on disability pushed me to my limits in reimagining our work on sexuality and disability through a creative lens. The fact that it was a shared journey with fellow feminist disability rights activists made it that much more special. It has been by far one of the most transformative learning experiences for me. I can no longer think about programs at CREA without including creative and interactive elements in how I implement those programs.”

— Rupsa Mallik, Director of Programs & Innovation, CREA



CREA staff with Arundhati Roy, Azadeh Akhlaghi, John Greyson and Shohini Ghosh.

“I have been with CREA for almost 14 years and I can say with confidence that CREA has done several big, interesting “projects”, but reconference is definitely CREA’s most outstanding and fantastic “project”. In fact, in my 24 years of working in the nonprofit sector, I haven’t seen anything that comes close to it – art, activism, content, form came together in a way that I have not seen before.”

— Sunita Kujur, Senior Director of Programs & Innovation, CREA

RECONFERENCE (10-12 APRIL 2019)

- 700+ participants from 63 countries
- 9 thematic tracks covered through diverse formats, methodologies and expressions. Tracks included: Abortion, Consent, Disability, Environmental Justice, Pleasure & Danger, Sex Work, Sexual and Gender Diversity, Sports, and Technology.
- 170 speakers, panellists and artists
- 180 organisations, 50+ self-led movements, 38 artists
- The reconference mobile app had live session updates and became a platform for the attendees to connect with each other during the conference. The app saw close to 532 mobile downloads and 401 posts to the app’s social feed.
- The reconference hashtag #recon2019 was trending and among the top hashtags on social media between 10-13 April 2019.
- From February 2019, the reconference website has had more than 6,500 visitors, 82% of which were unique, and almost 23,000 page views.



Poster for Medicus Mundi Gipuzkoa’s conference *¡Repensar, Reimaginar, Reiniciar! V Encuentros/International Encounters*, San Sebastián, November 2019

reconference in practice: rethinking, reimagining and rebooting ideas across the globe

“The debates and the methodology that were carried out in reconference were really useful when thinking and defining the V Encuentros. For me, reconference has been a real turning point.”

— Gemma Hierro, Medicus Mundi Gipuzkoa

In November 2019, one of CREA’s donors, Medicus Mundi Gipuzkoa (MMG), modelled their annual conference in San Sebastián, Spain, around the theme of “Rethink, Reimagine, Reboot”. The conference, *V Encuentros/International Encounters*, was organised with financial support from the Basque government and drew directly

from the themes and politics of reconference. Through MMG’s conference, several ideas from reconference found expression among new audiences and contexts. Of the more than 100 attendees, most were European academics and Basque government officials. The conference received significant media coverage, both regional and international.

Like reconference, all panel discussions at MMG’s conference sought to rethink politics and reboot resistances. MMG recreated the reconference breakout panel, “Abortion Rights Campaigns in Argentina, Ireland, Kenya and Poland”, comprising the same speakers, to highlight how legal reform can be reimagined as a powerful movement strategy. CREA’s Executive Director attended the conference as the inaugural speaker and presented on the theme of decriminalisation, choice and consent. Another CREA staff member also participated as a panellist on disability, sexuality and rights.



South Asia Young Women Leaders and Mentors at a learning exchange workshop, Nepal

REGIONAL

South Asia Young Women's Leadership and Mentorship Initiative

CREA launched the **South Asia Young Women's Leadership and Mentorship (SAYWLM)** initiative in 2017, in partnership with the Global Fund for Women, with a unique model of feminist mentoring to support a new generation of feminist leaders who are transforming their organisations and communities. The initiative is based on the recognition that training is just the first step on the journey of building feminist leadership, and that sustained mentoring is the bridge that enables young activists to apply that learning to create deeper change. Through the SAYWLM initiative, CREA has built vital knowledge about feminist mentoring that supports young women to become transformative feminist leaders.

The initiative involves 30 young women leaders (YWLs) working in 30 women's rights organisations in India, Bangladesh and Nepal. The YWLs are coupled with three mentors who support them both individually and collectively. In 2019, following an initial intensive training using CREA's Feminist Leadership Institute approach (see below), the YWLs identified a specific

gender-based injustice in the communities in which they work and launched a grassroots movement-building process to tackle it. Alongside this, they mentored and built the leadership capacity of another 10 young women in the community to sustain the movement and cascade knowledge and support beyond the project's timeframe.

In November 2019, the SAYWLM initiative's third mentors' workshop was held in Kathmandu to harvest the lessons from the past two-and-a-half years. As part of a cross-learning opportunity, the South Asian mentors were joined by mentors from Kenya who were engaged in a parallel program with the Global Fund for Women. The workshop enabled the mentors to reflect on feminist mentoring theory and practice. They analysed what worked, what was challenging and what needed to change, and mapped the growth and progress of their YWLs in terms of their leadership capacity and use of more feminist leadership practices in their personal, organisational and movement spaces. The workshop found clear evidence of: grassroots movements emerging in many locations; the vital link between mentoring and the growth of YWLs' leadership in their personal and organisational spaces'; and the major role of the partner organisations in enabling or hampering the growing leadership of the young women.

The feminist mentorship theory and practice developed through SAYWLM is unique, effective and, most importantly, has created a model that is the first of its kind and can be used

by others worldwide. Lessons learned about the theory and practice of feminist mentoring have been documented and will be shared in a forthcoming manual. CREA also invested in the creation of new knowledge resources for grassroots activists, aimed at enhancing their conceptual clarity and analysis skills.

As part of the program, CREA is developing resources specifically targeting young women grassroots activists. The activist toolkit *All About Power*, launched in 2019, unpacks the complex and intersectional nature of power and why it is critical to do so for genuine feminist social transformation. Another resource, currently being finalised, addresses the key questions of what a movement is, what makes a movement feminist and why movements matter.

A place to build solidarity and embody politics

The ten SAYWLM young women leaders (YWLs) of Nepal, entirely at their own initiative, organised a full-day gathering of the YWLs they had mobilised over the last two years — 115 participants in total. The YWLs wanted to create a space to relate the stories of their journeys with challenging patriarchal power and discriminatory social norms in their communities, analyse their learning, and build collective solidarity and power. The idea for the convening and the planning, fundraising and facilitation was done entirely by the YWLs. The convening was a powerful expression of their individual and collective growth as feminist leaders.



Participants of the Feminist Leadership, Movement Building and Rights Institute, South Asia

SOUTH ASIA YOUNG WOMEN'S LEADERSHIP AND MENTORSHIP INITIATIVE

- 330 individual and 35 group mentoring sessions conducted for 30 young women leaders in Bangladesh, India and Nepal
- Approximately 300 community-based YWLs received ongoing training, mentoring and support by 30 YWLs in Bangladesh, India and Nepal.
- 7 South Asian and 5 Kenyan mentors participated in a workshop in Kathmandu, Nepal, in November 2019 to assess progress and harvest learning for wider dissemination and to strengthen practice; 2 program staff from Akili Dada, Kenya, 4 program staff from CREA and 1 program director from the Global Fund for Women also participated.
- 115 community-based YWLs participated in a self-organised gathering to build learning, collective solidarity and power in Kathmandu, Nepal.

Feminist Leadership, Movement Building and Rights Institutes

CREA's **Feminist Leadership, Movement Building and Rights Institute (FLMBaRI)** is a residential program designed to strengthen feminist solidarity, leadership and advocacy, and to support participants to develop strategies for building collective power for social transformation. This year, CREA conducted three FLMBaRIs in two languages (English and Hindi), reaching 83 activists from 13 countries in South Asia, Southeast Asia and East Africa.

The Institutes engage feminists to build a substantive understanding of emerging majoritarian right-wing ideologies, shrinking space for civil society, new forms of economic injustices, and increased surveillance and censorship. The Institutes brought together participants working on a range of issues including gender-based violence (GBV), disability, LGBTI issues, sex worker rights, women's leadership, adolescent health, and sexual and reproductive health and rights.

By facilitating shifts in feminist leaders' knowledge and analysis and connecting key concepts with their activism, FLMBaRIs enhance program implementation, research, grantmaking, partnerships and movement building in the global South.



The Feminist Leadership, Movement Building and Rights Institute, East Africa

FEMINIST LEADERSHIP, MOVEMENT BUILDING AND RIGHTS INSTITUTES

- The 13th FLMBaRI South Asia was held from 4-11 August 2019 in Kathmandu, Nepal. 26 participants from Bangladesh, India, Nepal, Pakistan and Sri Lanka attended.
- The 6th FLMBaRI Hindi was held from 23-27 September 2019 in New Delhi. 30 participants from 10 Indian states attended.
- The 9th FLMBaRI East Africa was held from 11-19 October 2019 in Naivasha, Kenya. 27 participants from Botswana, Ethiopia, Kenya, Rwanda, South Africa, Sudan, Tanzania and Uganda attended, representing more than 20 movements/collectives.

“Before coming to CREA’s training, I used to think that power is only about patriarchy. I could not understand the different levels, the hierarchies. I always associated power and patriarchy with a man keeping women under his control. But when we talked about power on the first day of the Institute, I understood that power manifests in different ways ... we could be in situation of power or powerlessness. Then we spoke of power related to religion, caste, our area of work, a place. There is always an element of power.”
(translated from Hindi)

— A participant from FLMBaRI Hindi

“I was prepared for an intense training. Some of the ideas were mind-boggling and the days were very long. But in the end, I started to see the connections. I started to see the many-headed hydra of power systems when patriarchy united with capitalism, with the idea of kinship and citizenship, with labour and bodies, in our digital spaces, with land — you name it! This has changed me. I see things differently now and it will affect how I think and plan around our work.”

— A participant from FLMBaRI East Africa

“The analysis shared on nation/sexing the nation and gender was particularly useful. I now have a better understanding of why including LGBTQI people and women with disabilities are crucial in building movements in my work.”

— A participant from FLMBaRI South Asia



Solome Nakaweesi-Kimbugwe, faculty member, Feminist Leadership, Movement Building and Rights Institute, East Africa

Training of Trainers (ToTs)

In order to augment and provide other avenues for learning to complement **FLMbaRI East Africa**, CREA conducted two **Training of Trainers (ToTs) on Feminist Leadership**. The ToTs were designed to support both cross-movement work and deepen engagement with key marginalised constituencies. The curriculum was geared toward post-training advocacy focused on shifting norms or challenging formal policies or practices that regulate and police sexuality, gender and the rights of women, girls, trans and gender non-binary people in the region.

In August 2019, CREA organised a three-day cross-movement ToT in Uganda. The ToT focused on strengthening and nurturing movements that are conscious of the intersections of gender, sexuality, disability and rights within and among the core constituencies. At the same time, the training built collective action around strategies to address national laws and social norms in Africa that continue to perpetuate GBV and discriminatory gender policies.

In January 2020, CREA hosted a ToT to strengthen LBQ feminist organising in Uganda and build leadership capacities and agency on feminism, gender, sexuality, human rights and movement building.

TRAINING OF TRAINERS (TOTS) ON FEMINIST LEADERSHIP, EAST AFRICA

- 19 participants representing four movements/constituencies (LBQ women, trans people, sex workers and WWD) took part in a three-day ToT in Kampala, Uganda.
- 37 LBQ participants from across Uganda attended a three-day self-led ToT on LBQ feminist leadership conducted in Kampala, Uganda.



Learning and exchange visit of Burmese and Nepalese activists to India

“I have learnt that consent from program participants is essential instead of imposing interventions on them.”

– A participant from a ToT in Uganda

New Voices/New Leaders

CREA's **New Voices/New Leaders Program** builds the capacities of marginalised women, sex workers, LGBTQI people and women's rights organisations in Burma (including those on the Burma-Thailand border) and Nepal on feminist leadership and movement building, and integration of gender and sexuality in their work. Our main strategy has been to co-design capacity-building initiatives with partners and make knowledge resources available in local languages. The Program aims to address fragmentation of the women's movements in the two countries.

In November 2019, CREA hosted a learning and exchange visit in New Delhi for Burmese and Nepalese alumni activists from CREA's leadership and mentoring programs. The visit allowed for an exchange of ideas and experiences among participants and supplemented the learnings from previous trainings. Participants reported an enhanced ability to identify cross-linkages within feminist organising and mobilisation, alliance building among diverse constituencies, and emerging issues relevant to feminist movement building.

NEW VOICES/NEW LEADERS PROGRAM

- 23 participants from 19 organisations took part in the cross-learning visit.
- 13 essential knowledge resources were translated into local languages, including one in Burmese, which was published in a feminist magazine.





Young girls at the SELF Academy, Kenya

Sports Expressions Leadership and Freedom Academy, East Africa

CREA's **Sports Expressions Leadership and Freedom (SELF) Academy** uses sports, art, media and technology to equip a cohort of girls and young women leaders with information, skills and confidence in areas that are traditionally associated with boys and men. It has been designed for girls and young women from diverse socio-economic and religious backgrounds that restrict their access to opportunities. CREA began the SELF Academy in rural India in 2015 and expanded the program to East Africa in 2019.

The first SELF Academy in East Africa was held in Machakos, Kenya, from 24–27 April 2019. The design and curriculum were, in part, replicated from the SELF Academy in India. To identify participants, CREA worked with two partner organisations, Moving the GoalPosts (MTG) and Kenya Female Advisory Organisation (KEFEADO), both of which work with young girls through sports, building their capacities on sexuality, gender, feminist leadership and GBV.

Twenty-one girls and young women participated in the four-day Academy, which was designed to build the leadership skills of the girls and provide a space for them to learn, question and reflect. The curriculum provided a framework for the girls to relate their lives with their choices and challenge

stigma around sexuality and rights. Teaching methodologies included sports, lectures, films and arts.

In May 2019, as a follow-up to the SELF Academy, CREA conducted a **three-day ToT** to develop a rights framework around work with young girls and their broader ecosystem of parents, teachers, mentors and community members. The training was organised with partners KEFEADO and MTG and focused on providing participants with feminist ideas and principles for rights-affirming interventions. Twenty-five participants from four counties in the East and West of Kenya participated in the training.

“At a personal level the program has transformed me into a ‘fierce feminist’ engaging with the young feminist agenda at the national and within institutions of higher learning. This growth has enabled KEFEADO to engage with nascent movements critical for the grassroots intersectional feminist organising required within the Western Kenya Region. The work done during this program included creating space and positions of influence within Siaya and Kisumu counties, thus ensuring that young women’s voices are included in development of youth policy, housing policy and gender policy.”

— Shyleen Momanyi of KEFEADO, a SELF partner organisation in Kenya



Young girls at the SELF Academy, India

COUNTRY-LEVEL

Sports Expressions Leadership and Freedom Academy, India

CREA's 2019 **SELF Academy in Uttar Pradesh** involved 42 girls. The theme was rethink, reimagine and reboot — celebrating stories of change led and initiated by young women in their communities against violence, stigma and discrimination. The Academy created a space for the girls to share their lived realities and experiences and reimagine resistance through various creative forms of expression, including the creation of comics about how social norms and roles restrict them from freely expressing their desires.

CREA sought to maintain the momentum of change initiated by girls by encouraging them to take a leadership role in organising and conducting events as a part of the 16 Days of Activism against Gender-Based Violence, an annual international campaign that begins on 25 November, the International Day for the Elimination of Violence against Women, and runs through 10 December, Human Rights Day.

Because the girls' mobility has always been controlled, they had never before taken the lead in a public event. The young leaders engaged in a process of critical thinking, reflection and planning action/initiatives. All partner organisations created public events/campaigns that were led by young women from

SELF — an important marker of their increased confidence and better negotiation skills.

SELF ACADEMY, EAST AFRICA AND INDIA

- 42 girls and young women graduated from the fifth SELF Academy in Uttar Pradesh, India.
- 21 girls and young women graduated from the first SELF Academy in Machakos, Kenya.
- 35 comics were developed by SELF participants on issues of sexual violence, right to choice, decision-making, right to play, aspiration and dreams.
- Over 35 SELF participants led activities during the 16 Days of Activism against Gender-Based Violence.

“The first and most important thing is that girls must have information about their rights. If they know that football is also for girls, they will ask for it or demand to play. If they think that it is not for girls, as has been the norm and as they have been told constantly by everyone, they will start believing this and will not be able to question it. I got the chance to know. I play football and want every girl in my area to know this and learn if they want to.”

— SELF Academy participant from Uttar Pradesh, India



A sports training session with young girls at the SELF Academy, India

“I am able to think clearly and openly about myself, my likes and dislikes, without the fear of it being considered wrong. I feel that all girls should be able to think about their lives and aspirations. They should have the freedom to decide if they want to live alone. My older siblings did not have access to information like I do. I want to share everything I have learned here with my friends and those who are younger than me. For example, I want to tell them that a girl can be in love with a girl. They might think I am crazy at first, but I will try my best to explain.”

— SELF Academy participant from Uttar Pradesh, India



Comics produced by participants at the SELF Academy, India



A learning session at the SELF Academy, Kenya



Panchayat leaders visiting a local women's group, India

Meri Panchayat Meri Shakti and Ibtida

CREA is working to strengthen women's leadership at the grassroots level in the Indian states of Uttar Pradesh, Jharkhand and Bihar through the **Meri Panchayat Meri Shakti** (MPMS; My Governance My Power) program, which focuses on elected women representatives (EWRs), and by supporting a network of 30 grassroots women-led organisations known as **Ibtida** ("the beginning" in Urdu). The two programs reinforce each other to strengthen local women's advocacy to effectively address the rights of women and girls.

In collaboration with 11 partner organisations in the three states, CREA works to strengthen feminist leadership and decision-making skills of EWRs. A third of all seats in India's village governance systems (Panchayat) are required by law to be occupied by women. This system offers a great opportunity to raise women's voices in local governments, but in practice many EWRs are silenced. CREA supports EWRs to function effectively and autonomously in their positions in the local government and build their confidence. Together with Ibtida organisations (see below), CREA supports EWRs to advocate

within their local councils to effectively address the rights of women and girls.

In 2019, CREA worked with over 3,300 EWRs across the three states. In addition, we worked with members of the State Institute for Rural Development, Jharkhand (SIRD), which supports capacity building of elected representatives. CREA worked with the SIRD to influence the integration of issues around gender and rights of women and girls in their training curriculum for Panchayati Raj (local government) institutions. In collaboration with UNICEF, we worked with master trainers and organisations to develop a module on early and forced marriage and early pregnancy organised by the Central Training Institute. The module will be used to conduct trainings with local elected representatives under a state and central government program to strengthen local government institutions for achieving Sustainable Development Goals (SDGs).

CREA also worked with Gram Vaani, a social tech company, to launch **Badhte Kadam Panchayat Ki Ore**, "Moving Towards Self-Governance". Aimed at women and girls represented by the EWRs, the campaign revolved around a voice-activated information line reached through a mobile phone that provides callers with information on sexual and reproductive



Capacity building session on violence against women with elected women representatives, India

health and rights, gender-based violence, and feminist leadership. The EWRs facilitated listening groups for women and girls and their communities to come together and consider if specific issues should be taken up in the village councils.

Alongside our work with EWRs, CREA partners with a network of thirty women-led, community-based organisations, known as **Ibtida**. CREA supports the strengthening of the groups' grassroots feminist leadership and their efforts to make public and community spaces accessible for all women and girls. In 2019, participants from Ibtida organisations joined CREA's Hindi-language trainings and were provided with tailored capacity-building support to enhance reporting and documentation skills.

A three-day residential basic training on gender, sexuality, and sexual and reproductive health was conducted in July with 30 participants from 15 new Ibtida member organisations from Uttar Pradesh and Bihar. Following the training, several groups developed and conducted their own training modules. Ibtida network members also participated in the 16 Days of Activism against GBV, focusing on meetings and conversations with stakeholders, including EWRs, health service providers and community leaders on the impact of restrictive, punitive laws

and policies on young people, which have been implemented in the name of protection, harassment and discrimination.

**MERI PANCHAYAT MERI SHAKTI
(MY GOVERNMENT, MY POWER) PROGRAM**

- 3,363 EWRs engaged in the Meri Panchayat Meri Shakti program.
- 102 community sessions, 64 interface meeting with 840 adolescents, 16 interfaces with women collective and 54 Mahila Sabhas (women's meetings) conducted in MPMS program communities.
- 180 EWRs in Jharkhand participated in capacity building to increase understanding of Panchayati Raj institutions and the Indian Constitution.
- 43 Badhte Kadam Panchayat Ki Ore (Moving Towards Self-Governance) information episodes available.
- Total calls on information line: 29,680 from Jharkhand, 1,187 from Uttar Pradesh and 1,902 from Bihar.

Holding up half the sky: Elected women representatives in Bihar

In Manganpur, Vaishali District, Bihar, elected women representatives (EWRs) have been trying to change age-old norms that limit women's participation in public functions and occasions. Despite having served as an EWR for five years, Usha Devi had never participated in the traditional flag raising, part of the large public event held on Republic Day of India (26 January) in her ward.

Encouraged by her EWR collective, part of the Meri Panchayat Meri Shakti program, Usha Devi and other two ward members gathered at one of the villages and invited all the adolescent girls and women from their collective to conduct the symbolic ceremony — a first in Manganpur. The moment so moved Usha Devi that she began to cry, explaining, “My husband always took part in flag hoisting instead of me. He never allowed me to take part. This is a great experience for me, and I thank the Meri Panchayat Meri Shakti program for believing in me.”

IBTIDA MEMBERS, JHARKHAND, INDIA

- Attended CREA training to build capacity for external and internal documentation.
- Participated and conducted 16 Days of Activism against Gender-Based Violence campaign.
- Reached 16,800 individuals (women and girls) directly in the community through campaigns and meetings.

IBTIDA MEMBERS, UTTAR PRADESH AND BIHAR, INDIA

- Attended orientation and planning meeting held in July in New Delhi to design their year-long capacity-building program.
- Attended basic training on gender and sexuality held in July, in New Delhi.
- Attended training on women and law held in November in Lucknow.
- Reached 2,400 women and girls through meetings in their communities.



Community meeting between elected women representatives and a women's collective, India



reOPENreTUNEREGAIN
reLISTENreMAPreTRY
reCONFIGURERESHAPE
reTRANSMITreDEBATE
reSIFTreDISTRIBUTE
reINITIATEREASSERT
reILLUMINATERELINK

“Women’s bodies are the battleground for competing political and ideological forces, and sexuality is really at the frontier of women’s rights. It’s a huge area through which control is wielded over our lives. It’s about all of us, every woman – how I see, who I see, whether I marry, how I spend my money. Can I be who I really am? Can I make choices? Do these choices mean that I face discrimination, stigma, inequality, violence?”

– Geetanjali Misra, Executive Director, CREA

“Many women don’t have information about their bodies, especially about their reproductive rights. They blame themselves for not having a son. There are misconceptions around it. Women are blamed and denied rights. I want to share my knowledge with other women and girls. I want them to know about our rights as women. I want them to stand up for themselves.”

– A young participant from CREA’s It’s My Body program

Advance Sexual and Reproductive Health and Rights

KEY RESULTS

2	1302	44	85	1345	184046	53
INSTITUTES	SESSIONS/ TRAININGS/ TOTS	CAMPAIGNS AND EVENTS	KNOWLEDGE RESOURCES PRODUCED	INDIVIDUALS TRAINED	INDIVIDUALS REACHED	ORGANISATIONS REACHED/ TRAINED

CREA builds knowledge and understanding of all women, girls, trans, intersex and gender non-binary people about sexual and reproductive health and rights (SRHR), and strengthens the work of community-based organisations and women's rights activists to advance SRHR in a rights-affirming way. We aim to shift the mainstream rights discourse and build new frameworks around SRHR so that all women, girls, trans, intersex and gender non-binary people can exercise autonomy, consent and control over their bodies and lives.

Rethinking, reimagining and changing norms, laws, policies, and practices at the local, national and global levels is a complex, long-term undertaking, which requires development of a common language, in addition to advocacy at all levels. This is why a large part of CREA's work focuses on deepening activists' and practitioners' conceptual understanding on gender, sexuality, health, and rights and their intersections. We focus in particular on those at the bottom of the power hierarchy, who are most acutely affected by unjust power systems. Specifically, our work contributes to:

- Increased information and knowledge of women, girls, trans, intersex and gender non-binary people, and practitioners on issues related to sexuality, gender, rights and SRHR, including safe abortion.
- Deepened understanding of gender, sexuality and rights and how they intersect among activists, practitioners and organisations in the global South.

- Effective advocacy at the national, regional and global levels on issues related to sexuality, gender and human rights.

GLOBAL

#AbortTheStigma

As part of a weeklong campaign, **#AbortTheStigma**, CREA challenged audiences to reimagine feminist engagement on abortion through a more critical analysis of the limitations in the way universal human rights standards are applied. The fourth annual #AbortTheStigma campaign sought to dispel myths and misconceptions about abortion, and encouraged people to rethink legal reform on abortion through the lens of movement and alliance building, and reproductive justice for all.

For the first time ever the #AbortTheStigma campaign created content for a global audience, reaching over 60,000 people around the world. Timed around International Safe Abortion Day (28 September), the campaign retold the story of four influential campaigns to decriminalise abortion that took place in Argentina, Ireland, Kenya and Poland. The campaign featured original video content from a panel at CREA's reconference with key activists involved in these campaigns. A 10-module toolkit in English and Hindi reinforced the #AbortTheStigma campaign and serves as a resource for organisations and individuals.



#AbortTheStigma campaign flyer



#AbortTheStigma resource material

#ABORTTHESTIGMA CAMPAIGN

Twitter:

- Total impressions: 45,415
- Total engagements: 817
- Total likes: 232
- Total retweets of campaign material: 144

Facebook:

- Total impressions: 5,660
- Total engagements: 385

Instagram:

- Total impressions: 13,311
- Total individual accounts that engaged with/saw the posts: 8,000

Focus on the United Nations: Sexual Rights Initiative

CREA is a member of the **Sexual Rights Initiative (SRI)**, a coalition of national and regional organisations that work together to advance human rights related to sexuality at the United Nations. The SRI aims to advance sexual rights as a particular set of rights and as a cross-cutting issue within international law, specifically in the work of the Human Rights Council, the Universal Periodic Review, the Special Procedures and the Treaty Monitoring Bodies. The SRI is one of the only coalitions working at the UN to ensure input from a feminist, intersectional and global South-based perspective.

In 2019, CREA and SRI partners were active during the 41st and 42nd sessions of the Human Rights Council (June and September, respectively). SRI gave input, including oral statements, on a total of 13 resolutions and closely followed four in particular: (1) elimination of discrimination against women



Sexual Rights Initiative partners' retreat, Poland

and girls; (2) preventing and responding to violence against women and girls in the world of work; (3) the consequences of child, early and forced marriage; and (4) the question of the death penalty.

CREA worked with the other members of SRI to introduce human rights language into each of these resolutions. We especially focused on ensuring that language changes in the resolutions included the voices of women with disabilities (WWD), LGBTI and gender non-binary people, and did not have negative impacts on sex workers.

At the 41st Session, CREA and SRI partners, as well as 300 other civil society organisations, made a joint statement urging member states to respect, protect and fulfil the sexual and reproductive health and rights of adolescents and youth. The SRI also hosted a side event on intersectionality as politics and practice. The side event explored how intersectionality theory and practice has been used by state and non-state actors within human rights spaces of the UN. A joint statement at the 42nd Session celebrated International Safe Abortion Day and focused on the need for reproductive justice and abortion.

SEXUAL RIGHTS INITIATIVE

The SRI monitored and gave input on 13 resolutions and delivered 12 oral statements during the 41st and 42nd sessions of the Human Rights Council.

Gender-Transformative Approaches to Ending Child, Early and Forced Marriage and Unions

CREA is recognised globally as an expert in integrating a feminist, sexuality and movement-building lens into sexual and reproductive health and rights work. For this reason, we were invited to contribute to two global strategic partnerships – the **Child, Early and Forced Marriage and Sexuality Programs Working Group** (CEFMSPPWG) and MenEngage Alliance's **SRHR for All** project – as a technical and capacity-building expert.

CEFMSPPWG consists of 12 global and national organisations, while MenEngage Alliance is an international network of 700 civil society organisations and activists who implement, research and advocate for gender transformative approaches to engage men and boys in advancing women's rights and gender justice for all.

CREA helped develop the CEFMSPPWG report, *Tackling The Taboo: Sexuality and Gender-Transformative Programmes to End Child, Early and Forced Marriage and Unions*. The report presents findings from a review of 23 organisations that work at the intersection of child marriage and sexuality, and includes three case studies that feature the work of grassroots organisations working in politically and culturally conservative contexts.

The report is intended to be a learning tool for practitioners, a guide for future research opportunities, a call to action for funders, and an advocacy tool for engaging in dialogue with policymakers and leaders. It was launched during the Women Deliver Conference in Vancouver, Canada, in June 2019. CREA played a vital role in presenting the results and analysis. Following the launch, two webinars were conducted.

In January 2020, CEFMSPWG and the Kendeda Fund convened a day-long donor dialogue in New York City to unpack the learning and recommendations from *Tackling The Taboo* and other resources, share perspectives on the challenges and needs for integrating a gender-transformative approach in adolescent-girl-related grant-making, and jointly develop concrete recommendations and next steps.

TACKLING THE TABOO: GENDER-TRANSFORMATIVE APPROACHES TO ENDING CHILD, EARLY AND FORCED MARRIAGE AND UNIONS

- Tackling The Taboo: Sexuality and Gender-Transformative Programmes to End Child, Early and Forced Marriage and Unions disseminated to over 5,000 individuals and organisations.
- 32 organisations, including 20 donors, attended the Tackling The Taboo dialogue in New York City.

COUNTRY-LEVEL

Creating Champions to Improve Access to Safe Abortion

In India, access to safe abortion remains a serious concern. **Creating Champions to Improve Access to Safe Abortion** is a national-level capacity-building, advocacy and public education program jointly implemented by CREA and CommonHealth. The program fosters public discourse and advocacy with policy and lawmakers to create a more enabling and rights-based ecosystem and ensure access to safe abortion. The program also prioritises the creation of original and local language knowledge resources.

In December, CREA and CommonHealth participated in the first of a series of key stakeholder meetings on decriminalisation of abortion in India. Thirty activists from across the country participated. CREA also mobilised in response to efforts by the Indian government to establish medical boards that

would be responsible for reviewing petitions for an abortion after the 20-week legal limit. Working with the Human Rights Law Network, CREA filed an intervention to the Supreme Court arguing against third-party authorisation of abortions as a violation of international human rights standards and rights guaranteed by the Indian Constitution.

Although the case is still under consideration, the government moved quickly forward: it included establishment of the medical boards in the Medical Termination of Pregnancy (Amendment) Bill, 2020, which passed the lower house on 17 March 2020. Along with a broad-based coalition of SRHR and women’s rights organisations, CREA acted swiftly to intervene with the upper house on the proposed amendment. CREA and coalition partners called on the upper house to grant unconditional access to abortion in the first 12 weeks of pregnancy, reject establishment of medical boards, and ensure that the legislation applies not only to “women” but to all people who need an abortion. The bill is now on hold due to suspension of Parliament on 23 March as part of the nationwide COVID-19 lockdown.



Knowledge resources on access to safe abortion



Know Your Village, Know Your Resources: a social mapping activity, India

It's My Body

CREA's **It's My Body** (IMB) program aims to advance sexual and reproductive health and rights, leadership and life skills of girls through sports. The program brings girls together in collectives at the village level. It facilitates conversations and provides trainings, through sports, on various aspects of SRHR, gender, sexuality, bodily autonomy, gender-based discrimination and violence, and access to public spaces. The program affirms and promotes girls' rights to make informed decisions about their bodies, health and lives. CREA co-implements the IMB program with five community-based partner organisations in Jharkhand, Uttar Pradesh and Bihar. All five partners work with girls and young women who are most marginalised by society (i.e. members of designated Scheduled Tribes, Other Backward Classes, Scheduled Castes and Minorities).

The third phase of the IMB program began in 2019-2020 and took in learnings from previous iterations. CREA increased the program duration from 10 months to 18 months in order to integrate a new leadership and advocacy module into the curriculum. The goal is to expose more girls to basic leadership-building skills and enhance sustainability of the program. The revised program allows for prolonged engagement with girls and reaches more young women ages 17-19, a new target cohort.

The extended duration has also allowed CREA to intensify strengthening of the collectives of girls and women in the community. To this end, CREA created an interface between the women from the Meri Panchayat Meri Shakti program (see page 45) and girls from the IMB program. The result has been more girls with an increased knowledge and information on SRHR, gender and bodily autonomy using their new self-confidence to approach EWRs and other community members to demand rights related to their sexual and reproductive health, and access to public spaces.

In 2019, CREA built a cadre of 85 new young leaders and advocates for SRHR who have already begun to take forward an agenda of girls' rights, especially related to access to free health services. They have mobilised more girls to join the program while themselves remaining engaged as coaches. The girls themselves took the lead during public events, meetings and events organised by partner organisations. In one key example, the girls' self-led collective successfully advocated with local health services to open a long-promised adolescent reproductive and sexual health clinic.

CREA also co-organised a ToT with five IMB partner organisations. The ToT oriented participants on the revised model of IMB program; built participants' understanding of gender, sexuality, SRHR; and strengthened their facilitation skills and

capacities to work with girls on these issues through football. The training was part of an ongoing process of capacity building of partner organisations. Given the current anti-Muslim political context in India, the ToTs gave special attention to challenging myths and stereotypes about the Muslim community and working toward improved cultural literacy.

IT'S MY BODY PROGRAM

- 1,185 girls (ages 12-16) enrolled in IMB program.
- 27 participants from 5 partner organisations participated in 2 5-day residential ToTs (July and October 2019).
- Draft leadership and advocacy module developed for working with girls ages 17-19.
- Baseline survey conducted with 2,412 girls (ages 12-19) in two states.
- 13 field visits by CREA.

“From October to December, we made many visits to the hospital and tried to understand how can we ask for the adolescent reproductive and sexual health clinic to start and be functional. We finally submitted the letter to the senior doctor and the block development officer. The clinic is now open, though there are very few people who go to the clinic, as people think only young married couples go there for ‘those type of talks’ [related to SRHR] and there is a lot of taboo attached to these issues. Anyhow, it was important we have the clinic in the

first place as it is our right. We need to keep working so that all young people are aware and use the services they have.”

— A girls’ collective of the IMB program

“After becoming part of the program, I have gained 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 other girls and teach them and to attend meetings and events organised by 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. They give me more value than my brother. People of my community know me; I have an identity of my own in my community.”

— A participant from the IMB program

“When they came, the girls had to play football. They wouldn’t touch the football. The ball would roll towards them and they would get aside, almost like the ball is an explosive. They would always have a dupatta [scarf] covering their breasts, wouldn’t run freely. After four months of the sessions and playing, now, look at them. They tie their dupatta firmly around their waists now. To play without any problems is their aim now. It is improving.”

— A trainer from the IMB program



Kahi Ankahi Baatein (Speaking the Unsaid)

Kahi Ankahi Baatein (KAB; “Speaking the Unsaid”) is a unique mobile phone-based information line providing facts on SRHR and GBV in Hindi. Launched in 2014, the infoline is a collaboration between CREA; Talking About Reproductive and Sexual Health Issues (TARSHI); Maraa, a media and arts collective; Gram Vaani, a social tech company; and four community radio stations. It is available 24 hours a day.

This past year, twenty new episodes which focused on the theme of sexuality and pleasure were created, and new weekly content was produced for the question-and-answer channel. A new channel was launched that addresses FAQs about contraception and conception, first-time sex, STIs and HIV/AIDS, menstruation, male sexual health and sexuality, relationships and sex, and virginity.

Where technology meets grassroots mobilisation

Community radio station Waqt-Ki-Awaaz (WKA), based in a rural district in Uttar Pradesh, is one of the infoline’s content partners. CREA has invested in knowledge building of the radio station on issues of GBV and SRHR, which has translated into more rights-based radio programming that advocates for change through community participation and media engagement. In 2019, WKA produced a series on sexual harassment and marital rape. The radio journalists reported feeling more confident in advocating against GBV and in talking about choice and consent in relationships since they started producing content for the infoline.

PUBLIC RESPONSE TO KAHI ANKAHI BAATEIN

APRIL 2019 – MARCH 2020

TOTAL NUMBER OF CALLS:

115895
CALLS

TOTAL NUMBER OF CALLERS:

6760
UNIQUE PHONE NUMBERS

AVERAGE NUMBER OF CALLS PER USER:

17
CALLS PER USER

AVERAGE CALL DURATION:

9
MINUTES

Sexuality, Gender and Rights Institutes

CREA’s **Sexuality, Gender, and Rights Institutes** (SGRIs) employ creative teaching and learning methodologies to inspire participants to question their assumptions and attitudes and suspend judgment. The goal is to help participants better understand issues of sexuality, gender, and sexual and reproductive health, and apply their understanding in the work they do.

In 2019, CREA co-organised with partners Loom and Women for Human Rights the third SGRI in Nepali in Dhulikhel, Nepal, from 31 July to 4 August. In the past CREA has played the lead in conducting the training. But this year CREA’s role was limited to providing technical support. Loom and Women for Human Rights were ready to take up the role as core trainers, using resources that had been translated into Nepali. This gradual scaling-down of CREA’s engagement helps ensure sustainability of the knowledge in the local context.

Another SGRI in Hindi was held in New Delhi India, in December 2019. Organised as a six-day residential course, the Institute equipped participants with the skills to analyse their own work using a sexuality and gender lens. The Institute examined the links between sexuality, rights, gender and health, and their interface with socio-cultural and legal issues. For most participants, the Institute was the first time they explored issues related to sex workers’ rights and disability and sexuality, topics which are considered taboo in India.



The Sexuality, Gender and Rights Institute, Nepal

The Institute coincided with country-wide protests against India's 2019 Citizen's Amendment Act and the National Register of Citizens. CREA worked quickly to ensure that these issues were integrated into the Institute's discussions. Other curriculum updates included new sessions on the Transgender Persons (Protection of Rights) Act, 2019, criminalisation, and young people's sexuality and consent.

SEXUALITY, GENDER AND RIGHTS INSTITUTES

- 20 participants attended the Sexuality, Gender and Rights Institute in Dhulikhel, Nepal.
- 28 participants from 8 Hindi-speaking states participated in the Sexuality, Gender and Rights Institute in New Delhi.

“In the past, I have taken part in several trainings, mostly about gender and sex. This is the first training on sexuality where I've had the opportunity to learn about the subject matter in detail.... Before, I did not have an idea about sexuality in its complete sense, with its interconnectedness and spectrums. As the head of the gender unit in the Armed Police Force (APF), I am actively involved in creating an institution with a gender-friendly environment. With the support of my staff members, my major duty in the institution is to address and

manage gender-based violence cases within the institution, including the cases caused by the APF staff. I also work in transforming working culture to promote participation and retention of women APF staff. From this perspective, this training on sexuality has been an eye-opener in many ways, both at personal as well as institutional level.

— Head of the gender unit in the Armed Police Force, a participant from the SGRI Hindi

“At a personal level, I have become sensitive in every word I use. I used to be sensitive on many issues but now I am also aware that a simple word I use randomly in my daily life can be powerful enough to hurt someone. As a mother, I am now determined not to limit and restrict my kid from exploring their inner self. I will let them be what they really want to be.... At an institutional level, I can see that it is now essential to update and modify our training packages from the sexuality lens ... because sexuality needs to be linked with every topic we deal with. From sexuality's implications on legal tools to how sexuality is being portrayed and used in technology such as social media, all sessions in the training seemed relevant.”

— A participant from the SGRI Nepal

“Feminist movements have spent years composing sophisticated language and narratives around violence. Why haven't we developed a language around pleasure? Is it because pleasure is subjective and 'can't be counted', but one can count the number of people who face violence? Is it because traditional human rights approaches are fixed on quantification? Can we imagine a sustainable response to violence without first speaking a language of affirmation?”

– Geetanjali Misra, Executive Director, CREA

“Pleasure is political. Unless we create societies where we can talk openly about pleasure, we are not going to end violence.”

– Subha Wijesiriwardena, Program Manager, CREA



reevaluate reinvite
resurface recombine
requestion recreate
retry reincorporate
relook rewind reread
recount retranslate
remix participate

Address Gender-Based Violence and Enhance Well-Being

KEY RESULTS

49	2	191529	32
CAMPAIGNS AND EVENTS	KNOWLEDGE RESOURCES PRODUCED	INDIVIDUALS REACHED	ORGANISATIONS REACHED/ TRAINED

CREA works to highlight and address the impact of stigma, discrimination and violence faced by women, girls, trans, intersex and gender non-binary people perpetuated through social norms and punitive laws, policies and practices. Women and marginalised groups have long experienced greater violence and fewer protections, but as the power of anti-rights forces grows worldwide, these injustices are intensifying.

Traditional understandings of GBV and conventional protectionist approaches, which focus on criminalisation, often work to exclude women at the margins. Anti-gender and criminalisation narratives are employed to keep them at the bottom of the power hierarchy. To counteract this, CREA contributes to:

- Increased leadership, awareness and capacity of women, and emerging young girl leaders at all levels, especially at the grassroots level, to combat violence, change harmful social norms and advocate for their rights in an inclusive manner.
- Increased networking and sharing of knowledge and experiences among activists, organisations and social movements working on issues of peace and security, violence against women and political participation of women with each other.
- Strengthened South-South Alliance for raising awareness and strengthening advocacy for all women's human rights, especially reducing violence against all women, irrespective of ethnicity, culture or religion.

GLOBAL

More Harm Than Good: Challenging Criminalisation

A plenary session at reconference, **“More Harm Than Good”**, set the stage for CREA's work in 2019-2020 to challenge criminalisation of gender, identity, sexuality and reproduction. A key focus was on elaborating the importance of understanding restrictions on young people's sexuality through a criminalisation lens, particularly stressing how laws that purport to protect in fact cause harm. For instance, laws that prohibit comprehensive sexuality education negate young people's possibilities to determine their own gender and sexual identity. They also criminalise young people for having sex and set young peoples' interests against that of their parents, teachers and service providers.

CREA carried these conversations to other important spaces. At the **2019 Women Deliver Conference**, CREA teamed up with the International Women's Health Coalition and Outright Action International to organise a panel on criminalisation and bodily autonomy. The panellists highlighted decriminalisation strategies they have used in their work and how criminalisation has impacted their lives and livelihood and restricted their advocacy efforts. The panellists also addressed how decriminalisation efforts have led to alliance-building



CREA staff and partners at a #FlawsInLaws campaign planning meeting, Nepal, September 2019

between movements that have historically not worked together. The panel had 150 attendees.

A similar conversation, organised by CREA with RESURJ, Accountability International, Amnesty International and the Global Health Justice Partnership at Yale University's Schools of Public Health and Law, was held on 18 March 2020. The conversation, titled **“Challenging Criminalisation: Exploring Feminist Faultlines”**, provided an opportunity to build cross-movement understanding and collaborative strategies to challenge criminalisation. It was reconfigured to take place online due to the postponement of the 64th UN Commission on the Status of Women (CSW64).

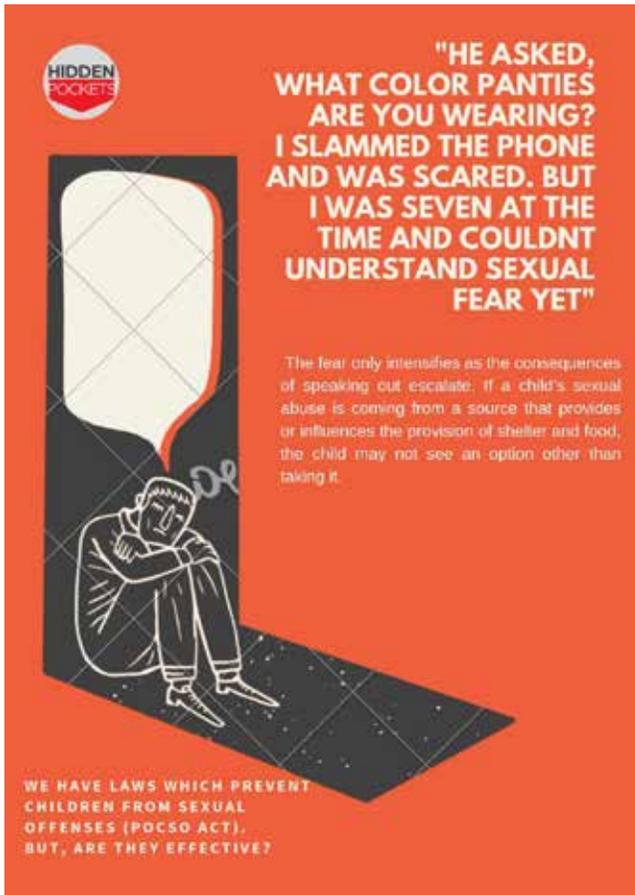
Twenty organisations participated in the discussion. Participants included those working on gender equality, SRHR, sexual and gender diversity, sex workers' rights, rights related to HIV, and rights related to drug use. The conversation was used to explore collective and collaborative efforts to engage across movements, identify key strategy spaces to engage to raise questions, look at alternatives and engage new allies. A series of follow-up conversations is now being planned.

REGIONAL AND COUNTRY-LEVEL

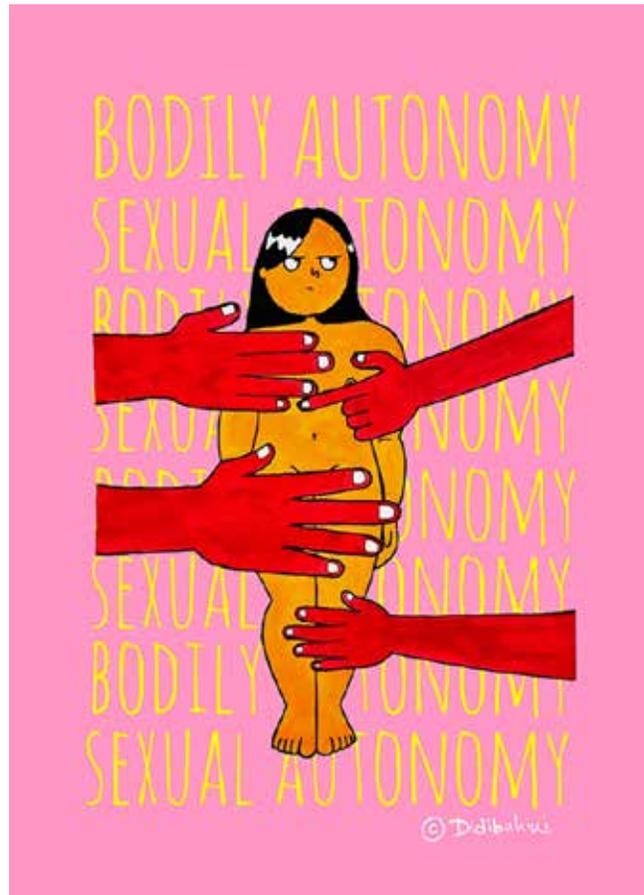
#FlawsInLaws: Rethink my freedoms, Reimagine my rights, Realize my future

In October, CREA ran a monthlong campaign which focused on challenging the criminalisation of young people's sexuality. The campaign, #FlawsInLaws, was launched in collaboration with campaign partners in Latin America and the Caribbean, Africa and South Asia. It took aim at the package of laws, policies and regulations that present barriers to young peoples' access to SRHR information, services and advocacy. The campaign also raised questions about the turn toward criminalisation in the name of protection by human rights and feminist movements, with the objective of sparking conversations with social movement allies.

While the #FlawsInLaws campaign was global in scope and launched with partners across different regions, CREA focused on driving the campaign in South Asia and Southeast Asia. The process of building the #FlawsInLaws campaign took place over several months. CREA first developed the concept in collaboration with Accountability International and RESURJ



#FlawsInLaws campaign material



#FlawsInLaws campaign material

— who launched the campaign in Africa and Latin America and the Caribbean, respectively — so that campaigns in different regions would echo each other.

All partners used images, infographics, research studies, data, stories and lived experiences in a variety of media to show how criminalisation restricts rather than enhances consensual sexual conduct, bodily autonomy and identity. They organised public events and gatherings and created new material or used existing content based on the specific focus of their work and the political context in their countries.

Some of the groups merged art and activism and reached out to young queer artists to showcase the challenges young people face in accessing comprehensive sexuality education and advancing bodily autonomy. In India and Sri Lanka, where references to adolescents' sexuality are a criminal offence, partners focused on presenting facts and figures, clarifications on existing laws and policies, and experiences and stories of young people accessing services and showcasing activist art-work that explored young people's bodily autonomy.

For many of CREA's implementing partners in South Asia and Southeast Asia, the campaign presented a new way to think

about their advocacy for young people's rights, especially related to sexuality, and challenged them to question their own assumption about "protective" laws.



#FlawsInLaws campaign material

#FLAWSINLAWS CAMPAIGN

Twitter:

- Total impressions: 88,360
- Total engagement: 2,381
- Total media engagement: 1,382

Tweetchat titled “Does Your Protection Protect Me?”

- Total impressions: 46,776
- Total engagements: 821
- Total media engagement: 515

Instagram:

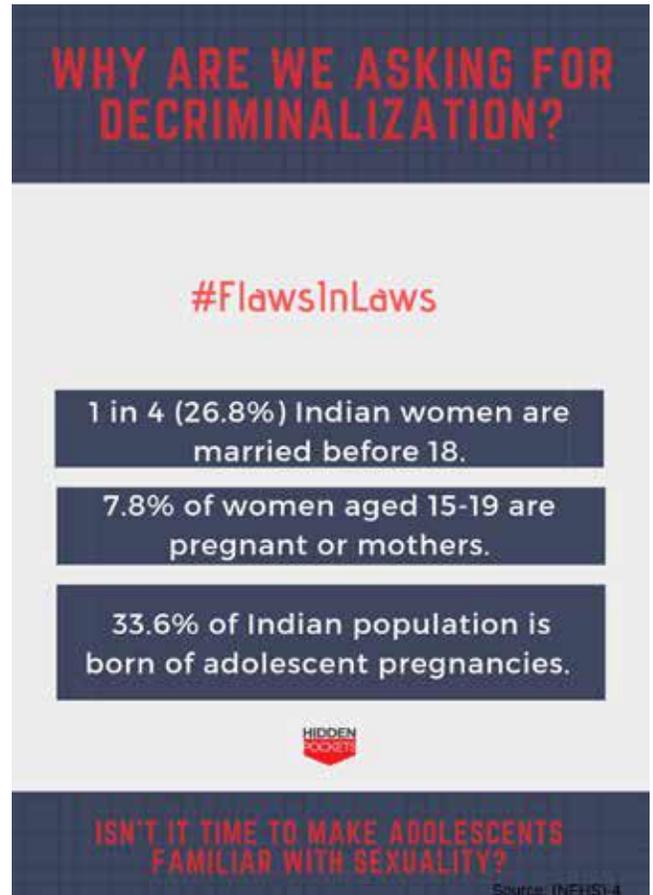
- Total CREA posts: 35
- Total impressions: 28,535
- Total reach: 19,701

Facebook:

- Total reach: 24,783
- Total engagement: 1,545

Webinar:

- 437 views on CREA’s social media channels and 50 views on CREA’s YouTube channel.



#FlawsInLaws campaign material

16 Days of Activism against Gender-Based Violence

During the 16 Days of Activism against Gender-Based Violence (November-December 2019), CREA integrated the digital #FlawsInLaws campaign with its existing programs in East Africa as well as in India. Along with 23 partners, CREA took #FlawsInLaws directly to disability rights organisations, sex worker’s rights groups and LBQ collectives in Kenya and Uganda, and young women and girls and other community stakeholders within communities in rural, semi-urban and urban areas of India.

CREA focused on expanding conversations about consent, diversity, freedom of expression, pleasure and rights. The aim was to raise awareness and build understandings on laws, policies and programs that criminalise and penalise young people because of their sexuality. Campaign events were covered widely by local media in Kenya, Uganda and India as many local community stakeholders, government officials, civil society members, activists, artists, and journalists participated in public events and activities.

16 DAYS OF ACTIVISM IN KENYA AND UGANDA

In Kenya and Uganda, CREA collaborated with its partners, allies and networks of disability rights organizations, sex worker rights groups, LBQ groups, artists and other activists to hold public events using arts, media and performances. These events brought artists and activists together to challenge discriminatory attitudes and practices that make public spaces unsafe and inaccessible for all people.

This included a performance by a group of trans dancers in Mombasa, Kenya, who performed the Chakacha dance, which has historically been performed only by women. The performance aimed to claim space in the field of art and challenge the discriminatory attitudes and beliefs that prevent all people (particularly trans women and LBQ communities) from accessing public places and getting equal opportunities. The dance was followed by a conversation on consent, accessibility to public spaces, sports for all people, and solidarity with sex workers and LBQ women. The event, held on 25 November 2019, saw the participation of around 70 people representing different constituencies that CREA works with.



16 Days of Activism, public event, Kenya



16 Days of Activism, public event, Uganda

CREA's partner organisation Kisumu Sex Workers Alliance (an umbrella organisation working with sex workers and sex worker-led organisations in the western and lake regions of Kenya) organised a march and a panel discussion on violence against sex workers and the role of various stakeholders. The public event was held on 1 December 2019 in Kisumu, Kenya, and was attended by 68 people.

Further, CREA collaborated with the Kenya Disability Network on 3 December 2019, the International Day of Disabled Persons, and organised a dialogue with 60 participants around disability and sexuality, access to SRHR, reporting and seeking health services for GBV, and the consent of WWD in different spaces.

On 6 December 2019, CREA organised a film screening in Kampala, Uganda, of *Why We Hate*, followed by discussions on women's struggles in movements and the impact of violence in their daily lives. Eighty-two participants from different constituencies participated in the event.

16 DAYS OF ACTIVISM IN INDIA

In line with the #FlawsInLaws campaign itself, events in India also focused on shifting attitudes, beliefs and perspectives (#NazariyaBadlo, "Change Your Perspective"), so that all young people may express consent freely and safely, access services for their health and well-being, and exercise their rights without the fear of punishment, stigma, discrimination or violence.

This was accomplished through sporting events, community theatre, rallies, marches, signature campaigns, small gatherings and discussion circles, and public events in villages,

schools and colleges. More than 2,000 people (including young women and girls, community members, and local government officials) participated in 25 public events put together by partner organisations in India.

To increase awareness of criminal regulations on identities, sexuality and bodily autonomy, CREA and partners organised events that used sports, arts and performance as vehicles for change. For example, through football matches, young girls and women were able to articulate and challenge the restrictive norms that prevent them from accessing public spaces and resources.

Similarly, through theatrical performances, poetry and debate, women, girls, teachers, parents, community leaders, elected government officials and health service providers came together to discuss patriarchy, violence against women (in consonance with the recent cases in India), child marriage, limited accessibility and mobility to public spaces, and equal opportunities for all people.

Events also sought to improve understandings between and among stakeholders, particularly around the impact of restrictive and punitive laws and policies on the lives of young people. For instance, more than 600 community leaders, government officials, women and girls, and health service providers in Jharkhand, Uttar Pradesh and Bihar participated in discussions around different identities and sexualities, rights and opportunities for all young people, and the regressive attitudes toward laws such as Section 377, which criminalised homosexuality in India until 2018.



16 Days of Activism, #MeetToSleep campaign, India

Cross-movement linkages and networking were also strengthened within communities. Health service providers, lawyers, local government leaders and teachers pledged to take forward the conversations around violence, discrimination and rights of all young people.

16 DAYS OF ACTIVISM AGAINST GENDER-BASED VIOLENCE

- More than 1,400 people (young women and girls, community members, government officials) participated in public events (football matches, community theatre, #MeetToSleep) organised by partner organisations in India.
- 278 people from different constituencies (LBQ, trans women, WWD) participated in conversations on gender-based violence, sexualities and disability in Kenya and Uganda, and made commitments to reduce violence, particularly among sex workers.
- Across Kenya, Uganda and India, 45 public events using sports, arts and performances were self-led and organised by women, girls, trans, intersex and gender non-binary people to challenge the criminalisation of identities, oppressive norms of gender and sexuality, sexualities and bodily autonomy that lead to exclusion and violence in public spaces.

16 Days Campaign: #MeetToSleep and More

Inviting Exploration, Provoking Thought

CREA's implementing partner Chotanagpur Kalyan Niketan organised a #MeetToSleep event with Women and Women Panchayat Leaders in a public park in Jharkhand. The aim was to challenge the judgmental attitudes and practices that restrict mobility and accessibility to public spaces for all women, girls, trans, intersex and gender non-binary people. By reclaiming the park and creating a safe space, the participants actively participated and expressed their desires. For instance, one of the young women emphasised the need to stand up against the patriarchal structures and norms and the violence associated with them. The participants also talked about other marginalised groups such as transgender persons and sex workers and the violence that they face in public spaces.

At a conversation organised by Chotanagpur Kalyan Niketan in Jharkhand, young women and girls openly asked questions around same-sex relations, the LGBTQI community, gender and sex, and remarked that they had not heard about these terms before. They shared stories about queer couples and violence against them in the villages. Participants urged members of the EWRs to talk about such cases and raise awareness about the issues faced by LGBTQI communities.



reIMAGINEREEXAMINE
reORIENTREGENERATE
reINITIATEREASSERT
reQUESTIONRECREATE
reLOCATEREACTIVATE
reILLUMINATERELINK
reWIRERETELLREMAKE

“There is a ‘blinking out’ of gender and sexuality related concerns of disabled women. This is part of a prevalent narrative that prioritises their disability as the main ‘problem’ that needs to be addressed. For all of us who want to change this, the first step is to create visibility and to disrupt ‘popular’ images and portrayals of disability.”

– Rupsa Mallik, Director of Programs & Innovation, CREA

“CREA is able to access resources but we are able to devolve them back to our partners and constituencies in South Asia and East Africa who are doing phenomenal and profound work. That has been our agenda. We are eliminating the need for us to be in a space, because we are elevating people to be able to speak and act autonomously.”

– Melissa Wainaina, Manager of Strategic Partnerships & Communications, CREA

Increase the Voice and Visibility of Marginalised Women

KEY RESULTS

1	1	13	6	80	1610	57
INSTITUTE	SESSIONS/ TRAININGS/ TOTS	CAMPAIGNS AND EVENTS	KNOWLEDGE RESOURCES PRODUCED	INDIVIDUALS TRAINED	INDIVIDUALS REACHED	ORGANISATIONS REACHED/ TRAINED

The inclusion of marginalised women and girls in advocacy efforts to change laws, policies, norms and practices is fundamental to achieving gender equality and human rights, and cuts across all CREA's strategies. We work to increase participation of marginalised women in processes of social change, improve their access to services, strengthen their recognition as rights bearers, and address the violence they face from both state and non-state actors.

CREA brings the perspectives and voices of women, girls, trans, intersex and gender non-binary people from the global South into national, regional and global movements and discourses around sexuality and rights with an eye toward the full realisation of rights. We focus on exploring how sexual and gender diversity intersect with other areas of our work. Using a broad mix of strategies, including advocacy, knowledge and resource development, training and capacity building, and public events and campaigns, CREA is contributing to:

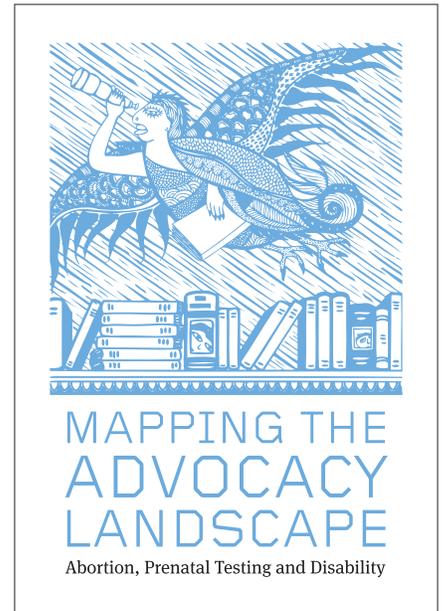
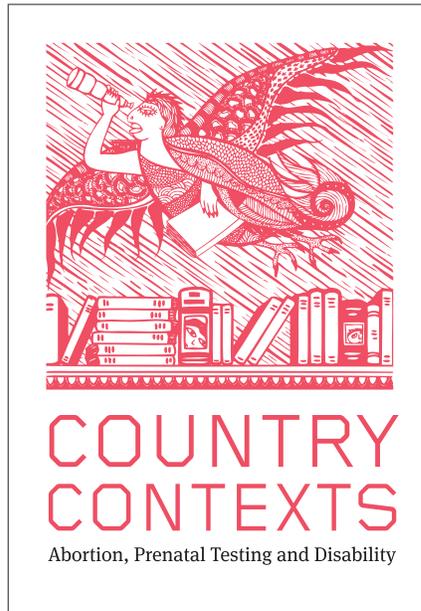
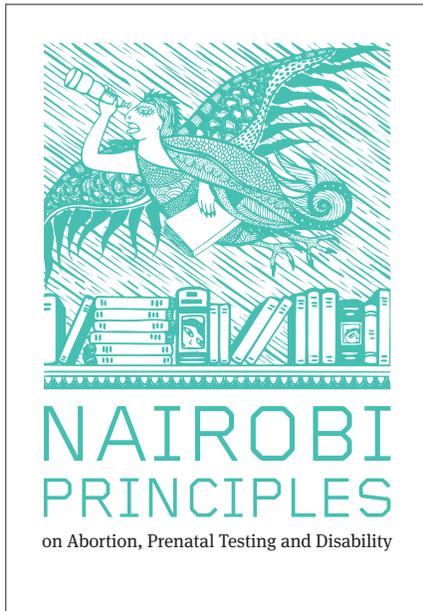
- Increased capacity of sex workers', disability, LGBTI, women's and sexual rights groups to undertake advocacy at global, regional and national level to address the rights of these constituencies.
- Greater collaboration and networking among sex workers' LGBTI, disabled peoples', disability rights, women's and sexual rights organisations, and activists and individuals.
- Increased visibility of the rights of the identified marginalised groups, so that discourses in the field of sexuality and SRHR become more attentive and inclusive to these issues.

WOMEN WITH DISABILITIES

Promoting the Nairobi Principles on Abortion, Prenatal Testing and Disability

When women and girls are marginalised, even feminist movements may fail to include their voices and pay attention to their rights. CREA works to ensure inclusive spaces and bridge fault lines by hosting diverse global dialogues on complex intersectional issues. The conflict between disability rights and abortion rights is one example. Access to safe abortion is fundamental to a person's sexual and reproductive health and rights, while prenatal testing and disability-selective abortion serve to further stigmatise people with disabilities.

In March 2019, CREA joined with several partners to launch the **Nairobi Principles on Abortion, Prenatal Testing and Disability**, which addresses these conflicts. The Principles were drafted by the Nairobi Principles Working Group, constituting disability rights, SRHR and human rights advocates. The 15-member group includes significant membership of persons with disabilities and representatives from countries around the world (Brazil, Colombia, India, Indonesia, Kenya, Poland, Ireland, Nigeria, Turkey, Uganda and USA).



Publications on Abortion, Prenatal Testing and Disability

The broad purpose of the group is to convene diverse voices, particularly those from the global South, and to plan and guide dissemination of the Principles, alliance-building, and global and regional dialogues and advocacy. To increase awareness and ensure accessibility, CREA produced three publications: an easy-to-read version of the Nairobi Principles, and reports on country contexts and the advocacy landscape on abortion, prenatal testing and disability. These were disseminated in various convenings including the Expert Group Meeting held by the Special Rapporteur on the Rights of Persons with Disabilities (SR Disability) in August 2019 and the UN Population Fund’s Nairobi Summit in November 2019. All publications are available online.

To enhance cross-movement alliances between SRHR and disability rights advocates, as part of the official program of the Nairobi Summit, CREA organised a panel titled “SRHR and Women with Disabilities: Bringing Two Movements Together”. The session included more than 100 participants.

In growing recognition of our work in advancing intersectional approaches on issues like disability and abortion, CREA was invited to be a civil society advisory member for the UN Partnership on the Rights of Persons with Disabilities Global Initiative on Intersectionality. CREA was also the only women’s rights organisation to participate in an expert group meeting on bioethics and disability organised by the SR Disability in Geneva in September 2019. CREA was invited to speak on a panel titled “Beginning of Life: Prenatal Diagnosis and

Disability-Selective Abortion.” Subsequently, CREA, along with other disability rights organisations, submitted recommendations for a thematic report written by the SR Disability.

ENDORSEMENTS: NAIROBI PRINCIPLES ON ABORTION, PRENATAL TESTING AND DISABILITY

55 women’s rights, SRHR and disability rights organisations have endorsed the Nairobi Principles on Abortion, Prenatal Testing and Disability.

Feminist Leaders of the Disability Rights Movement at the United Nations

Historically, women with disabilities have been systematically excluded from key decision-making spaces. Their voices, especially those from the global South, are not given due value within the disability rights and women’s rights movements. In order to address this, CREA has been engaging on disability rights issues at the UN level since 2017. In collaboration with Women Enabled International and International Women’s Health Coalition, in 2019, CREA helped ensure voice and visibility of feminist



Feminist leaders of the disability rights movement, United Nations Conference of State Parties (COSPP), New York, June 2019

leaders at the annual UN Conference of Committee on the Rights of Persons with Disabilities (CRPD) in June 2019.

The side event “Reimagining Movement Building: How Feminist Leadership within the Disability Movement is Broadening the Disability Rights Discourse” addressed how women with disability are working to build a feminist disability movement in different parts of the world. It examined how the feminist movement and the disability movement are not mutually exclusive and the intersections between the two have broadened the movement’s scope.

Panellists spoke about the challenges in movement building, working with women’s rights allies and leveraging the leadership of WWD to reshape disability movements and advance the rights of women and girls with disabilities. The panellists included staff from CREA, along with Maria Ní Fhlatharta (Centre for Disability Law and Policy, Ireland), Jane Waithera (Positive Exposure, Kenya), Niluka Gunawardena (educator and disability rights advocate, Sri Lanka), Tia Nelis (TASH, USA) and Anastasia Holoboff (Women Enabled International, USA).

The side event provided an opportunity to ensure cross-disability and cross-regional representation, and provided a safe space for WWD attending the Conference of State Parties to come together and discuss the challenges they face in their work.

In 2019, twelve years after ratifying the CRPD, India was reviewed by the CRPD Committee for the first time. CREA supported the Women with Disabilities India Network (WWDIN) to organise national-level meetings and respond to the Indian government’s report to the CRPD Committee, as well as publish its own supplementary report. The two submissions to the Committee focused on barriers to accessing justice, discrimination against persons with disabilities, inconsistencies on laws on disability and violence against women, lack of data, and reasonable accommodation.

CREA also supported WWDIN members to advocate to the Committee members in person. Three representatives travelled to Geneva in September 2019 to attend the review session and meet with the CRPD Committee members. The WWDIN members highlighted their concerns with India’s laws on legal capacity and institutionalisation of persons with mental and intellectual disabilities, discrepancies between laws and policies on violence against women and those addressing WWD, laws on adoption by persons with disabilities, and the challenges in accessing health services.

In addition, they organised a side event for the Committee members with a focus on SRHR of WWD, where they addressed concerns about legal capacity, violence against WWD, reproductive rights and the right to family for persons with disabilities, and lack of disaggregated data. The partners provided



A strategy session at COSP, New York, June 2019

“A closer look at the correlation between capacity and gender can tell us that even in mental health, women are no less structurally excluded and discriminated against, which speaks to the rising number of women who are incarcerated and who are abandoned. This will be helpful to develop suitable policies and interventions for women specifically.”

— Ratnaboli Ray, Anjali Mental Health Rights Organisation

specific and pointed questions, as well as suggestions to the Committee to ask the state government. Following a robust question-and-answer session, Committee members personally approached the partners for further discussions.

On 29 September 2019, the Committee released its recommendations and concluding observations for India. The recommendations included ensuring harmonisation of laws, recognising legal capacity, ensuring disaggregated data for persons with disability, budgetary allocations for various schemes and for awareness-building, and access to justice and services, including health services.

FEMINIST LEADERS OF THE DISABILITY RIGHTS MOVEMENT AT THE UN

Representatives of 70 women’s rights organisations, disability rights organisations and donors participated in the side event “Reimagining Movement Building: How Feminist Leadership within the Disability Movement is Broadening the Disability Rights Discourse”

“When it comes to persons with disabilities, especially women, they are relegated to the private realm, the realm of homes and institutions. In that sense, women with disability are rendered invisible. In terms of movement building and the disability rights movement, it’s difficult. Even the funding focuses on programs. There are beneficiaries and stakeholders, but that’s not for building of movements.”

— Niluka Gunawardena, an educator and disability rights advocate

Disability, Sexuality and Rights Online Institute

CREA’s Disability, Sexuality, and Rights Online Institute (DSROI) provides a conceptual examination of disability and sexuality and their interlinkages with feminism, public health, development, violence, and media and representation, among other issues. Using a mix of methodologies, and combining concepts with academic discourse and practical action, the Institute is designed and taught by an international group of academics and activists in the disability rights field, specialising in sexual and reproductive rights and health from a global South perspective.

Infographics created by participants at the Disability, Sexuality and Rights Online Institute

The Institute is a unique space for learning about and accessing information on the intersection of disability, sexuality and rights, using a rights-based approach and practical action models. It is intended for practitioners and has a strong component focused on activists' initiatives to integrate disability, sexuality and rights.

In 2019, the Institute evolved to include new elements to enhance the sustainability of capacity-building efforts, as well as deepen interactions between participants. For the first time, CREA pulled from a broad base of alumni across our Institutes to identify second-line leaders to be mentored by faculty, and in turn eventually take up lead roles to guide and mentor participants through the Institute.

Of the seven new mentors, five were persons with disabilities. The mentors played a key role, introducing new energy and perspectives and orienting new attendees to the theories, areas of practice and opportunities of the Institute. Group work enabled participants to get to know each other, their work and their contexts. Participants this year included those from larger organisations such as AWID, RESURJ, the Sexual Rights Initiative, Mariwala Health Initiative, Women's Fund Asia and TARSHI, as well as grassroots organisations doing cutting-edge work – including arts and activism – across women's rights, disability rights and sexuality rights.

DISABILITY, SEXUALITY AND RIGHTS ONLINE INSTITUTE

- 40 participants from 27 countries
- 15 persons with disabilities participated in the Institute.
- 5 persons with disabilities received training as second-line leaders/mentors.

"I am so delighted to have been part of this great platform. I have gained a lot of knowledge from different perspectives. Now I have an understanding of what happens to people with different types of disabilities from different parts of the world, which I find to be very enlightening. The lessons and the readings will take me a long way in my work as a rights advocate for women with disabilities. Thanks for sharing with generosity and kindness."

– Truphosah Fridah Monah, a Kenyan disabled feminist activist



March on International Day for Persons with Disabilities, Uganda, 3 December 2019

Advancing Sexual and Reproductive Health and Rights of Women with Disabilities

In a unique partnership with women's rights and WWD-led organisations and individuals, CREA is building an ecosystem for advancing the sexual and reproductive health and rights (SRHR) of WWD in India and Nepal. Partners include Point of View; Anjali: Mental Health Rights Organization; Sruti Disability Rights Centre; Equals; Thoughtshop Foundation; disability rights activist Jeeja Ghosh; The Red Door; and Rising Flame.

The program was developed to address exclusion of WWDs from mainstream SRHR interventions. The sexuality and SRHR of WWDs often go unrecognised. The program takes a deliberate and nuanced approach to ensure meaningful inclusion, focusing on capacity building and creation of knowledge resources.

In 2019, two organisations led by young WWD, The Red Door and Rising Flame, joined the partnership, enabling greater outreach to a broader constituency of women and young people with disabilities. The expansion strengthened the



Training of trainers for disability rights activists, Kenya



An LGBTI activist at the Delhi Pride March

cross-disability focus of CREA's work, joining current partners who work with those with visual impairment, locomotor disability, intellectual and psychosocial disability, and women in mental health institutions.

Wider movements often overlook the need to make knowledge resources in accessible formats. Seeking to change this, CREA partner Point of View launched a special series called #DisabilityIn, in which ableism and the representation of disability in various spaces was examined. Content created by CREA and partners for reconference was profiled in one of the stories, "Through the Looking Glass: Questioning Dis/Ability".

In addition to capacity building and knowledge creation, The Red Door and CREA also organised several public events to expand public discourse on disability, sexuality and rights in 2019. This included several Katharsis events, i.e. a series on mental health and the power of stories, in New Delhi. The aim was to advance a non-biomedical perspective on mental health to more audiences, especially those outside of the world of activism. One such event used a film screening and discussion to explore the intersections between identity, sexuality and mental health. A second event examined the stories of three men and women living with different kinds of disabilities and the impact of their lived reality on their mental health, while another focused on the issue of suicide.

LESBIAN, GAY, BISEXUAL, TRANS AND INTERSEX PEOPLE

CREA's Sexual and Gender Diversity Strategy

CREA has, from its earliest days, integrated issues of sexual and gender diversity (SGD) into its work, though with different terminology. This has included, among other initiatives: CREA's leadership in bringing a feminist perspective to the Voices for 377 efforts; integrating issues of sexual and gender diversity into all of CREA's feminist leadership and movement building institutes; supporting and strengthening self-led LGTQ organizing and cross-movement collaborations in Kenya and Uganda; and taking leadership at an early stage in the global Equal Rights Coalition CSO core group.

In the past year, CREA has reimagined and rebooted our strategy for working in the area of sexual orientation, gender identity and gender expression (SOGIE). We approached the development of a new strategy from the perspective of better



CREA staff with allies at the Global Feminist LBQ Women's Conference, South Africa, July 2019

conceiving and delineating CREA's unique combination of SOGI-related work that is both integrated and stand-alone.

While the majority of CREA's stand-alone work on sexual and gender diversity takes place within the context of its strategic initiative on increasing the voice and visibility of marginalised communities, SGD issues are fully integrated into our work to build the feminist leadership of lesbian, trans, gender non-conforming and gender non-binary people, and to ensure that the full spectrum of feminist leaders consider issues of sexual and gender diversity as part of the full spectrum of feminist movements.

In our work on sexual and reproductive health and rights, SGD issues are similarly fully integrated, for example, in our UN advocacy work with the Sexual Rights Initiative. In our work on gender-based violence and well-being, we focus, in part, on strengthening cross-movement mobilisation, including laws that criminalise same-sex sexuality or non-conforming/non-binary gender identity or expression.

We implement both stand-alone and integrated SGD work in our advocacy, capacity building, knowledge generation and public education.

- **Advocacy:** CREA's work in several global collaboratives

(SRI, CMI, AWC, and challenging criminalisation networks) creates opportunities to build and highlight sexual and gender diversity issues in multiple settings, including in global, regional and local policy venues, and incorporating a conversation about sexual freedom and autonomy into discussions about decriminalisation, depenalisation and rights.

- **Capacity strengthening:** This also allows CREA to ensure lesbian, trans and gender non-conforming/gender non-binary people are part of, and leaders in, global South led networks focusing on sexual and gender diversity.
- **Knowledge production:** Institutionally CREA integrates a broad understanding of sexual and gender diversity into its Institutes, local, regional and global programming, reports and publications, etc. In addition, issues related to sexuality, gender and sex characteristics will form a core part of our developing work on "Gender 360" and challenging criminalisation.
- **Public education:** CREA believes in a process that moves from critical thinking to critical action. Through public events, conferences and social media, CREA challenges its partners to rethink, reimagine and reboot our feminisms in a way that inspire action and fully embraces our sexual, gender and body diversity perspectives.



CREA at the Delhi Pride March



CREA at the Delhi Pride March

Dignity for All

CREA is proud to be part of **Dignity for All**, a consortium of eight organisations that provides emergency funds, support and security assistance to human rights defenders and organisations under threat or attack due to their work for LGBTI rights. As part of the Dignity for All program, CREA provides security, opportunity, advocacy and rapid response (SOAR) grants to small grassroots organisations and conducts safety and security trainings with LGBTI activists.

During the 2019-2020 reporting period, CREA provided a SOAR grant to Srishti Madurai (India), a small grassroots organisation working on intersex issues. The grant enabled Srishti Madurai to organise the first national intersex human rights conference, involving a wide range of stakeholders, including Parliamentarians and medical professionals. The purpose was to advocate for the enactment of nationwide legislation to prohibit sex-selective surgeries on intersex children/infants, the creation of a unit in the Social Welfare Ministry to address intersex issues, and to address human rights violations of female athletes with intersex traits. Sixty people attended the conference.

Strategic Resourcing and Engagement

CREA also provides strategic resourcing to small LGBTI organisations so that movements are sustained, public opinions are shaped to further support LGBTI issues and LGBTI people set advocacy agendas. In 2019, CREA supported an organisation to conduct legal aid trainings of paralegals in small towns in India to help them address violence from family members



Legal aid trainings to address violence against LGBTI people, India

against LGBTI people who have come out since India decriminalised homosexuality in 2018. The grant also supported the group to conduct public events to highlight marginalisation of trans and queer Muslim people because of the Citizen's Amendment Act, 2019, and the National Register of Citizens.

CREA's strategic engagement with another partner organisation resulted in the inclusion of LGBTI issues in the civil society national review of the International Conference on Population and Development (ICPD +25) commitments and a successful collaborative multi-year fundraising effort.

Equal Rights Coalition

CREA is also part of a global intergovernmental collaboration, the **Equal Rights Coalition**, which aims to protect the rights of LGBTI people. The coalition was launched in July 2016 under the leadership of Uruguay and the Netherlands at the Global LGBTI Human Rights Conference in Montevideo. With 42 member states, the ERC advances its agenda by engaging with civil society organisations and multilateral agencies. From 2017-2019 CREA was part of the core group of civil society organisations engaging with the ERC member states. CREA co-chaired the ERC thematic working group on national laws and policies with the government of Argentina.

NATIONAL INTERSEX HUMAN RIGHTS CONFERENCE

- 60 people attended the first national intersex human rights conference in India.
- 10 paralegals trained to provide legal aid.
- 50 participants attended a public event to address marginalisation.

“We hope that this conference marks a new chapter in the journey of intersex human rights in India. At Srishti Madurai, we will continue our efforts with renewed energy to create a space for intersex people, despite the many barriers before us.”

—Prashant Singh, Executive Director, Srishti Madurai, on the first national intersex human rights conference in India

“When, during the Assam National Register of Citizen process, a special protocol for transgender people was sought by the All Assam Transgender Association, they were told by the Supreme Court of India that ‘you have missed the bus’, as if the matter of one’s rights to citizenship, life and dignity is a matter of catching a once in a lifetime bus, failing which one has no recourse!”

— A speaker at the public event about marginalisation

SEX WORKERS

Sex Worker Activism and Rights at the United Nations

CREA amplifies the voices of sex workers and sex workers' rights groups as they tell their own stories in local, national, regional and global policy spaces. We collaborate with the sex workers' rights movement to showcase the complex realities of sex workers' lives, as well as collectives taking charge of the public narrative and demanding their rights.

At the international level, CREA, as a member of the Sex Worker Inclusive Feminist Alliance (SWIFA), has monitored and engaged in advocacy to advance a sex worker rights-positive CEDAW General Recommendation on trafficking in women and girls, or at least to avert a General Recommendation that conflates sex work and trafficking.

In April 2019, CREA supported two sex workers' rights activists and one Ugandan sex worker activist to participate in an Asia regional consultation on the General Recommendation, organised by International Women's Rights Action Watch Asia Pacific (IWRAP-AP), the Global Alliance Against Traffic in Women (GAATW) and the Global Network of Sex Work Projects (NSWP). In November, CREA supported eight sex worker activists from Africa to participate in an African regional consultation, also organised by IWRAP-AP, GAATW and others.

The groups developed detailed recommendations to the CEDAW Committee, advancing an approach supportive to sex workers' rights. By promoting sex workers as activists on anti-trafficking, we helped shift the public perception of sex workers' rights, including with key members of the CEDAW Committee drafting working group, and advance efforts to ensure that the General Recommendation does no harm.



Event flyer, 64th United Nations Commission on the Status of Women, March 2020

In 2019, the UN launched Generation Equality, a process and forum in recognition of the 25th anniversary, in 2020, of the Beijing Declaration and Platform for Action. In our participation in Beijing+25 and the Generation Equality Forum, CREA has focused on amplifying the voices of our partners, especially women living with disability and sex workers.

CREA supported sex worker activists' participation in Beijing+25 regional consultations in Africa, Latin America and the Caribbean, and Europe. This was particularly important in Europe, where there was significant mobilisation against sex workers' rights. In each case, we provided extensive briefings in advance, working in collaboration with regional sex worker networks, to ensure that the activists were prepared to engage in a hostile environment. These efforts were successful in minimising the use of anti-sex workers' right language in civil society recommendations to the regional intergovernmental outcomes.

CREA was also integrally involved in the collaborative drafting process of the Feminist Declaration on the occasion of the 25th anniversary of the Fourth World Conference on Women. The Feminist Declaration was written to respond to and

address gaps in the political declaration that was adopted by governments during the scaled-down CSW64 session in New York City.

The drafting and dissemination of the Feminist Declaration involved some 200 women's rights groups from around the world that participate in the Women's Rights Caucus (WRC). The WRC typically focuses on the CSW and strategies together in advocacy with governmental and UN delegates on a multitude of feminist issues. CREA is an active member of the WRC and the sub-caucus on LBTI rights and issues. The Feminist Declaration was launched on 11 March 2020, with a press event in New York City. It has since been disseminated digitally across the globe.

During the drafting process, CREA worked to elevate positions and language favoured by our partners, especially sex worker's groups, and supported partners to be directly involved in the drafting. As a result, an entire section dedicated to the protection of the rights of sex workers was included in the final Feminist Declaration. CREA also worked to ensure attention to sexual and gender diversity across all sections, and to include concerns about the threat of global anti-gender and right-wing movements. CREA disseminated the Feminist Declaration online.

CREA's activities around the CSW in 2020 also focused on amplifying sex workers' voices. CREA, with SWIFA, helped organise a CSW panel session titled "Feminist Perspectives on Sex Work: Challenging Power, Sharing Power, Shifting Power." While the CSW was postponed, many of the panellists were already in New York, allowing CREA to quickly innovate, pivot and transform the event into a webinar, one of the first sessions to do so.

With space provided by UN Development Programme, the expert panel convened online on 12 March, 2020. About 80 people joined the virtual interactive platform. Panellists included Jules Kim (Asia Pacific Network of Sex Workers and Scarlet Alliance, Australia), Kholi Buthelezi (Sisonke, South Africa), Susana Fried (CREA), Karina Bravo (PLAPERTS, Colectivo Flor de Azálea, Ecuador), and Sebastien Kohn (Open Society Foundations). The session was moderated by Carrie Eisert of Amnesty International.

Together with the Dutch Ministry of Foreign Affairs, the government of New Zealand, and partners in the Count Me In! consortium, CREA also had prepared for the panel session "Leaving No One Behind @Beijing+25: Lessons about Equality and Justice from Sex Workers," which was postponed due to the COVID-19 pandemic. The panel will now be convened as a webinar in mid-2020.



Kenyan and Ugandan activists march for violence against women

SEX WORKER ACTIVISM AND RIGHTS AT THE UN

- 11 sex workers' rights activists were supported to participate as experts in the process of commenting on the CEDAW General Recommendation on trafficking.
- 4 sex workers' rights activists were supported to participate in Beijing+25 regional consultations.
- 80 participants reached via virtual CSW panel "Feminist Perspectives on Sex Work".

Sex Worker Activism and Rights at the National Level

Since 2014, CREA has partnered with the All India Network of Sex Workers (AINSW), a membership-based network of over 160,000 sex workers with representation from 18 states. We advocate to the Indian government for policies that recognise sex work as work, and address the conflation of sex work and human trafficking. We also collaborate to broaden public support for sex worker rights through engagement with young

people, social media campaigns and mass media outreach, and cross-movement alliance building.

In 2019, CREA organised multiple public events and developed materials to challenge myths and stereotypes related to sex work. As part of this effort, CREA organised seven "Kaam ki Baat" (Talking about Work) events at colleges and universities. Sex workers led these large-scale public events to dispel misconceptions about their lives and work. As a follow-on to the public meetings, a booklet was published with 30 of the most frequently asked questions during these events.

CREA also took part in a consultative meeting on laws affecting sex workers in February 2020, conducting a session on access to abortion services for sex workers. To further support national advocacy efforts, AINSW and CREA are now in the process of documenting 15 case studies of experiences of sex workers in accessing abortion services.

In Kenya, CREA works to challenge criminalisation of sex work, which contributes to physical violence against sex workers from members of the public, police and clients, economic violence, blackmail and stigmatisation, and limited access to justice and SRHR services. CREA is collaborating with partners in Kenya — Bar Hostess Empowerment & Support Programme, Kisumu Sex Workers Alliance and Coast Sex Workers Alliance



Public event on International Women's Day, Kenya, 8 March 2020

— to build the sex workers' movement in Kenya and identify shared advocacy priorities.

SEX WORKER ACTIVISM AND RIGHTS, INDIA

- Between August and October 2019, 1,075 people attended CREA's events at universities and academic institutions across India.
- "Conversations with India's Margins" was held in September 2019 at India Habitat Centre, New Delhi, with 300 attendees. The program was organised by the Centre for Equity Studies; CREA and AINSW supported sex workers from the network to participate and speak.
- 30 AINSW members participated in a CREA Exchange Program with activists from Myanmar and Nepal in November 2019.



A member of the All India Network of Sex Workers at reconference, Nepal

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 diverse networks and coalitions.

Our approach is to self-reflect, to 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, integrate their claims and 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.

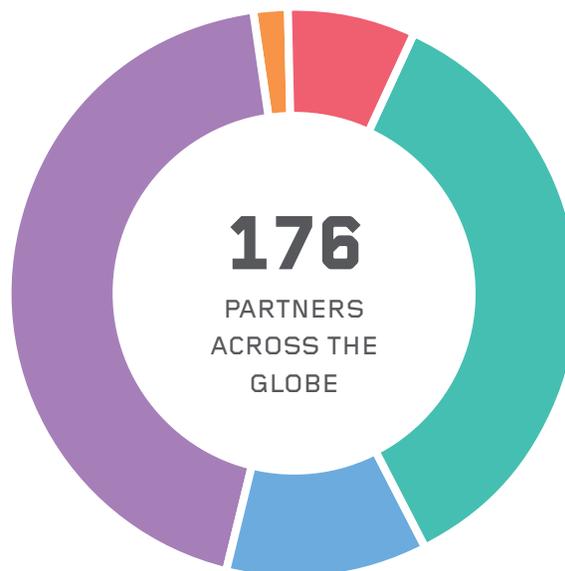
CREA’s partnerships with local NGOs and community-based organisations across South Asia (specifically India) and in East Africa (Kenya and Uganda) enable us to reach out to otherwise inaccessible areas and excluded communities. Sharing of financial resources in such engagement is a key part of CREA’s thinking and approach. This year, about 20% of the total budget allocated for programs through different donor organisations has been shared with the partners for their capacity strengthening, as well as direct field implementation.

All Women Count Consortium

CREA is proud to lead the global South consortium **All Women Count**, which is working to address GBV. The objectives of AWC are to strengthen the voices of marginalised communities to challenge norms and power structures; enable marginalised



NEDWA conference hosted by the Arab Foundation for Freedoms and Equality, CREA’s All Women Count consortium partner



- Global Networks, Alliances **13**

- East Africa **64**

- South Asia and Southeast Asia (Bangladesh, Pakistan, Sri Lanka, Nepal, Myanmar) **20**

- India **79**

- Other Regions **3**

communities to access public spaces; and to be a force from the global South that influences agendas in communities and global spaces. The consortium comprises CREA, the Arab Foundation for Freedoms and Equality, the Association for Progressive Communications and UHAI EASHRI, the East African Sexual Health and Rights Initiative. All Women Count works in seven countries in South Asia, East Africa and the Middle East and North Africa (MENA), as well as in global online spaces.

In 2019, All Women Count evolved and expanded to include a new Dutch partner, WO=MEN. An intensive process of review and development allowed our global South-led consortium to identify exclusion and silence as key drivers of oppression and violence against women. Structurally silenced women face more obstacles in demanding, accessing and exercising their rights, and greater exposure to violence.

In September, partners met to begin the process to develop an updated of Theory of Change that focused on three civic space pathways through which marginalised women must gain voice in order to advocate for their rights and challenge the power structures that perpetuate the violence against them. The resulting ToC will be used to inform priorities in our shared program of work moving forward.

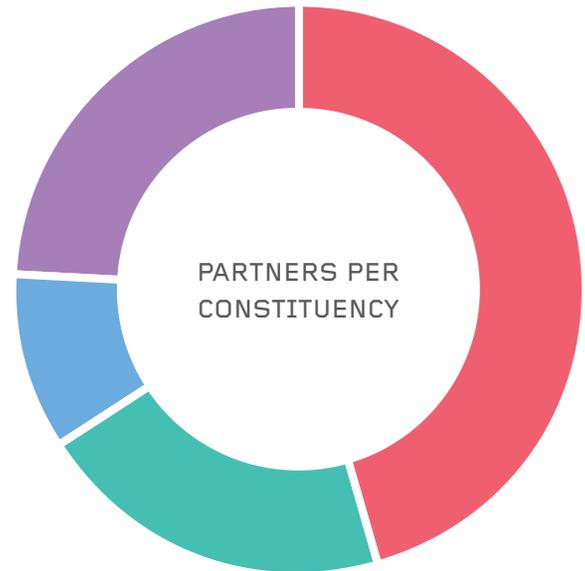


- Strengthen feminist leadership **79**

- Advance sexual and reproductive health and rights **43**

- Address gender-based violence and enhance well-being **40**

- Increase voice and visibility of marginalised people **78**



- Marginalised women and girls (general) **105**

- Lesbian, bisexual, trans, intersex and gender non-binary people **47**

- Sex workers **23**

- Women with disabilities **55**

Count Me In! Consortium

CREA is also a part of the **Count Me In!** consortium, which works to ensure that local voices, particularly of those who are marginalised, are equipped to navigate and participate in global policy spaces. The consortium is made up of five feminist organisations and women’s funds working globally on issues of gender-based violence, economic justice and sustainable resourcing. Within CMI!, CREA focused in 2019 on capacity building for lobbying and advocacy of marginalised constituencies (LBT, sex workers, WWD) and other feminist activists and organisations on GBV, and direct lobbying and advocacy in national and global policy spaces.

Other Alliances/Consortia

The Sexual Rights Initiative: 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: LGBTI Assistance Program: 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 and Forced Marriage and Sexuality Programs Working Group: Alliance of international NGOs and donors to build evidence around child, early and forced marriage programs addressing sexuality. CREA is one of the ten member organisations in the consortium.

MenEngage Alliance’s SRHR for All: CREA serves as a technical and capacity-building expert.



Count Me In! consortium partners with representatives from the Dutch Ministry of Foreign Affairs, Netherlands

External Engagements

In 2019-2020, CREA continued to co-chair the **Equal Rights Coalition thematic working group** on national laws and policies, sharing the leadership of the group with the government of Argentina. CREA is also a member of a Civil Society Advisory Group for a project of the **United Nations Partnership on the Rights of Persons with Disabilities**. The project aims to further intersectional approaches to disability inclusion. Within India, CREA is a member of a civil society coalition which seeks to **advance reforms in abortion law**.

In February 2019, CREA was appointed as a Strategic Advisor to the **Global Fund for Women (GFW)** and tasked with providing advice on key issues and challenges facing women's rights movements in Asia Pacific. As an advisor, CREA will support GFW's capacity building, advocacy, and resource mobilisation efforts, and represent GFW in various regional and international fora.

This past year, CREA also participated in several **civil society consultations at the regional and national level**. This

included a regional meeting for the Safe Abortion Advocacy Initiative, a civil society consultation by EMpower, a learning exchange by EMpower, and a stakeholder meeting by Girls First Fund.

In 2019, CREA's Executive Director, Geetanjali Misra, began her second year on **Amnesty International's Gender Diversity Task Force**. The task force was set up on approval of Amnesty International's highest governing body for gender integration across movements. Misra along with CREA's Director of Global Programs, Susana Fried, also continue as members of the Board of the **Astraea Lesbian Foundation** for Justice, carrying global South perspectives into contexts that are otherwise largely U.S. focused.

Misra also began serving on a working group to advance a global standard for a **feminist foreign policy**. The initiative is led by the International Center for Research on Women. Misra participated in convenings throughout the year and contributed to several publications on the subject. In November 2019, she attended a convening of leaders from champion governments, civil society and multilateral institutions. Participants included leaders of the Beijing+25 Generation Equality process, Dr. Christopher Ballinas Valdés (Mexican Ministry of Foreign Affairs) and Delphine O (French Ministry of Foreign Affairs), among others. In March 2020, research and consultations culminated in the first feminist foreign policy framework, which offers an approach to foreign policy geared specifically to advancing gender equality worldwide.

In April 2019, Misra began serving on the **Spotlight Initiative's Civil Society Global Reference Group**. The Initiative was launched by the European Union and United Nations and



Participants at EMpower's civil society meeting, India



Geetanjali Misra (Executive Director, CREA) with participants at a Feminist Foreign Policy convening at the Bellagio Center, The Rockefeller Foundation, Italy, November 2019

exists as the largest public funding source for ending gender-based violence globally. Misra is one of twenty global experts tasked with providing advice on the overall strategic direction of the Initiative. She also serves on the **Beijing+25 Civil Society Advisory Working Group**. The Advisory Working Group consults the Advisory Group to the Core Group to make sure they are representing the needs and mandates of global civil society in the Beijing+25 process and Generation Equality Forum.

CREA staff influence **organisational leadership, strategy and interventions** across sectors and regions. CREA's Senior Advisor, Knowledge Building, Srilatha Batliwala, serves as an advisor for: Gender at Work, the International Advisory Group for Institute for Human Rights and Business (London), The Population Foundation of India, and the Srishti Institute of Art, Design and Technology, among others. Susana Fried is a member of the Board of the Athena Network and a Senior Fellow at the Global Health Justice Partnership by Yale University's School of Public Health and Law.

CREA's Directors of Programs and Innovation, Shalini Singh and Rupsa Mallik, influence accountability mechanisms and decision-making at the national level. Singh is a member of

the Anti-Sexual Harassment Complaint Committee of the **Rajasthan Battalion** based in Delhi, and the **Department of Information and Technology**. Mallik serves on the Advisory Group for **Pratigya: Campaign for Gender Equality and Safe Abortion**, which focuses on disentangling and addressing the twin issues of gender-biased sex selection and safe abortion in India.



Staff and Board members of the Astraea Lesbian Foundation for Justice, New York



REGATHER REHUMANIZE
REFILL REINVIGORATE
REDRAFT REINTEGRATE
REFORMULATE REFOCUS
REILLUMINATE RELINK
REEVALUATE REINVITE
RESURFACE RECOMBINE

ORGANISATIONAL PILLARS

A fearless, interrogative,
colourful, edgy, sexy flock of
birds flying freely to explore,
to imagine and to build
freedoms together



crea

www.creaworld.org

Learning, Monitoring and Evaluation

KEY RESULTS

6

EVALUATION
REPORTS

4

INTERNAL
ASSESSMENTS/REVIEWS

40

IMPACT
STORIES

Internal Learning and Reflection

CREA's Institutes have been a critical part of the organisation's feminist leadership and movement-building work. We have following editions of Institutes, each conducted in English and in Hindi on an iterative basis:

- Feminist Leadership, Movement Building and Rights Institute (Hindi, English, South Asia)
- Sexuality, Gender and Rights Institute — India (Hindi, English)
- Disability, Sexuality and Rights Online Institute
- Me, We and the Machine: The Technology, Gender and Rights Institute

In the 18 years since the first CREA Institute was held, capacity-building needs for women's rights and gender equality have grown and changed. In 2019, CREA held an Institutes Review and Learning Meeting in Italy. The objective of the meeting was to critically examine the relevance of each of our nine Institutes, including their ability to address new and emerging issues across diverse contexts. During the three-day meeting, CREA staff as well as Institute alumni and faculty participated in the learning process, which involved critical review of learning objectives, aims, curricula and methodologies employed by each Institute.

In a group-work format, participants discussed and developed new outlines for Institute syllabi to take into account changes in discourse, contexts, emerging issues and larger political shifts in movements, and to strengthen synergies between and among different Institutes. The need for specific kinds of monitoring and evaluation on the impact of Institutes was also

discussed and documented. Participants identified global and regional advocacy opportunities, including the specific role of CREA's Institutes and alumni.

As a result of the Institutes Review and Learning Meeting, the following set of **Core Institute Principles** were collaboratively developed. The Principles captured what was unique about CREA Institute methodology, and the political aims underpinning CREA Institutes. All Institutes will adhere to these Principles moving forward:

- Links theory and practice: Imparts new thinking, theory and conceptual frameworks
- Provides diverse analytical approaches and tools that can be applied across contexts and issues
- Pedagogical strategies are grounded in social construction approach to gender, sexuality and rights
- Brings critical thinking and rigour and recasts the idea of collective and experiential ways of learning
- Attends to language and reasonable accommodation.
- Faculty includes activists, practitioners and academics

Additionally, meeting participants identified the need for deeper alumni engagement. To address this need, in March 2020, CREA hired a Program Manager to oversee this process. The new Program Manager will develop a substantive alumni strategy and examine communications and advocacy opportunities to amplify the impact of CREA's Institutes and alumni.

"I think the fact that the process produced the Core Principles is a really significant outcome. The Core Principles speak to why CREA does these Institutes;



CREA's Institutes Learning and Review Meeting, Italy, June 2019

it makes our Institutes more intentional and allows them to also become a more intentional home for CREA politics.”

– CREA staff and participant in the Institutes Review and Learning Meeting

“I think the cross-section of perspectives shared and the people present, diverse in terms of age, region and experience, showed the need for the continuation of CREA Institutes and the impact that they have made on more than one generation of activists.”

– CREA Institute alum and participant in the Institutes Review and Learning Meeting

Capturing and Building Evidence on Feminist Mentorship

As the South Asia Young Women’s Leadership and Mentorship (SAYWLM) initiative rolled into its third year, CREA began its final phase of assessments to harvest lessons from the past two-and-a-half years of mentoring. The evaluation focused on capturing and collating both data and personal stories of growth. The process included: conducting a deep-dive analysis of the program with mentors; harvesting case studies of YWLs across three countries (India, Bangladesh, Nepal); and

harvesting narratives and lessons learned through mentors’ workshops (including writing workshops called “writshops”).

All these methods were participatory and adopted a reflective dialogue and narrative-building process with mentors and YWLs. For instance, a mentors’ workshop held in November 2019 in Kathmandu enabled mentors to reflect on both the feminist mentoring theory and its practice. Mentors analysed successful approaches, challenges and what needed to change. They also mapped the growth and progress of their YWLs in terms of their leadership capacity and use of more feminist leadership practices in their personal, organisational and movement spaces.

The participation of mentors from SAYWLM’s sister initiative, the East Africa Young Women’s Leadership and Mentoring Initiative (a program of the Global Fund for Women), enriched the learning greatly, with a striking number of similarities despite the different contexts.

The workshop saw clear evidence of (a) the vital link between mentoring and the growth of YWLs’ leadership in their personal and organisational spaces; (b) grassroots movements emerging in many locations; and (c) the major role of the partner organisations in enabling or hampering the growing leadership of the YWLs. CREA’s deep and innovative Monitoring, Evaluation and Learning design observed three distinct levels of impact: (a) movement-building evidence and impacts; (b) enhanced leadership capacity of the YWLs; and (c) consolidation and impact of the feminist mentoring process.

Communications

KEY RESULTS

2

ONLINE
CAMPAIGNS

30

KNOWLEDGE RESOURCES
PRODUCED

219027

INDIVIDUALS
REACHED

Websites

During 2019, CREA finalised work on an organisational website redesign. The new site is scheduled to be launched in late 2020. It will have more unified language and will focus on CREA's vision and mission, origins, theory of change, and a summary of work under our four main strategic objectives. The website will also align with CREA's feminist politics around technology by placing an emphasis on data privacy, back-end security and accessibility. In preparation for the new site launch, CREA has also finalised and started implementing guidelines for our visual identity and brand. This includes logo usage and guidelines for written and visual documentation of CREA's programs.

In October 2019, CREA launched a monthlong online campaign called #FlawsInLaws with partners across Latin America and the Caribbean and South Asia. The campaign challenged the criminalisation of young people's sexuality. CREA created a [dedicated website for the campaign](#) to provide activists, allies and the general public with information on the motivations and principles behind the work. Through regular blog posts, the website also explains the package of laws, policies and regulations that hinder young people's access to SRHR, information, services and advocacy. It is fully accessible to people with disabilities, one of CREA's main constituencies. Since its launch, the campaign's website has had more than 550 visitors and 1,500+ page views.

Social Media

This past year, CREA's digital footprint continued to expand. We gained 700+ followers on our organisational Instagram account (current total: 2,523) and 1,500+ followers on Twitter

(current total: 8,111). CREA also increased its Facebook likes from 11,000 to more than 13,000.

Public engagement with CREA's social media platforms increased significantly during our Fourth Annual #AbortTheStigma campaign. The weeklong online campaign sought to dispel myths and misconceptions about abortion, and encouraged people to rethink legal reform on abortion (see page 50 for details). It targeted a global audience and reached a total of 60,000+ people around the world through various social media channels. In one week, content garnered 817 engagements on Twitter, 8,000 engagements on Instagram and 385 engagements on Facebook.

Internal Communication

Based on the recommendations of the communication audit conducted in 2017, CREA introduced two new technologies for internal communication (Signal, Wire), both of which were embedded in organisational practice through comprehensive written guidelines and all-staff meetings. These platforms align with CREA's feminist politics by addressing security and surveillance risks that are not often considered by corporate and mainstream communications platforms. Signal and Wire also ensured a smooth, efficient and safe transition to working remotely during the COVID-19 lockdown.

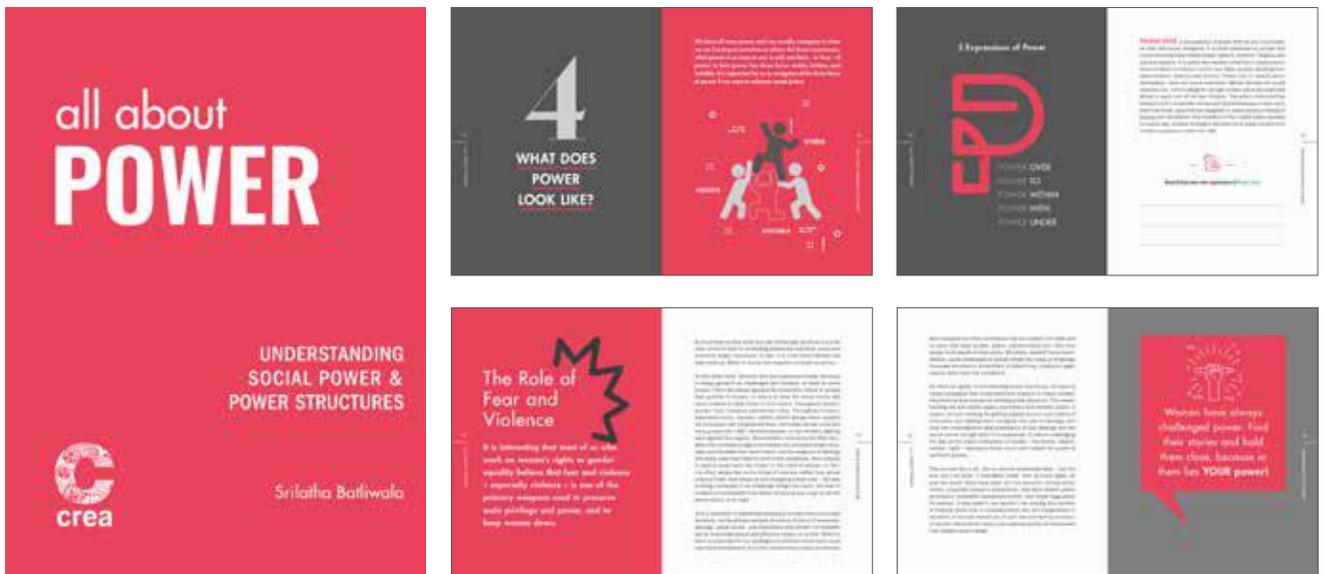
Knowledge Resources

This past year, CREA developed and disseminated 30 knowledge resource materials to provide partners, activists and practitioners with concrete tools that can be applied in their work.

The repertoire of materials – primers, activist toolkits, video



Promotional poster for #GrownUpGirls video series



An activist primer written and developed by Srilatha Batliwala, Senior Advisor, Knowledge Building, CREA

resources, advocacy manuals, and training modules – forefront the voices of CREA’s constituencies and the trailblazing work of feminist practitioners. Tailored to specific contexts, our resource materials deconstructed and challenged understandings around power, gender and patriarchy, gender and sexuality, and violence against women, to name a few.

Most recently, CREA developed an activist toolkit called *All About Power* to challenge understandings of how power structures feed into and affect the way in which we relate to each other. *All About Power* has been disseminated globally. CREA

also collaborated with Agents of Ishq to develop a series of eight videos called *#GrownUpGirls Reimagine Adulthood*. Each video features interviews with participants from CREA’s SELF Academy in India and reframes adolescent aspiration, desire and success. After homosexuality was decriminalised in India in 2018, CREA collaborated with Jamun Collective to produce and disseminate a [video on the 27-year journey that led to this success](#).

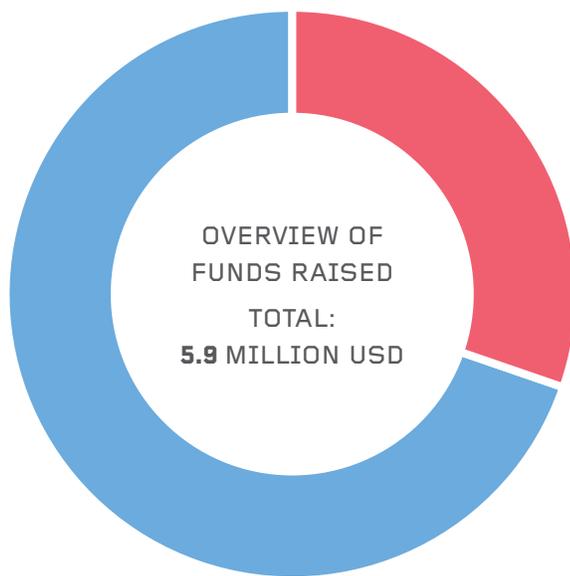
Resource Development

KEY RESULTS



Key Facts and Figures

Between 1 April 2019 and 31 March 2020, CREA raised USD 5.9 million, of which approximately 31% was core funding and 69% was restricted funding. Funds raised account for support received from 22 institutional donors, one individual donor, fees and interest. CREA also renewed nine of its grants and secured support from two new donors.



Increased Recognition as a Strategic and Technical Partner for Donors

CREA is proud of the acknowledgement and confidence that our donors have shown toward us in 2019. As part of the Count Me In! consortium, CREA was invited to contribute to strategic discussions organised by the Dutch Ministry of Foreign Affairs (MFA). CREA's inputs fed into the development of the MFA's policy framework for strengthening civil society (2021-2025). CREA also received a two year grant from EMpower Foundation to serve as a technical resource partner who will support the capacity building of their grantee-partners on gender and sexuality.

Submission of Proposals to the Dutch Ministry of Foreign Affairs

CREA co-developed and submitted three applications under the Dutch Ministry of Foreign Affairs' Policy Framework for Strengthening Civil Society, two of which were submitted with CREA as the lead organisation. CREA was the lead for an application under the Power of Women grant instrument. Our second proposal, which CREA also led, was submitted under the Power of Voices grant instrument and developed with our partners from the All Women Count consortium. We also included a new Dutch partner, WO=MEN, and technical resource partner, IM-Defensoras. CREA received support from Proteus Fund to conduct in-person Theory of Change workshops for these submissions. The third application, led by Mama Cash, was for the CMI! consortium.



Theory of Change workshop with Akili Dada and IWRAW-Asia Pacific for the *Power of Women* grant instrument, Dutch Ministry of Foreign Affairs, held in India, January 2020

List of Donors

We thank our donors for their generous support and partnership.

- | | |
|--|---|
| Accountability International | Freedom House |
| Astraea Lesbian Foundation for Justice | Global Fund for Women |
| Azim Premji Philanthropic Initiatives Pvt Ltd. | International Women’s Health Coalition |
| American Jewish World Service | Kate Baum (Individual Donor) |
| Bertha Foundation | Medicus Mundi Gipuzkoa |
| Channel Foundation | MenEngage Alliance |
| Comic Relief | Ministry of Foreign Affairs of the Netherlands |
| EMpower – The Emerging Markets Foundation | Oak Foundation |
| Ford Foundation – India, Nepal and Sri Lanka | Proteus Fund
(Philanthropy Advancing Women’s Human Rights) |
| Ford Foundation – New York | Swedish International Development Cooperation Agency |
| Foundation for a Just Society | Wellspring Philanthropic Fund |
| Foundation to Promote Open Society | |

Institutional Strengthening

This past year, CREA made significant strides in strengthening its internal systems and infrastructure. This included: (a) submitting two successful grant applications for strengthening our institutional capacity; (b) conducting a robust overhaul of the organisation's digital security systems; and (c) streamlining decision-making structures and processes across the organisation.

Support to Strengthen Institutional Capacity

CREA received support from two donors to strengthen our institutional capacity, and by extension, our organisational resilience. Institutional strengthening support allows CREA to become more durable and better equipped to create long-term social change.

This funding comes at a perfect time, as CREA is now at a critical juncture. Over its 20-year history, the organisation has grown from a small, grassroots structure into a global organisation embedded within multiple human rights movements. CREA is now at a point where we must invest in our internal systems and infrastructure to sustain growth and expanded programming.

To enable sustainable expansion, CREA will use the support to focus on three key pillars of growth. These are:

1. Strategic clarity and coherence
2. Organisational efficiency (including monitoring, evaluation and learning, and safety and security infrastructure)
3. Financial resilience and stability

Digital Security

CREA's constituencies often use digital domains to advance social activism, especially where it is difficult or risky to organise on the ground. Hence, in doing this work, the safety and privacy of our partners and the security of their data is of the utmost importance.

This past year, CREA was awarded a partnership with Hivos whereby a digital security fellow was assigned to work with us on an overhaul of the organisation's security infrastructure. This included conducting digital security audits, implementing a digital security protocol within the organisation, all-staff briefings on digital security, and the implementation of revised systems and protocols with grassroots partners.

In migrating to technologies which aligned more with our feminist politics, CREA selected free and open-source technology rather than tools owned and managed by large corporations wherever possible. For instance, CREA made an organisational-wide transition to Nextcloud, a non-corporate, internet-based tool for hosting our files. Nextcloud is open-source, which means that anyone may install and operate it on their own private server devices.

Similarly, CREA staff transitioned to using Wire, a secure collaboration platform that allows for end-to-end encryption of data. Both Nextcloud and Wire were embedded in organisational practice through comprehensive and phased all-staff trainings.

The addition of secure internet-based tools into CREA's organisational world has given us new ways of learning,



The CREA team

collectivising and building organisational culture and spirit. Both partners and staff across the globe have been able to connect on a weekly basis in a safe and secure setting to share information, concerns and experiences.

Additionally, with staff spread across three continents, tools like Nextcloud and Wire have allowed for more efficient interaction, and virtual teamwork has become the organisational norm. This proved especially useful in light of the COVID-19 pandemic, when all CREA staff were working remotely and in isolation from each other.

Organisational Management Team and Operations

In 2019, CREA instituted a new Organisational Management Team (OMT) to streamline the process of communication and decision-making across the organisation. The OMT conducts

meetings on a weekly basis and comprises the executive director, senior director of programs, director of resource and development, and director of finance. CREA also created a new Operations Unit and opened up a position for a full-time director of operations to develop systems and processes for managing growth as well as Monitoring, Evaluation and Learning.

Human Resources

KEY RESULTS

3

STAFF
TRAININGS

61

STAFF ENGAGEMENT
ACTIVITIES

3

STAFF
PROMOTIONS

This past year, five CREA staff attended CREA Institutes (SGRI and FLMBaRI) and 18 staff attended workshops on digital security. CREA also organised a two-day training on program management, where all staff members from CREA's offices in New York, Kenya and India came together to share their work and discuss program plans, strategies and learnings.

CREA's HR team also undertook the development of two robust organisational policies, a Sexual Harassment Policy and the Child and Vulnerable Adult Protection Policy. Prior to their rollout, staff and implementing partners were introduced to the same through in-person and virtual orientations.

CREA continued to implement a process of performance evaluation which includes a 360-degree evaluation and face-to-face discussion on key result areas/key performance indicators. Based on these evaluations, three staff members were promoted during the year.

Congratulations to colleagues on their new positions

Rambishnu Sasmal	ASSOCIATE DIRECTOR, FINANCE AND ADMINISTRATION
Swarnlata Mahilkar	PROGRAM MANAGER
Mayuri C.	PROGRAM COORDINATOR

Staffing over the past year, full-time employees:

	1 April 2019 - 31 March 2020
New employees	9
Departing employees	13
Number of employees (as 31 March 2019)	43

Finance and Administration

Board and Advisory Activities

CREA's Board members and Advisory Group members played a key role in the conceptualisation of reconference. Many were part of the conference's thematic working groups and contributed directly to framing content and objectives, organising sessions, and identifying speakers. India Board members Shohini Ghosh and Sabeena Gadihoke also planned and hosted two reconference plenaries. In synthesizing learnings after the conference, the insights of CREA's boards and advisors were invaluable in thinking through strategies for continued engagement with allies and donors.

CREA held an in-person board meeting (India) and a virtual board meeting (New York) in February 2020.

Composition of the Board

CREA has seven board members in India and five board members in New York.

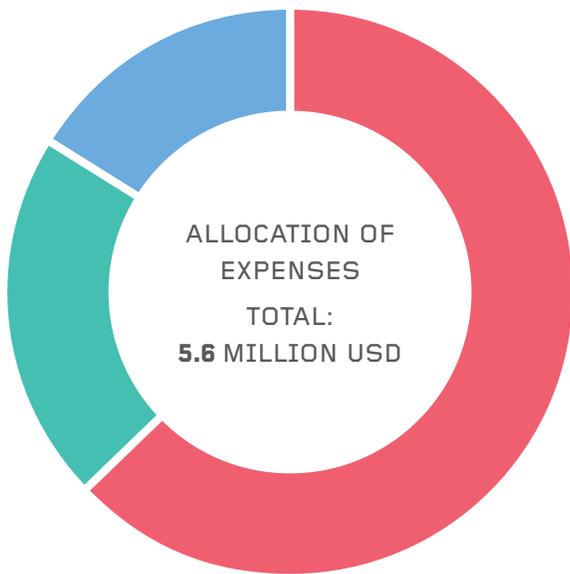
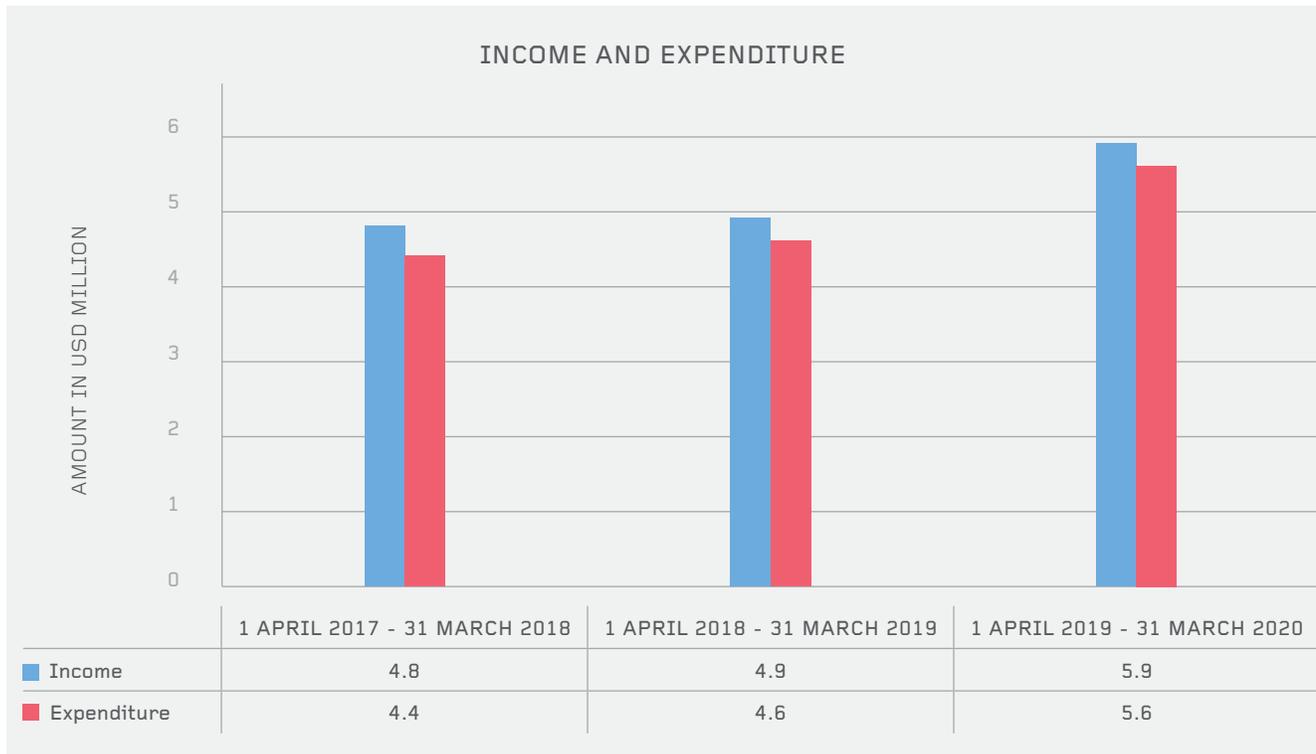
CREA New York Board members

Megha Bhouraskar	PRESIDENT
Iris Derbsch	SECRETARY
Kathleen M. Baum	TREASURER
Jac Sm Kee	MEMBER
Geetanjali Misra	MEMBER

CREA India Board members

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

Income and Expenditure



- PROGRAM COSTS: **3.5 MILLION USD**

- ALLOCATION TO PARTNER NGOS: **1.2 MILLION USD**

- INDIRECT PROGRAM COSTS: **0.9 MILLION USD**

Due Diligence of Partners

Between 1 April 2019 and 31 March 2020, CREA's finance and program team members visited five partners in Bihar and Uttar Pradesh (India) for renewal of grants. The selection process of these partners is ongoing.

Reserves and Funds

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



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