

FEMINISM

STRENGTH

ENING INTER

INTERSECTIONALITY

CONNECTION

KNOWLEDGE

COLLABORATION  
HUMAN RIGHTS

ACTIVISM

VOICE

GENDER  
EQUALITY

ACTION

SOLIDARITY COMMUNITY-BUILDING

CREA

Annual Report 2022–2023

Strengthening Interconnection: Knowledge, Voice, Action

IMAGE ON COVER:

Turquoise blue cover with large red and yellow text. The largest text constitutes the report's title: Strengthening Interconnection: Knowledge, Voice and Action. Words in yellow are peppered in and occupy spaces between the title of the report. From top to bottom: Feminism, Interconnection, Collaboration, Human Rights, Activism, Gender Equality, Solidarity, Community-building. Underneath, is yellow and black text: CREA Annual Report 2022-23, Strengthening Interconnection: Knowledge, Voice and Action



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# Letter from the

# EXECUTIVE DIRECTOR

Strengthening interconnection. What does this mean for CREA, as both an approach and praxis? Our work has always been rooted in intersectionality but, this year, we expanded our commitment by working with various action coalitions, consortia, and partners. We strengthened our collective knowledge, voice, and action toward feminist human rights. Our focus on deepening collaborative work into different geographies and bringing more focus on regional work allowed us to present intersectional feminist perspectives to a wider audience.

We also entered new areas of work, such as the WASH sector in India, to further our intersectional and gender-transformative approach. We learned from our past work to adapt our existing programs to changing contexts and needs and make them more robust and intersectional. In line with our belief that amplifying structurally excluded people's voices and experiences can create a more equitable and just world, we intensified our commitment to this goal this year through efforts that built cohorts and created spaces for these groups.

At the halfway point of working in alignment with our 2021–2025 Strategic Plan, we have since “Reconnected and Deepened” (CREA’s 2021–22 Annual Report theme) with our politics to work confidently across our program areas. In this Annual Report for the financial year 2022–2023, we reviewed how our work contributed to change by narrating stories of impact through the perspectives of “Knowledge, Voice, and Action”, with a common focus on strengthening interconnection. We created and shared knowledge, raised our collective voice to push for our politics, and sought ways to convert our ideas and commitments into reality through action.

For the first time since the start of the COVID-19 pandemic, CREA Institutes — Sexuality, Gender, and Rights Institute (SGRI) Global; Feminist Leadership Movement Building and Rights Institute (FLMBaRI) South Asia; FLMBaRI Hindi; and SGRI Hindi — took place in person. At the same time, we continued to carry forward our online Institutes, including the Disability, Sexuality and Rights Online Institute (DSROI) and Our Voices Our Futures (OVOF) Tech

Deep-dive, based on our expanded digital accessibility practices. Many of our programs have also evolved. The South Asia Young Women’s Leadership and Mentorship (SAYWLM) Program that began in 2017 entered its second phase, DSROI was adapted for diverse contexts and language needs through DSROI East Africa and DSROI Hindi, and FLMBaRI East Africa restarted after a four-year hiatus.

2022 has also been a year of deepening partnerships and contributing to building resilient networks. Both consortia that CREA leads — Women Gaining Ground (WGG) and OVOF — expanded work in their second year. Beyond continuing to engage with the Count Me In! (CMI!) consortium, through which we have also expanded our partnership, we also joined a new consortium, Feminist Opportunities Now, with International Planned Parenthood Federation-Africa Region (IPPFAR) as the lead, to expand our work in feminist movement building and fight gender-based violence (GBV). CREA continues to implement its work building feminist leadership and movements, advancing sexual and reproductive health and rights (SRHR),

responding to GBV, and fostering collective resilience, through the combination of knowledge, voice, and action — all guided by the connections made and which continue to be made.

Geetanjali Misra  
May 2023

## Letter from the **BOARD**

The years 2020 and 2021 forced us to adapt, survive, and transform under the pandemic. With restrictions easing and physical spaces opening in 2022, this past year has seen CREA evolve, reclaim spaces, and expand networks.

For CREA, 2022–23 has been a year of deepening partnerships, reevaluating past work, and strategizing about new work. We emerge from the pandemic to face new challenges such as growing threats to civic spaces and authoritarian repression of human rights, especially of those structurally excluded. CREA has responded to this adversity by being fearless in opposing ideas, policies, and frameworks that restrict individual and collective freedoms.

CREA continues to believe in art and the media as important influencers of change. This year, we started work with the *New York Times* to develop a story on disability rights, sexuality, and consent. It has also been a year in which we embraced new media and produced audio/visual content such as the “Think Feminist” podcast and the “Think CREA: Feminist

Journeys” video talk series. We have also remained highly vigilant and critical of global narratives and engaged in global conversations through our reform recommendations to the Gender Recognition Reform (Scotland) Bill.

2022 has been an evolutionary year for CREA, one in which we’ve entered new work areas, expanded our global programs and outreach, and grown into an organization of 36 staff members located across the globe. CREA continued to complicate conversations, explore complex intersections in our work, and reaffirm global South-led interventions and movements to create sustainable change and demand rights for all structurally excluded people.

Shilpa Phadke and Kanchan Pamnani  
Co-chairs

## **VISION**

CREA envisions a more just and peaceful world, where everyone realizes their autonomy, dignity and equality.

## **MISSION**

CREA focuses on advancing the rights of persons structurally excluded\*, believing that when structurally excluded people identify and understand their rights and take action to exercise and assert those rights, the human rights of all people are advanced.

## **STRATEGIES**

- 1** CREA ensures feminist leadership and movements are strong, intersectional, inclusive, and amplify the voices of structurally excluded people.
- 2** CREA develops knowledge resources on sexuality, reproductive and sexual gender and human rights that reflect the experiences and perspectives of global South feminists.
- 3** CREA links local and global advocacy and challenges policies, laws and practices that undermine the rights of people whose realities are invisible or silenced.
- 4** CREA influences and shapes discourse in the public domain through art and media to change the way people think and act on issues of gender, sexuality and rights.
- 5** CREA manifests its values to be an intersectional, inclusive, accessible, diverse, innovative, collaborative and multigenerational feminist organization that strives to operate at high levels of excellence, effectiveness and accountability.

\*CREA uses the term “structurally excluded” to draw attention to the ways in which societal architecture prevents certain people from enjoying the full spectrum of rights and from meaningfully and effectively participating in their communities and decision-making spaces. Our work focuses on preventing individual harms, dismantling the structures that construct and sustain those harms, and creating pathways to justice for persons excluded because of their real or perceived genders, sexualities, identities, or chosen forms of labor.





DSROI faculty, Sonaksha Iyengar in conversation with CREATE fellow, Carbon

Participants of this year's DSROI affirmed that they learned new ideas, concepts, and information with an increased confidence to use these ideas in their work. They highlighted an appreciation of the intersectional approach of DSROI linking cross-cutting issues such as gender and disability, sexuality and GBV against people with disabilities, and SRHR and disability, along with modules on ableism that supported them to change existing perceptions. Following the Institute, participants shared their desire to use the learnings on disability and sexuality in their own organizations, change practices within their communities, support their own activism, form cross-movement connections and partnerships, and inform their own research and studies.

*“Because we live in an ableist system, as disabled folks we always sort of doubt if we will be good at this or we will not be good at this, so I was doubting if I would be good at advocacy work, or even if I’m meant for advocacy work. But listening to and hearing so many lived experiences of activists and people who have been in the community has really affirmed my belief, my*

*self-belief, in advocacy as well. DSROI has sort of given me an education which I don’t think academia has given me. It helped me feel very represented and helped me feel that my voices are being centered. And it was so easy to learn on DSROI because there were accessibility aids that were given to us.”*

— DSROI Global 2022 Participant

This year, CREA also began regional DSROI Institutes. The regional Institutes aim to include an additional relevance to regional and/or country contexts. For instance, the Hindi DSROI focused on the importance of holding deep theoretical knowledge in Hindi for community and regional level work, while DSROI East Africa contextualized the design of the global Institute to include a nuanced dialogue in line with the contemporary discussions within the feminist and disability rights movements in East Africa. With the aim of deepening interconnection in knowledge, the regional Institutes were piloted for partner organizations of the Women Gaining Ground (WGG) consortium. WGG builds the capacity and transformative leadership of women with disabilities and young women and girls to lead political and social transformation to redefine,



A glimpse from a DSROI session led by faculty, Sonaksha Iyengar

Zoom meeting with a shared screen shows a pink slide featuring an illustration of a person with their eyes closed, and text that says: Centering Joy and Exploration with Sonaksha. On the right is a vertical panel with the speaker and other participants. On the bottom are closed captions.

prevent, and eliminate sexual gender-based violence (SGBV). By initiating these Institutes with WGG partners, we were able to work together to design the Institute contextually while also building the capacity of WGG partners. This approach is steeped in our aim to be intentional in how we create intersectional and inclusive spaces for knowledge.

*“We are better together! It is our task to join efforts towards building a conducive environment for young people and all structurally excluded groups in our communities.”*

— Partner, at the WGG Annual Partners Review Meeting (with partners from Kenya, Uganda, and Rwanda)

Occupying spaces took on new meaning for CREA with a more stable travel environment for the first time since the start of the COVID-19 pandemic. We seized

the opportunity to gather in-person to debate and discuss evolving issues, while also continuing to recognize the accessibility of online Institutes and events and putting the technological skills gained during the pandemic to use.

CREA organized its global Sexuality, Gender, and Rights Institute (SGRI) for the first time since 2018 — also the first major in-person Institute for CREA since the beginning of the pandemic. The SGRI, CREA’s flagship program, brought together 26 activists, researchers, journalists, and practitioners working on issues of sexuality, lesbian, gay, bisexual and transgender (LGBT) rights, sexual rights, GBV, among others, in person to Zagreb, Croatia. SGRI is a residential course that focuses on a conceptual study of sexuality and its links with rights, gender, and health, and their interface with socio-cultural and legal issues. For the first time since its inception in 2002, CREA piloted a hybrid model with some faculty members teaching online. At the end of the Institute, many participants reported



Participants and faculty at the Sexuality, Gender, and Rights Institute (SGRI) - Hindi in Delhi



CLOCKWISE FROM ABOVE: 1. A group of Indian women smiling and facing the camera. 2. An Indian woman standing and speaking to a group of Indian people who are seated and looking at the speaker. 3. A group of Indian women, some of them sitting on the floor, some on chairs, engaged in a discussion.

feeling transformed in their thinking on issues of sexuality, sex work, trafficking, children and sexuality, rights and feminism. Among the many participant reflections, one referred to CREA's long-standing approach of examining pleasure and desire within the realm of harm, violence, and agency of individuals — an approach that is core to CREA's learning spaces.

**“Prior to the Institute, though I have always advocated for children’s autonomy and agency, that advocacy was largely rooted in enabling them to recognize harm. The conversations about pleasure and desire have made**

**me rethink what it means to trust children with their own decision-making capacities.”**

— SGRI Global 2022 Participant

**“My whole understanding about disability has changed, like how we use the words associated with a disabled person. Earlier I would have used all those words thoughtlessly. But after the Institute, no such problematic sentence comes out at all.”**

— SGRI Hindi 2022 Participant



The Feminist Leadership, Movement Building and Rights Institute (FLMBaRI) – East Africa cohort and faculty in Nairobi



CLOCKWISE FROM ABOVE: 1. A group of mainly East African, and some South Asian people smiling and posing for the camera. 2. A group of East African people posing for a selfie. 3. A yellow chart paper with black text: FLMBaRI Wall of Dreams. Underneath on a white paper are several sticky notes.

CREA's Feminist Leadership, Movement Building and Rights Institute (FLMBaRI) in South Asia, FLMBaRI Hindi, and East Africa too were held in person in Nepal, India, and Kenya for the first time since COVID-19. FLMBaRI acts as a bridge between feminist theories and practice to build and strengthen the leadership of activists and movement leaders.

This year's FLMBaRI in East Africa included participants from Kenya, Uganda, Ethiopia, and Rwanda. During the Institute, CREA also hosted a dialogue between CREA Institute alumni and current cohort participants to exchange ideas and suggest best practices to take forward the learnings from the Institute

— embodying CREA's commitment to build on existing connections and learn from past work to inform what we do differently.

Participants reflected on the different learnings they took away following the Institute:

**“Feminist power is about shift and collectivizing. Gender equality is very different from feminism and movements are different from organization.”**

**“That being women in leadership does**



The Feminist Leadership, Movement Building and Rights Institute (FLMbaRI) – Hindi cohort and faculty in Delhi

A group of Indian women, some standing and some sitting down, smiling and looking at the camera.

*not automatically conclude that one is a feminist and that the most important aspect to remember is that women in leadership are mostly fighting for equality while feminists tend to question the structures rather than an individual and how successful they are.”*

*“With the knowledge I have acquired I will go back and interrogate the work that I do, expand the grassroots feminist movements in the community, challenge existing power structures in my community, be part and contribute towards strengthening existing feminist movements.”*

– FLMbaRI East Africa 2023 Participants

We continued to place importance on digital spaces. CREA and APC, as part of the OVOF consortium, held the second Feminist Tech Deep-dive. This virtual, global, three-day mini Institute saw the participation of over 50 activists, researchers, community organizers, human rights practitioners, and artists for an intensive and affirmative virtual deep-dive to link theory and practice. The space equipped participants with feminist frameworks and tools with which to critically examine their own advocacy strategies and rights-based claims in relation to online space and digital rights, as well as to occupy and expand digital spaces for democratic engagement.

For CREA, strengthening knowledge is a combination of leading intensive Institutes – growing and learning from each alumni cohort and faculty – as well as ideating new ways of learning and knowledge-building. CREA’s first fellowship, CREAtE, is a result of this goal of expanding the methods of generating, collectivizing, and sharing knowledge creatively. The fellowship was launched in January 2022 with the intention of



Participants at the Feminist Leadership, Movement Building and Rights Institute (FLMbaRI) – South Asia in Kathmandu

A group of South Asian women holding certificates in their hands and looking at the camera.

generating deeper understanding and connections between sexual and gender diversity, intersex rights, disability work and movements by supporting the production of knowledge, art, and storytelling.

This year, we worked with six selected CREAtE fellows by facilitating regular learning sessions on disability justice, as well as sessions with the fellowship advisors. These project implementation sessions supported the creation of diverse projects with a global South perspective. The fellowship projects comprise: a performance art piece held in South Africa on themes of disability, gender, and race, collated into a zine with access to all parts of the exhibition including poetry, film, and animation; an anthology of personal accounts that tell the experiences of Dalit-Bahujan individuals living with disabilities and chronic illnesses; a booklet, in English and Portuguese, on the intersectionality between invisible disabilities and gender and sexual diversity which combines scholarship, storytelling, and poetry; a narrative-based campaign focusing on ableist GBV against queer women,

trans, and non-binary persons with disabilities, which will also be a resource for other organizations working on similar issues; a collection of stories, in English and Tamil, of living at the intersections of intersex rights, caste, gender and sexual diversity, and disability (the first book in Tamil to explore intersectional issues of people in Tamil Nadu); and a coloring zine with an accompanying podcast that uncovers inclusive diverse feminist histories at the intersection of lesbian, gay, bisexual, transgender and queer LGBTQ, feminist, and disability actions in Kenya.

Free and accessible, these projects aim to redress the dearth of resources on the intersections of disability, gender and sexual diversity, and intersex rights, while bringing greater attention to the work that is already happening in this space and generating interest in cross-movement solidarity. The fellowship ensured a supportive and collective space for future collaboration among the fellows, and an opportunity for CREA to consider how to deepen and reshape its future work.

“My work not only helped deepen knowledge about legal rights and histories of social movements but also helped deepen an understanding of how to engage with the intersectional self and translate it into a narrative. Not only sexual and gender diversity, we also engaged with different identities within the disability advocacy spectrum, and different identities with respect to the caste location of the individuals who engaged with our process.”

— Bhanu Priya Gupta, CREAtE Fellow 2023



Bhanu Priya Gupta, CREAtE Fellow 2023  
An Indian person with shoulder length black hair, wearing a saree and sitting on a swing.

“By capturing the lived experiences of trans, neurodivergent, and disabled people, we advocate for the recognition of everyone’s humanity and their inherent right to all human rights, contributing to the advancement of knowledge at the intersection of sexual and gender diversity, intersex rights, and disability. This work increases cross-movement cooperation and expands networks through collaborations with artists from South Africa and the Atlantic, serving as a love letter to the authenticity of black trans neurodivergent living.”

— Carbon, CREAtE Fellow 2023

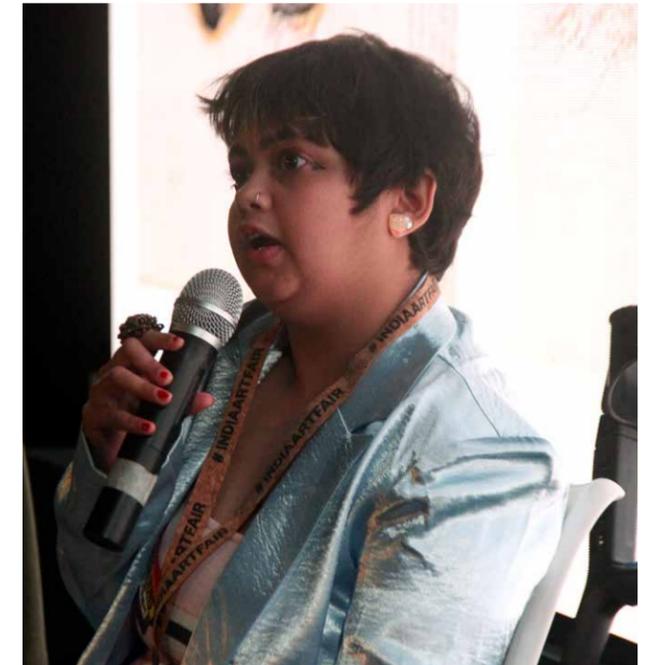


Carbon, CREAtE Fellow 2023  
A South African person with short hair, wearing a black blazer and spectacles looking at the camera

“There is no guidebook that one can follow in terms of how to navigate dual oppressive systems of ableism and heteronormativity. There exists no guiding points on a presentation that teaches us how to deal with disability-based queer violence. The visible and invisible markers of identity on our body determine our everyday fate in public and private spaces, they determine how we are perceived, and in turn how we perceive others.

This fellowship does not seek solutions. Instead, I have tried to highlight the various patterns of abuse that disabled queer folks face, to visibilize a discourse that views disability as an analytical category rather than a unidimensional lens, and focusing on disabled rage and dissent: the rage and grief of living in a body which is pathologized, prodded at, and intruded upon by others. In addition, this fellowship seeks to add to the already existing narratives of violence faced and safety experienced by disabled queer folks.”

— Nu, CREAtE Fellow 2023



Nu, CREAtE Fellow 2023  
An Indian person with short hair, wearing a light blue jacket. They are holding a mic and speaking.

A core aspect of how CREA perceives, curates, and produces knowledge is anchored in accessibility. The CREAtE fellowship encouraged an accessible space by supporting fellows to collectivize needs and desires and create their own guiding principles. The learning sessions which were part of the fellowship were also an important element that allowed everyone to have a common ground and narrative. The fellowship space was considered positive, accommodating, flexible, autonomous, and embracing of equal relationships. Providing spaces for authentic support and co-creation is a value and achievement in itself, and has the potential for sustainable longer-term impact.

The knowledge-building and sharing spaces that we create, or contribute to, need to nurture accessibility of knowledge and the accessibility of tools and environments to learn from sharing and collectivizing experiences, validate structurally excluded persons’ knowledge, learn new information, and access new resources.

“One of the things that made a big impression is on how the course has been run (...) Space with sign language interpretation with three/four languages, different methods of access, changes the whole quality and feeling of a space — taking that with me as suggestions for other spaces as much as the content learnings.”

— DSROI Global 2022 Participant

We also updated CREA forms and applications to ensure both digital security and accessibility for our external audiences, and questioned accessibility in language as we worked across different regions. For example, during the global 16 Days of Activism against Gender-Based Violence campaign, CREA as part of WGG, joined the digital campaign that ran with the theme “Your Protection Doesn’t Protect Me” and worked with partner organizations to ensure that our work reflected our intended tonality and messaging across different languages.

CREA’s knowledge-based programs and activities rest on its feminist politics. We worked to bring the feminist fundamentals of our work into focus once again by launching our first podcast series, “Think Feminist”.<sup>1</sup> The podcast series is hosted by CREA’s Senior Advisor Srilatha Batliwala, who has also played a key role in designing the modules and structure of the CREA FLMBaRI over the years. Responding to the constant demand for post-Institute resources, we developed and launched six episodes on concepts including feminism, patriarchy, feminist leadership, and movements. The podcasts were developed primarily as resources for grassroots activists and trainers across

<sup>1</sup> Think Feminist: <https://creaworld.org/think-feminist-podcast/>



The cover of the ‘Think Feminist’ podcast  
A pink graphic with the text “think feminist” followed by a woodcut illustration of three conjoined faces.

South Asia who may have access only to low internet bandwidth or basic technological devices.

The episodes feature guest speakers who are activists, organizers, and movement builders and whose work on gender and feminist leadership has set benchmarks and created breakthroughs. The podcast is available across 11 streaming platforms in addition to a streaming library on CREA’s website. The podcast series has 1,820 all-time plays and 179 followers, and has garnered a significant audience on social media including appreciation and amplification by donors, among other CREA audiences.

CREA also drew from its early position papers that detail organizational politics and approaches to issues to develop an article for wider audiences. In particular, CREA began collaborating with a leading media organization, the *New York Times*, to publish an article on disability, sexuality, and consent. The ongoing collaboration has been a cross-learning exercise for both CREA and the *New York Times*. For CREA, the learning lay in understanding media representation at

a global scale and the “how to” when communicating broader organization politics. For the media house, there was learning in understanding the complex politics around disability, sexuality, and consent, and the nuances of a global South perspective on these issues. To support this cross-learning, CREA reached out to its own external network of global South disability rights activists to engage directly with the *Times* through informal panels and one-on-one meetings. The project that began with the aim of changing perceptions and biases at a larger scale has also allowed CREA to learn from, and influence, a major international news organization.

Our work is rooted in the interconnections across different forms of exclusion and movements. With our partners, action coalitions, and consortia, our knowledge expanded and strengthened to become collective knowledge, capable of often translating into action.

CREA is part of the Count Me In! (CMI!) consortium that supports feminist groups and movements to grow in strength and numbers through grants, capacity building, and training, as well as lobbying and advocacy. As part of CMI! (now in its second phase as CMI! 2.0), CREA supported multiple cross-movement gatherings (online and offline) where partner organizations, the National Lesbian and Gay Human Rights Coalition (NGLHRC) and the Kisumu Sex Workers Alliance (KISWA), were able to meet and learn about each other’s work.

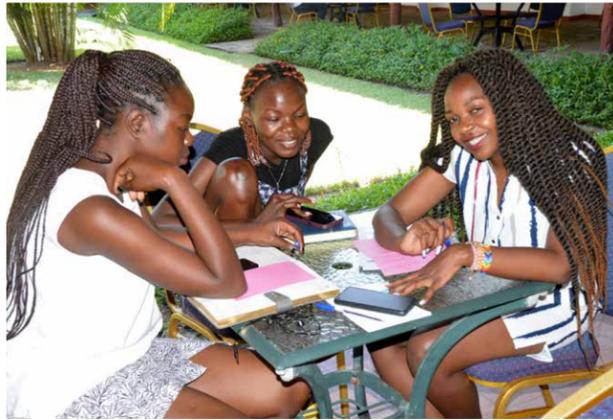
Following this, as part of their programmatic work, each partner organization held independent projects. Supported by CMI! 2.0,



Campaign on economic rights led by Eldoret Women for Development (ELWOFOD), a CMI! consortium partner and women’s rights group in Kenya, which supports formerly incarcerated women  
FROM ABOVE: 1. Three Kenyan people stand with placards looking at the camera. 2. A Kenyan woman sits in front of a Mama Cash banner that reads “Give women economic skills not prison!!!”

NGLHRC hosted a paralegal training for GBV paralegals in Mombasa county. In September 2022, KISWA, which works in Kisumu county, held a meeting with partner COSWA in Mombasa to engage with sex workers on their work at the county-level advocacy. This meeting was raided by the police with the intention of harassing sex workers and disrupting their convening. Having learned about NGLHRC’s work through CREA-organized gatherings, KISWA reached out to NGLHRC for legal support, and the paralegals at the organization’s previous training supported KISWA to ensure they could continue to host their meeting without harassment. KISWA further shared that while as a sex worker movement they had previously disapproved of gender

non-conforming groups due to a lack of awareness and social stigma, they are now exploring the possibility of building and amplifying the partnership, and collaborating and challenging the discrimination faced by both movements.



CMI! East Africa Annual Partners Meeting

FROM ABOVE: 1. Three East African women sitting around a table and working, the one on the right smiles at the camera. 2. Three East African people working in a group.

CREA's efforts to build knowledge are constantly evolving. During 2022–23, CREA's Nairobi Principles working group made important updates to the text to incorporate more inclusive language at the intersections of gender diversity and disability. The Nairobi Principles on Abortion, Prenatal Testing and Disability is a three-part publication that is an outcome of global dialogues started in 2018 and an official Nairobi Principles working group.<sup>2</sup> This group comprises experts from the feminist movement, disability movement, and organizations supporting SRHR to deepen understanding and increase collaboration around disability rights and abortion rights, elevating the priorities of persons with disabilities in SRHR. Recognizing the need to return to existing politics to better support advocacy moving forward, the text changes also ensure a strong balance between disability rights and SRHR, specifically when talking about a person's right to choose, and disability selective abortions and how the ableist paradigms enveloping this can produce disability-based discrimination. This commitment to the knowledge we hold allows for a clearer message for both SRHR and disability movements as well as for meaningful action.

Creating and sharing knowledge has always been key to CREA's work since its inception. Some of our earliest work began with capacity building at the community level and setting up Institutes regionally before expanding globally. More than two decades later, we are now identifying further opportunities to deepen our work around building and sharing knowledge. We are also immersing ourselves in the ripple effects of knowledge sharing. For instance, CREA has been partnering since 2019 with the Korean Institute for Gender Equality Promotion and Education (KIGEPE), a government-affiliated organization, to create knowledge resources on feminism, feminist leadership, and

<sup>2</sup> The Nairobi Principles on Abortion, Prenatal Testing and Disability: <https://nairobiprinciples.creaworld.org/>.

feminist mentoring. This year, KIGEPE expressed interest in a gender, disability, and rights-centric training module for their Asian Gender Equality Trainers. To facilitate this shift from feminist leadership, we worked with CREA consultant and disability rights activist Niluka Gunewardena to prepare six training modules. These modules provide a foundation for understanding disability in its complexity, as well as key themes and areas of work at the intersection of disability and gender. We also conducted a series of sessions for our donor Malala Fund's partners on gender-transformative approaches. Similarly, we led a short session on disability and sexuality for the staff of American Jewish World Services (AJWS).

We continued to receive similar requests for sharing knowledge resources from partners and organizations in the social development sector. German organizations FAIR SHARE of Women Leaders and Bundesstiftung Gleichstellung (Foundation for Gender Equality) translated into German the CREA concept paper from 2010, "Feminist Leadership for Social Transformation: Clearing the Conceptual Cloud" authored by Srilatha Batliwala.<sup>3</sup> The translation took place as part of a new project to further advance feminist leadership in the German discourse and make key texts more accessible for German practitioners and researchers.

<sup>3</sup> Feminist Leadership for Social Transformation: Clearing the Conceptual Cloud: <https://creaworld.org/wp-content/uploads/2020/11/feminist-leadership-clearing-conceptual-cloud-srilatha-batliwala.pdf>

In 2022, Minority Womyn in Action (MWA), a feminist organization in Kenya, used a grant received from Womankind Worldwide's Movement Support Fund to invest in knowledge building across their constituents. MWA works to ensure that lesbian, bisexual, queer, and gender non-conforming people (LBQGNC) have full rights over their self and body, the right to self-accomplishment, full and equal protection of the law, and real freedom from discrimination and violence, and invited LBQGNC frontline organizers from across MWA (staff, chapter focal persons, assistants, and member representatives) to attend in-person movement-strengthening workshops.

MWA crafted their workshop syllabus using Srilatha Batliwala's primer All About Movements among other resources. All About Movements was published in 2021 as a free resource for activists, movement-builders, and organizations to understand the fundamental concepts related to movements as a method of challenging power structures.

# VOICE

INCLUSION  
ADVOCACY  
PARTICIPATION  
COMMUNICATION  
REPRESENTATION  
VISIBILITY  
ENGAGEMENT  
LEADERSHIP  
EXPRESSION

## VOICE

IMAGE ON FACING PAGE: Turquoise blue background with the chapter title 'Voice' in large red text, broken in two parts as 'Voi' and 'Ce'. Words in yellow are peppered in and occupy spaces between these two parts. From top to bottom: Inclusion, Advocacy, Participation, Communication, Representation, Visibility, Engagement, Leadership, Expression

Embedded in CREA's core strategy and politics is the belief that the voices of the structurally excluded groups we work with can meaningfully participate in decision-making spaces. CREA ensures that its work amplifies global South feminist voices and leadership in multilateral spaces as we recognize that our voice is not ours alone, but a combination of the interconnected voices of our partners and constituencies. This year, we continued to enter key decision-making spaces to strengthen the voices and perspectives of structurally excluded communities.

*"We should ensure that all laws, policies, and practices make way for feminist leadership, in all its diversity, in every institution, and in every community."*

— Geetanjali Misra, Executive Director, CREA, speaking at the HerPower Summit 2022

As part of our feminist critical practice when we enter such spaces, we apply an intersectional and inclusive feminist lens to the structural exclusion that our constituencies face, to strengthen their voices and visibility within these spaces. This year, as part of the CMI! consortium, CREA supported CMI East Africa partner, Alliance for Women Advocating for Change (AWAC), on their intersectional programming on sex work and disability rights. This created visibility for female sex workers with disabilities and led to AWAC's other partners acknowledging the need to support spaces for sex workers with disabilities. The partner organizations — the Center for Disease Control and Prevention (CDCP) and Infectious Disease Control (IDC) in Ethiopia — interacted with sex workers with disabilities and invited them to discuss policies and programs that have a direct impact on their health and rights.

This year we also expanded our "Gender and WASH: Integrating Gender, Sexuality and Rights into Urban Sanitation" program to actively work with our partner



Participants from partner organizations at the Integrating Gender, Sexuality, and Rights in Urban Sanitation training in Delhi

CLOCKWISE FROM TOP LEFT: 1. An Indian woman holding a mic and speaking. 2. An Indian woman, holding a mic and gesturing to a text-heavy chart. 3. A group of Indian people sitting around a table looking up to a person addressing them. 4. A hand holding a piece of paper with text. 5. A group of Indian people stand in a circle reading from slips of paper.

organizations. EY (Ernst & Young), one of the partner organizations, set up a state-level working group to develop the Citywide Inclusive Sanitation (CWIS) framework for Odisha. The initial CWIS roadmap outcomes were technical in nature and did not pay attention to the specific needs and lived experiences of structurally excluded groups such as persons with disabilities, trans persons, sex workers and the elderly, all of whose voices are often missing during the framing of sanitation policies. CREA's Gender and WASH team stepped in to support the development of the CWIS framework, making it the first time that the voices of structurally excluded groups were included in the framework, and ensuring that each output of the framework was reviewed to be gender-sensitive. CREA also reviewed the Swachh Sahara platform, an online monitoring tool for sanitation services in Odisha, to improve indicators to be more gender-sensitive and inclusive by emphasizing the need for

gender-disaggregated data and including persons with disabilities and trans persons in evaluations.

With the aim of bringing together the sexual and gender diversity and disability movements, CREA was part of two critical spaces — the International Lesbian, Gay, Bisexual, Trans and Intersex Association (ILGA) World Conference in May 2022 and a Conference of State Parties (CoSP) side event co-sponsored by CREA, Women Enabled International, the Disability Rights Fund, and Global Affairs Canada in June 2022. CREA organized sessions on how both social movements can rethink strategies to become more inclusive and accessible as well as support persons who exist at the intersection of gender and sexual diversity and disability.

One of our most crucial engagements with disability actors remains the Conference of State Parties (CoSP)



Participants from partner organizations and CREA organizing team at the Integrating Gender, Sexuality, and Rights in Urban Sanitation training in Delhi

A group photo of Indian people smiling at the camera and gesturing with their hands

to the United Nations Convention on Rights of Persons with Disabilities (UN CRPD). CREA affirmed its position that sexual and reproductive rights are central to the realization of the human rights of persons with disabilities at CoSP 2022. Agnieszka Król, Program Manager, Sexuality and Disability at CREA, talking about legal capacity and institutionalization at CoSP, highlighted that decision making, centering consent, and living independently are as much feminist issues as they are disability issues.

CREA found another opportunity to enter new spaces and initiate conversations on embracing gender and sexual diversity within disability inclusion programs. We hosted a webinar for the Dutch Coalition on Disability and Development (DCDD), a network organization that includes the Dutch Ministry of Foreign Affairs (MoFA), also one of CREA's donors. The webinar was led by Agnieszka Król and co-created by

CREAte Fellowships advisors, Hiker Chiu (Taiwanese intersex human rights activist), Niluka Gunewardena (Sri Lankan activist and academic), and Shamim Salim (Kenyan activist). The session offered CREA the chance to strengthen relations with important disability rights actors, as well as create a connecting space for activists with disabilities to meet and discuss important intersections with SOGIESC (sexual orientation, gender identity, gender expression, and sex characteristics). Following the webinar, CREA received an opportunity to support the design of the learning agenda of another coalition supported by the Dutch MoFA, the Power of Disability Inclusion.

Creating even more spaces for intersectional conversations on disability justice, CREA was invited by a DSROI 2021 alumna Kavitha Devdas of IWRAW-AP (IWRAW-AP is also member of the CREA-led WGG consortium) to lead a three-day virtual training on



A poster from the #JusticeForSheila campaign

A banner that reads “Our Voices Our Futures, #JusticeForSheila, Rethink Evening” with an illustration of a Kenyan person.

intersectional feminist approaches to address disability for members of Forging Intersectional Feminist Futures (FIFF), a consortium of seven organizations advocating for the rights of women facing multiple forms of discrimination in Asia. The training, facilitated jointly by CREA staff, the Nairobi Principles working group, and DSROI faculty, provided an opportunity for CREA to engage with partners and reflect on practicing intersectional feminist work that centers disability justice.

This year, CREA’s “Rethink Evenings” continued to be an important space to advance intersectional feminist discourses. During a Rethink Evening in Nairobi, several attendees shared that they were engaged in advocacy for a young person from the lesbian, bisexual and queer (LBQ) community who was raped and murdered because of her sexual and gender identity. They used

digital platforms to amplify the calls for justice for the person with the hashtag #JusticeforSheila, but faced online harassment. Others present at the event were engaged in legal advocacy to protect those campaigning for Sheila and some were raising awareness in their community. The Rethink Evening provided a safe space for those engaged in digital and legal advocacy to come together and discuss further strategies for amplifying the campaign.

We forged ahead to challenge anti-gender rhetoric this year. CREA, along with other feminist organizations working globally towards achieving gender justice, human rights, and equality, wrote a letter<sup>4</sup> to the Scottish Parliament affirming our support for the proposed reform for self-identification of trans persons

<sup>4</sup> Read the full letter here: <https://creaworld.org/letter-to-scottish-parliament/>.



Posters for the WGG consortium’s “Your Protection Doesn’t Protect Me” campaign



A mixed gradient graphic with the text “Your Protection Doesn’t Protect Me”. The Hindi version of the image is on the right.

within the Gender Recognition Reform (Scotland) Bill. The Bill, passed by the Scottish Parliament in 2022, aimed to simplify the process for people applying for legal gender recognition and make the process of obtaining a gender recognition certificate (GRC) less intrusive and obstructive for trans people in the country. However, as organizations working globally against GBV, for gender justice, upholding feminist principles, and defending the human rights of all women, as well as organizations committed to defending the rights of trans persons, this was an opportunity for us to express concern about the anti-gender and transphobic narratives that were being framed during discussions around the Bill. We encouraged members of the Scottish Parliament to look beyond the narratives that gender-affirming and inclusive policies work in opposition to the protection of women’s rights and that trans people are predators. Affirming that the rights of all marginalized groups are intrinsically linked, we emphasized how these representations will create further divisions in the movement to protect the rights of women, lesbian, gay, bisexual, trans, queer, and intersex (LGBTQI) people, and minority groups within Scotland and across the globe.

*“Our experience is that anti-gender rhetoric is increasingly being used to restrict and roll back the realization of the rights of women, LGBTQI people and minority groups. Our work affirms that the fulfillment of the rights of all marginalized groups is intrinsically linked, and that the principles of universality and indivisibility of rights must remain at the heart of all human rights work.”*

— Excerpt from the letter

Centering the voices of trans people and trans-led partner organizations has been one focus for us this year amidst growing transphobia even within the feminist movement. As part of the WGG consortium, CREA continued the “Your Protection Doesn’t Protect Me” campaign theme this year to advocate against protectionist policies during the 16 Days of Activism against GBV. This year, the campaign focused on the inclusion



Activities organized at the community level under the “Your Protection Doesn’t Protect Me” campaign

CLOCKWISE FROM TOP LEFT: 1. An Indian woman draws a stick figure on a wall. 2. An Indian girl ties a band on the wrist of a policeman. 3. A rally of young Indian women carrying a banner, marching along a dirt road. 4. A group photo of Indian women, some in sports gear, smiling at the camera.

of trans people, people with disabilities, and young people in advocacy against prohibitionist and protectionist laws to “prevent” GBV. The campaign was organized both online and offline, and attracted considerable engagement on social media and witnessed the involvement of trans people at the community level, who shared their experiences of systemic violence and discrimination.

The OVOF consortium, where CREA is the lead member, is another key area where sustaining and strengthening the collective voice forms the core of its work. This work includes facilitating or convening joint strategizing and collective action, and sharing information and analyses related to the experiences of structurally silenced women to support activists, policy makers, implementers, and funders to spark new thinking, attitudes, strategies, and practices. A learning that has emerged is that collaboration among collectives or movements of structurally silenced women needs to be approached from the perspective of considering the needs of each individual group. For example,

supporting LBQ organizing will not take the same approach as supporting trans diverse-led organizing – both groups may be part of the larger collective of structurally silenced women but are not a homogenous grouping. However, when lesbian, bisexual, queer and trans (LBQT) collectives are enabled to work together they are able to leverage the strengths of each group in a way that furthers the concerted actions of structurally silenced women.

This was also a year of some big transitions at CREA. As we bid adieu to Sunita Kujur, former Senior Director, Programs and Innovation, we realized that it was crucial to celebrate, acknowledge, and document the work of feminist leaders such as Sunita from the global South. CREA launched a new video series, “Think CREA: Feminist Journeys”, where we speak to global South feminist leaders to understand the inspirations, drive, and effort put in by activists to support and further feminist and human rights movements.<sup>5</sup>

5 Think CREA: Feminist Journeys: <https://creaworld.org/think-crea/>.



A community event organized under the “Your Protection Doesn’t Protect Me” campaign

A group of Indian women and girls holding banners and posters.

Through the series, CREA will continue to document the learnings and experiences of movement leaders and create a resource that we hope will inspire young feminist leaders.

*“I think partnerships have always been important for CREA, because in the kind of work that we do, it’s not possible. I think for any organization, but for us, it’s one of the things that we pride ourselves in, in terms of facilitating whether it’s about dialogues or whether it’s global dialogues, conversations, facilitating participation in different spaces, global spaces, the regional spaces, national, community-based organizations. If you’re talking about movement building, movements, or movement support work, it is about*

*partnerships. You can’t do it by yourself, you can contribute something, but you can’t do it by yourself.”*

– Sunita Kujur, former Senior Director, Programs and Innovation, CREA



A farewell card for former CREA Senior Director, Programs and Innovation, Sunita Kujur  
A pink graphic of many images with the text “Thanking Sunita Kujur”

# ACT

COLLABORATION  
ACTIVISM  
IMPLEMENTATION

# MOBILIZATION

COMMUNITY  
BUILDING  
INTERVENTION  
CHANGE  
MAKING

# ION

# ACTION

IMAGE ON FACING PAGE: Turquoise blue background with the chapter title 'Action' in large red text, broken in two parts as 'Act' and 'Ion'. Words in yellow are peppered in and occupy spaces between these two parts. From top to bottom: Collaboration, Activism, Implementation, Mobilization, Community-building, Intervention, Change-making

At the core of CREA's work lies a commitment to translating feminist principles into tangible action. With our sights fixed firmly on creating impact, we strive to foster collaborative, cross-movement work that challenges the very structures of power we seek to dismantle. Our approach is rooted in a pursuit of intentional, inclusive, and accessible strategies that prioritize those who are most structurally excluded.

Whether it's advocating for policy change, amplifying underrepresented voices, or supporting community-led action, CREA's work seeks to push boundaries and forge new paths that lead toward a more just and equitable world. We recognize the importance of taking action that is grounded in lived experiences and the realities of diverse communities, and we are committed to building meaningful relationships with those we serve. Our goal is not simply to effect change but to create sustainable, transformative shifts that can shape a more equitable future for all.

CREA and several community-based organizations in Uttar Pradesh and Jharkhand run the "It's My Body"

(IMB) program that supports young women and girls by creating a space to build knowledge and skills related to gender, sexuality, and SRHR through sports, as well as leadership development tools. The IMB program consists of curriculum sessions, football training, and action projects, which allow participants to identify and address issues within their communities, thus putting their learnings into practice. Through their participation in the program, young women and girls develop their capacities and leadership skills, strengthen solidarity, and make connections with their peers. The program has supported young women and girls to challenge and overcome patriarchal attitudes and practices, thereby becoming agents of change in their communities.

*"Earlier my father used to escort me even if I wanted to go to a friend's house within a kilometer. Now, I go out of the district alone and nobody questions me about it. Last month I went to Budaun*



Young women and girl participants at the CREA India Sports, Expression, Leadership, and Freedom (SELF) Academy

CLOCKWISE FROM ABOVE: 1. A group photo of Indian women smiling at the camera. 2. Two Indian women smile at the camera while one shows a certificate. 3. An Indian woman smiles from behind a paper with illustrations. 4. An Indian woman gesturing at a paper and speaking.

*to stay with my aunt on a public bus (more than 50 kms from here). I went all by myself. This is something the IMB program has given us.”*

— IMB participant

*“Now, we feel we are empowered enough to fight for our rights. Before the intervention of the IMB program in our village, we used to tolerate all these issues and accept whatever our parents and elders decide for us. Now, we speak up for ourselves, wherever we think it is necessary.”*

— IMB participant

We continued to work with young women and girls through CREA’s Sports, Expression, Leadership, and Freedom (SELF) Academy, a leadership, knowledge, and skills-building academy. SELF participants worked closely with partner organization Akanksha Sewa Sadan to hold monthly meetings with girls in four panchayats (village councils) on issues of gender, patriarchy, and violence. Through such activities during the Academy, participants developed a deeper understanding of the importance and purpose of collective action, and translated that into decisive actionable projects, such as Social Action Projects which focused on group discussions in their communities on topics such as GBV, choice, restrictions on women’s mobility, higher education, and women-friendly police stations. The Social Action Projects were designed and implemented by the participants, after the Academy had concluded. It was an opportunity for participants to use their learnings from the Academy within the communities where they worked.



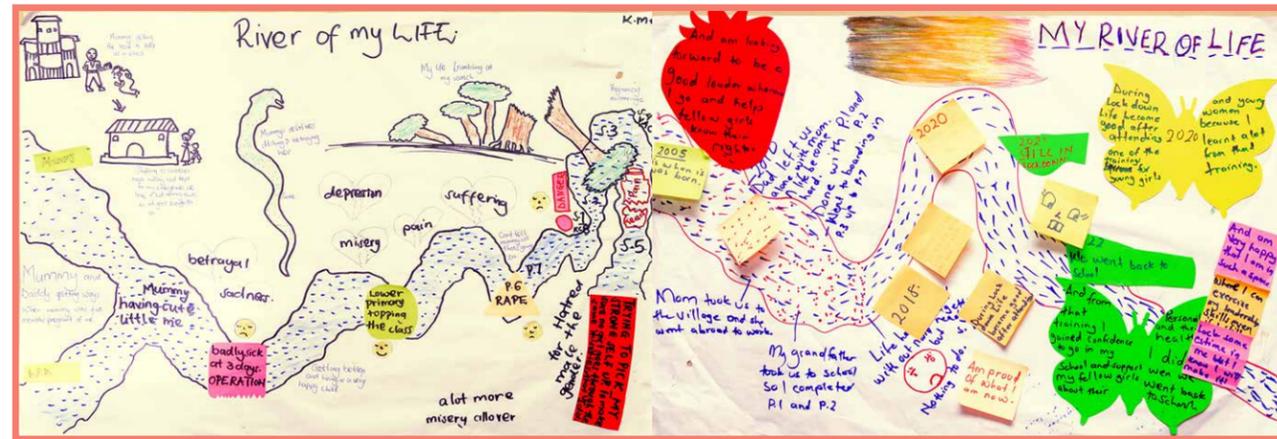
Young women and girl participants at the CREA East Africa Sports, Expression, Leadership, and Freedom (SELF) Academy

A group of East African women smile at the camera while making fun hand gestures in front of a Femme Forte banner.

The SELF Academy participants leading the sessions were from nine partner organizations based in Uttar Pradesh, Bihar, and Jharkhand. Fellows from Gramonnati Sansthan in Mahoba, Uttar Pradesh, used creative tools like painting to open conversations around choice and challenges faced by girls and young women, including young women with disabilities. The young women explored problems concerning their choice through art and painting. Many of these girls and young women shared how their needs and desires are frequently overlooked within their families, particularly when making life decisions and choosing partners. Young women with disabilities shared that family members frequently look for a partner with specific types of disabilities, obscuring their desires and equating disability with limitation, frequently assuming that living with a disability necessitates marriage to someone with a disability.



Young women and girl participants at the CREA East Africa Sports, Expression, Leadership, and Freedom (SELF) Academy  
Three East African women stand beside each other holding posters.



Glimpses from some of the activities organized at the East Africa SELF Academy



CLOCKWISE FROM ABOVE: 1. Illustrations of a river depicting the life story of two participants, drawn on chart papers. 2. Two East African women smile at the camera during a certificate handover event. 3. A group of East African people smile in mid-action.

This was also the first time that CREA, as part of the WGG consortium, hosted the East Africa chapter of the SELF Academy. Along with two other key facilitators — Akili Dada and Femme Fort — the CREA team organized sessions on self-expression, feminist leadership and activism through art (artivism). The East Africa SELF participants already had a history of leadership and engagement in their respective academic institutions, and to continue building the young girls' leadership post the Academy, five SELF EA alumni were supported to run community action projects.

**“I have come to know myself, I have learned to express my feelings through painting.”**

**“Through the SELF Program, I understood how stigmatized sexual violence is, I have seen people react to sexual violence very negatively without understanding context which is why we need to know how to raise our voice. In my own case of eve teasing, my voice was repressed when I tried to speak up for myself and it really ruined my mood for the entire day, which is why I think we need to educate people on consent.”**

**“It is very unfortunate that girls don't feel safe anywhere, anywhere we go, we**

**have to constantly fear about something happening to us, someone touching us, or someone staring at us. Which is why I think a platform like SELF provides a space for women to discuss their problems in an accessible way.”**

– SELF Academy participants

CREA co-chairs the Generation Equality Forum's Action Coalition on Feminist Movements and Leadership and has worked with the Inclusive Generation Equality Collective (IGEC), which was formed in January 2021 to engage in the Generation Equality process and other efforts to advance gender equality. CREA has been actively involved in supporting the development and implementation of the Feminist Accessibility Protocol, a joint initiative by Women Enabled International and IGEC aimed at ensuring accessibility at global and national spaces discussing gender equality. The Feminist Accessibility Protocol is a significant step towards ensuring the participation of feminists with disabilities in international advocacy spaces. As a civil society organization, CREA provided inputs on the drafting of the Protocol, especially on the intersections of sexual and gender diversity and disability, ensuring lenses of intersectionality, the use of intersectional language, and transparency in implementing the Protocol. CREA also addressed the importance of ensuring that decision-making regarding support persons rests solely with persons with disabilities, and that organizers should not question when reasonable accommodation is needed. Former CREA Program Coordinator Smruti Behera represented CREA at the launch of the Protocol, where she spoke about the importance of CREA's work on disability from a feminist perspective, the challenges faced in implementing accessibility measures, and how the Protocol can support this work.

The document is particularly useful as it addresses the inaccessibility of major advocacy fora for human rights defenders with disabilities. The lack of accessibility has serious consequences for the shaping of agendas and discussions without considering the perspectives of persons with disabilities, thus negatively influencing political participation and important decisions related to gender and sexual rights. By providing inputs to the Protocol and actively engaging in the initiative, CREA has played an important role in ensuring that the Protocol addresses the intersections of gender and disability, and promotes a more inclusive and accessible global feminist movement.

Influencing global feminist movements, CREA hosted a public event in March 2023 in New York as part of the NGO Commission on the Status of Women (NGO CSW). We curated the event by sourcing a diverse range of speakers and carefully preparing each intervention. The event featured both in-person and pre-recorded video statements from experts and activists, including former and current UN Special Rapporteurs, representatives from women's rights organizations, and activists from the Asia Pacific Transgender Network and APC. The speakers addressed a range of issues and contexts, such as the intersection of disability and anti-gender movements, intersex issues, anti-gender mobilizations in East Africa, and the erosion of reproductive rights in the US and pushback in the global North, ensuring that a wide range of voices were heard and important issues related to gender and sexuality were discussed. As part of the CMI! consortium and as the lead for the OVOF consortium, CREA also co-convoked a formal side event at CSW with the support of the Dutch Ministry on feminist online organizing by structurally excluded communities. This is the fifth consecutive year that CMI! has hosted an event supported by the Dutch Ministry.

# PEOPLE

PEO  
DIVERSITY  
SOCIAL RESPONSIBILITY  
EMPATHY  
EQUITY  
TRANSPARENCY  
RESPECT  
TEAMWORK  
ETHICS  
ADAPTABILITY  
PLE

# PEOPLE

IMAGE ON FACING PAGE: Turquoise blue background with the chapter title 'People' in large red text, broken in two parts as 'Peo' and 'Ple'. Words in yellow are peppered in and occupy spaces between these two parts. From top to bottom: Diversity, Social Responsibility, Equity, Empathy, Transparency, Respect, Teamwork, Ethics, Adaptability

Holding up our efforts to advance knowledge, voice, and action are the interconnections at the very core of CREA – its people, values, and culture. Resting on a legacy of connections built over CREA's decades, the combined expertise, creativity, and enthusiasm has been a running thread that brought us to this juncture of our work, strategy, and vision.

This year, CREA's Senior Director of Programs and Innovation, Sunita Kujur transitioned from the organization after 16 years. The transition was managed through a core committee of internal staff members and external stakeholders to keep the process inter-generational and participatory. Since then, CREA has also made certain that CREA's strategic portfolios of work are each held by one director to ensure the realization of our goals in the different strategic objectives.

CREA acquired funds through eight grants, including two new donors. Our confidence in our work has allowed us to continue raising questions and challenging structures that impact our ability to work efficiently and effectively – including structures around



FROM LEFT Former CREA Senior Director Sunita Kujur, Former CREA Program Coordinator Mayuri Karna, and Program Director, Shalini Singh at a CREA staff get together  
Three Indian women smiling at the camera

sustainable funding. CREA's Resource, Impact and Learnings team engaged with donor stakeholders to highlight the obstacles that global South organizations face in order to secure funding, particularly core support. These included multiple efforts in philanthropic spaces using CREA's networks and donor relationships, holding conversations with donors urging them to influence their donor organizations, and co-organizing events to bring donors to shared spaces to discuss concerns around power, trust, and ways forward in grantmaking.



CREA staff at the annual Basecamp. CREA staff of varying nationalities seated on a green grassy lawn smiling at the camera.



CREA ED Geetanjali Misra and CREA Senior Advisor Srilatha Batliwala at the annual CREA Basecamp. Two Indian women sitting next to each other. The one on the right has her arms outstretched as a gesture in conversation.

Meanwhile, CREA's People and Culture team, dedicated to maintaining organizational processes and systems to enhance clarity, transparency, and accountability, identified existing gaps in organizational processes. The team formulated or updated policies around CREA's hybrid model of work and its approach to well-being and equity, to allow for greater transparency on performance review and appraisal, recruitment, and management.

This year saw the first in-person base camp (since the start of COVID-19) with staff from Kenya, USA, Nepal,

Poland, and Sri Lanka visiting the CREA Delhi office in October 2022. We captured this rare opportunity to be together in-person to discuss priorities for CREA's strategic objectives in 2023 and partnerships, participate in team-building exercises, and also engage in special sessions such as "A Feminist's Journey: An Afternoon Chat with Srilatha", which provided staff with an understanding of the experiences and the path that Senior Advisor Srilatha Batliwala traversed.

The year 2022–23 has been a series of opportunities to connect and build on former connections to create

*"So much of our lives have been consumed for decades thinking about harm, stigma and discrimination, human rights violations. And all that is really important. But I think for CREA and for me personally, within these spaces can we think of little islands that we create that have to be also about the better worlds, the alternate worlds, the pleasurable worlds. And how do we then expand those islands and connect them all?"*

— Geetanjali Misra, in "The Importance of Fun, Joy, and Pleasure in Advancing Justice and Human Rights" on the "Leadership Moves" Podcast by Mallika Dutt

knowledge, strengthen voices, and take action, working collectively towards CREA's vision of a just and peaceful world.

# THE YEAR IN NUMBERS

**8** CREA INSTITUTES

**267** PEOPLE ATTENDED CREA INSTITUTES

**105** TRAINING SESSIONS/  
TRAINING OF TRAINERS

**175** KNOWLEDGE PRODUCTS GENERATED\*

**1597** PEOPLE ATTENDED TRAININGS

**135** ART, MUSIC, SPORTS, AND OTHER IN-PERSON EVENTS

**34,854** PEOPLE ATTENDED ART, MUSIC, SPORTS, AND OTHER IN-PERSON EVENTS

**29** ONLINE EVENTS\*\*

**570** PEOPLE ATTENDED ONLINE EVENTS

**72** SUB-GRANTS TO ORGANIZATIONS

**80,0973** SOCIAL MEDIA IMPRESSIONS AND VIEWS\*\*\*

\*Of the total knowledge products generated, 23 were produced in a language other than English and/or in sign language.  
\*\*These include various online spaces convened for external or specific smaller audiences, but do not include trainings or Institutes.  
\*\*\*Impressions calculate the number of views on a post across CREA's Twitter, Facebook, Instagram, and LinkedIn. CREA also has a YouTube channel that generates views. In line with CREA's politics, all social media dissemination is undertaken organically with no paid promotion.



**crea**

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