



crea



Annual Report 2017-2018

Vision

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

Mission

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

Theory of Change

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

Organisational Outcomes

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

Organisational Development - Strategic Compass

In order to help us with our organisational development work, CREA constituted an advisory board. The Advisory board consists of academics, experts and activists with extensive knowledge and experience of working on issues of sexuality, women's rights, disability rights, human rights, technology and their intersections

During CREA's staff retreat in March 2017, a core team including key CREA staff, board members and the newly constituted CREA advisory board did a brainstorming on issues related to current context and what it means for CREA and feminist justice systems at large. Based on our discussions we are in the process of developing a "**Strategic Compass**" to guide us. The discussions included:

Key developments and trends in the external context which are a cause of concern such as shrinking spaces, rising nationalism, protectionism, fundamentalism, and most of all, fascism, violence and repression, active manipulation of discourse, democratic institutions being dismantled and the global human rights architecture under threat.

Implications of these global trends for feminist social justice activism in general and for CREA's strategies in particular, for example, need to re-examine our strategies, deepen our, analysis and understanding of the larger geo-political context, recast our knowledge building, stronger and conscious dissemination/communication aspect etc. A quote from one of the advisory group members puts our discussions in context very well: *"When the tidal wave comes, you must decide whether to dive under it or jump over it..."*

Strategic engagement with some key stakeholders like partners, Alumni of its Institutes and interns. The rich discussions have prompted us to document our experience, perspectives and strategies to engage with these three important stakeholders. We are in the process of developing concept notes around all these three stakeholders.

Strengthening Feminist Leadership

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

The South Asia Young Women's Leadership and Mentorship Project (SAYWLM)

The SAYWLM project was conceived within the context of the need to strengthen and sustain feminist organisations and the overall feminist movement by building cadres of young feminist leaders. The project is focused on South Asia, and the goal is to build the feminist leadership capacity of 30 young women activists/leaders (YWLs) working in 30 organizations in India, Bangladesh and Nepal. Each YWL will in turn support and build the leadership of at least 10 young women in the communities in which they work. A key component of this project is that it goes beyond training inputs for capacity building, and provides structured, ongoing feminist mentoring of the YWLs – there are three mentors in each country to facilitate the growth of the YWLs in their personal, organisational and movement-building journeys – and is actively exploring and innovating both the theory and practice of feminist mentoring. In addition, the partner organizations receive a small fund to support a new, movement-building initiative that the YWLs will launch in their field area, based on what they have identified as a gap in their organization's present work or approach.

The SAYWLM project was formally launched in April 2017 with the selection and orientation of the 30 partner organisations and their YWLs, and the selection and training of the 9 feminist mentors from Bangladesh, India and Nepal. This was followed by an intense 8-day Training of Trainers for all 30 YWLs

in July in Kathmandu. The ToT was a unique achievement at many levels - the curriculum was both creative and innovative, combining inputs that addressed both the “head” (concepts and analytical frameworks), and the “heart” (reflection, feeling, art, poetic expression, journaling, performance, body work). It was inspired by CREA’s Feminist Leadership, Movement Building and Rights Institute, but went much deeper, and was a truly transformative experience not only for the YWLs but for the mentors and CREA team that was present. The TOT concluded with the YWLs creating tentative action plans for the small initiatives they would launch after they returned to their base.

Meri Panchayat, Meri Shakti (*My Panchayat, My Strength*)

Building grassroots women's leadership to demand and access their SRHR and address VAW in Bihar, Jharkhand, and Uttar Pradesh in India: MPMS directly builds the capacity of elected women representatives (EWRs) and their knowledge of political systems, gender discrimination, rights and violence. It seeks to transform patriarchal structures by directly changing the composition of *Panchayats* and the thoughts and actions of their members, so that EWRs themselves can build an environment where all women and girls live free of violence, stigma and discrimination.

CREA was successful in obtaining a new project grant to expand the capacity building work of the Elected women representatives and Self-help group members in Uttar Pradesh and Bihar. CREA collaborated with Nielsen[1] to conduct a baseline survey in the three states. Internal review of the data collected has been completed and used to develop an initial long-term learning and capacity building framework. In this period, the second Training of Trainers (ToTs) was held in Lucknow from 24th to 28th July 2017. The trainers were capacitated on issues of the structure of panchayat, women’s health and gender. This was done through various games and activities developed by Manthan (an organization which has done extensive work on local governance structure in India). The trainers then conducted three sessions on similar themes post this ToT. The third training of trainers was organized in from 12th to 16th March 2018 in Delhi where perspective building on SRHR, GBV and Leadership was done. CREA, along with Pravah (a Delhi-based organization having expertise in curriculum design), designed three sessions on these themes which were then by the trainers in their community. CREA has also developed a Theory of Change and a comprehensive monitoring and evaluation framework accompanied with a set of monitoring tools.

Addressing Gender based Violence – an Online Campaign

An online campaign has been launched as part of the MPMS programme. One of the focuses of this intervention is awareness-generation on gender-based violence (GBV) at the community level and to build the capacity of elected women representatives to intervene on the issue. The rich audio content that has been developed as part of the mobile phone infoline will also be curated and disseminated to other civil society organisations as well as online platforms such as Feminism in India to ensure wider dissemination and use of the content.

SELF Academy

CREA organises the SELF Academy – an annual 15 day leadership program for young women. SELF is rooted in CREA’s **It’s My Body (IMB)** program, and works directly with IMB alumni nominated by the community organisations CREA partners with. By focusing on sports, art, media and technology, SELF is a space that supports building capacity of young girls to be more confident and self-reliant, exert greater control over their bodies, make healthy decisions and speak out against violence. This residential training for young girls is aimed at building their capacities to challenge norms and push back against violence through exposing them to different skills. In 2017, SELF academy received 40 participants from rural Uttar Pradesh who were exposed to six different skill-sets. These girls come from extremely disadvantaged backgrounds and do not have access to such opportunities.

Stories from SELF

Diya (name changed) is another example from the forty (40) girls from rural Uttar Pradesh who participated in the SELF academy. She loves to play football and motivates other girls to play with her, and even takes the football to her school to encourage other girls to join her despite resistance from the boys in the school. At home also, she faces severe restrictions from her brother on her mobility, her choice of clothes and her education. Diya defies the strict dress codes and refuses to take a ‘dupatta’ (a scarf used to cover the chest of women and girls) as it feels like a rope around her neck. She faces strong objection from the community for being bold, but she continues to dress according to her choice. Through these small yet significant steps, she has challenged the restrictions imposed on girls, their mobility and dress codes and broken the stereotype that only boys can play football or other outdoor sports.

Neetu (name changed), from U.P. India, India attended the SELF Academy in 2017. After her father’s death, her mother was the sole bread winner, yet she and her mother were completely dependent on her paternal uncle for all key decisions of their lives. After attending SELF, she started voicing her resistance against discrimination. She now feels more confident to talk against her uncle’s domination. She has demanded her mother’s share in the maternal property that is often denied to women. She has also spoken against her mother’s discriminatory attitude between herself and her brother, favouring him more. Exposure to SELF provided her a platform to gain confidence and skills to challenge norms of gender, patriarchy and sexuality. She feels more confident speaking up for herself, demanding her rights in the family and in the community.

KNOWLEDGE RESOURCES

Primer on power and power analysis

For the regional programme that focuses on fostering young women’s feminist leadership a primer on power and power analysis, based on the module taught at the FLMBaRIs, has been developed with real-life stories, examples and illustrations. This too will be translated into local languages. Preparations are also underway for audio-visual presentations on some of the core concepts covered in CREA’s feminist

leadership institutes.

Reproductive Health Matters

CREA partnered with RHM to produce the English version and was involved in the selection of the Guest Editors – two-noted disability rights activists – Janet Price and Renu Addlakha – and was part of the working group that developed the concept and took forward the publication of the issue. CREA also partnered with ARROW to produce a thematic issue as part of their **ARROW for Change series titled ‘Women with Disabilities: Disabled, Sexual, Reproductive’ (November, 2017)** on women with disabilities and SRHR (Link to the publication: http://arrow.org.my/wp-content/uploads/2017/10/AFC_23_3_2017.pdf). Both these publications were launched and disseminated during the Asia Pacific Conference on SRHR (November, 2017) where CREA organised side events with a focus on SRHR of women with disabilities.

Toolkit – Gender, Sexuality and Intellectual Disability

As part of the work with disability rights organisations, a training toolkit to support intervention on gender and sexuality with those who have intellectual disability has been developed and piloted. Additional trainings tools and resources have also been planned and are at the development stage.

Hindi-Language Knowledge Resources

CREA sees developing Hindi-language knowledge resources as a means of improving access to knowledge and resources for a more multilingual feminist activists and discourses.

A Toolkit for Organisations and Movements – Achieving Transformative Feminist Leadership

Srilatha Batliwala, Scholar Associate, Association for Women's Rights in Development (AWID) (Now Director, Knowledge and Building & Feminist Leadership), and Michel Friedman, Senior Associate, Gender At Work, draws on the work done for CREA's *'Feminist Leadership for Social Transformation— Clearing the Conceptual Cloud'* to develop a toolkit, with Oxfam, to build and support the individual and collective capacities of women in leadership positions. CREA has translated and published this toolkit in Hindi.

Grassroots Knowledge Production

The publication **A Situation Analysis Report of Elected Women Representatives in Jharkhand** that has been produced is perhaps CREA's first attempt at 'grassroots knowledge production'. The research was conducted by PRAXIS^[1] using participatory methods where various community stakeholders were involved. Once data collection was completed a five-day data analysis workshop was held where PRAXIS team, CREA team, and several members of the partner organisations including elected women representatives and an idea of a grassroots publication that can be accessible to the women elected representatives themselves took shape. The publication is illustrated by the EWRs themselves to represent the key findings of the analysis.

Sexual & Reproductive Health and Rights

To empower women and girls to make informed decisions about their bodies, and advance their sexual and reproductive health and rights from a feminist perspective.

Institutes organised in 2017- 2018:

1. Basic Training on Gender, Reproductive Health and Sexuality, Ranchi, Jharkhand, 5-7 July 2017 (attended by 32 participants)
2. Abortion, Gender and Rights Institute (Alumni), Delhi, 24-26 April 2017 (attended by 17 participants)
3. Sexuality, Gender and Rights Institute, Hindi (Alumni), Delhi, 21-24 August 2017 (attended by 23 participants)
4. Sexuality, Gender and Rights Institute, India, Khandala, Maharashtra, 8-12 January 2018 (attended by 26 participants)

Sexual Rights Initiative

CREA is a part of an alliance of organisations called the Sexual Rights Initiative (SRI), which advocates at the UN Human Rights Council (UNHRC) and recommends amendments to draft resolutions.

Attending Sessions at the UN Human Rights Council

CREA has been actively engaging in the work of the UN Human Rights Council (UNHRC) in Geneva, in partnership with the [Sexual Rights Initiative](#) (SRI) since 2005. During the reporting period, CREA as part of SRI attended the 35th and 36th UNHRC sessions.

During 35th session, CREA followed a number of resolutions including Elimination of Discrimination Against Women and Girls (DAW), Accelerating efforts to eliminate violence against women: Engaging men and boys in preventing and responding to violence against all women and girls (VAW) and Protection of the Family: Role of the family in supporting the protection and promotion of human rights of older persons (PoF). The VAW and DAW resolutions were adopted by consensus, with all suggested amendments being defeated including a last minute oral amendment from Egypt on the DAW resolution. The PoF resolution, is one of a series of Protection of the Family resolutions that aim to subvert the universality of international human rights; stifle diversity and autonomy; and to shift rights protections away from family members, including older persons, into the institution of 'the family'. Unfortunately, this resolution was adopted. An oral statement, which was supported by CREA was presented before at the council.

During 36th Session, CREA followed two major resolutions, one on death penalty and the other on mental health. The death penalty resolution focused on the right to equality and non-discrimination in

the context of the use of the death penalty as per the Secretary General's report presented during the session. The resolution condemns the imposition of the death penalty as a sanction for specific forms of conduct, such as apostasy, blasphemy, adultery and consensual same-sex relations, and expressing serious concern that the application of the death penalty for adultery is disproportionately imposed on women.

India underwent its **Universal Periodic Review (UPR)** earlier this year (March 2017). CREA has submitted a report to the Council as well. India received a number of resolutions on ratifying the Convention Against Torture, criminalising marital rape and decriminalizing same-sex relationships. Through it did also receive recommendations on rights of persons with disability, none of them were based on the principle of recognising legal capacity.

A joint statement co-signed by 285 organisations from around the world including CREA was delivered before the Council for the Global Day of Action for Access to Safe and Legal Abortion. This received an extremely good response from the Council with a number of States actually showing interest in engaging the issue.

9th Asia-Pacific Conference on Reproductive and Sexual Health and Rights – 28th to 30th November 2017

CREA participated in the 9th APCRSHR which was held in Ha Long Bay, Vietnam. The theme for the conference was 'Leave no one Behind' CREA had a satellite session, exhibition booth and two oral presentations. The Satellite titled 'Disability and Sexuality: Intersectional Approach to Addressing Sexual and Reproductive Rights of Women with Disability' discussed the intersectionality between disability and sexuality. It aimed at addressing strategies on advocating for violence and discrimination free environment in which the SRHR of women with disabilities is respected, protected and fulfilled. It was the only session of the conference to have women with disabilities and transgender persons come together and discuss cross-cutting issues.

The exhibition booth on CREA's Suspend Judgment Campaign was an interactive arts-meets-activism booth exploring feminist discourses across movements from sexual and reproductive health and rights, sex workers rights, sexuality and disability, bodily integrity and more. The materials featured were in the form of books, publications, pamphlets, posters, and flags. The material on Abortion was very popular.

The two oral presentations 'Addressing Gender based Violence (GBV) in Local governance bodies in India' and 'Comprehensive Sexuality Education for Adolescents: Challenging the Paradigm of Social Expectation'. The first presentation analysed if the local governance bodies (Panchayati Raj Institutions) in India can be a potential space where members, especially Elected Women Representatives (EWRs), can bring up issues, which disproportionately affect women and girls, especially related to violence. Furthermore, the presentation explored how the capacities of the EWRs can be strengthened to enable them to function effectively as feminist leaders and agents of change. The second presentation focused on identifying challenges in working on issues of sexuality and presented a critical analysis of the extent to which these programmes are able to uphold sexual rights

and agency of adolescent girls. It established the need to engage with the societal expectations and norms and to create an enabling environment for bringing shift in attitudes and behaviours of the community

SheDecides

CREA has also been actively engaged in discussions with colleagues from the SheDecides global secretariat to support their work in India which has been identified as one of the focal countries for the work. This includes strategising about the setting of a Secretariat to anchor this work in India. CREA is one of the organisations that has been approached to take on the Secretariat function.

Kahi Ankahi Baatein (*Speaking the Unsaid*)

Kahi Ankahi Baatein (KAB), a info-line with pre-recorded messages on sexual and reproductive health and rights, including, gender based violence, is run by CREA in partnership with community radio stations, Gram Vaani and Tarshi. KAB continued to deliver relevant weekly SRHR information through the mobile phone infoline ***Kahi Ankahi Baatein***. The scope of content was expanded to include issues of gender based violence. The content continues to be very well received and average call per day remains in the range of 375-450 with number of calls going up on days when new content is uploaded.

It's My Body

CREA's It's My Body program is a rights-based SRHR program that is implemented in partnership with 10 community-based organisations across rural Uttar Pradesh, Bihar and Jharkhand – some of the most conservative states in India. IMB offers a liberating community and 10-month curriculum where the taboos around talking about sexual health and rights are challenged, discussed, and lifted.

IMB uses football as both an entry point and a strategy to initiate discussion around issues of consent, choice, agency, bodily autonomy and mobility. This is done through curriculum-based trainings divided into three clusters covering: understanding and questioning norms, saying yes and no and demanding and exercising rights.

IMB in numbers:

- 3000 New Girls enrolled in IMB - 3158 new girls from 10 partner organizations became part of the program; with this the total number of girls has reached to nearly 6000.
- 36 IMB girls trained as Female Football Coaches, May 2017 - The first ever football coaches training was conceptualized and held on 9 th to 15 th May 2017 over a 7 day period. A total of 36 girls from batch 1, 2 and 3 from 3 states and 10 partner organisations attended a week long residential training which aims to build perspectives and skills among these girls to become and take up football coaching in their communities.
- 39 girls participated in the third SELF Academy, July 2017 - The third SELF Academy for 39 girls of age 15-18 years from four partner organizations 1 from U.P. was organized in Delhi.

- 500 girls participated in Sports Camp, November 2017- January 2018 – Nearly 500 girls from 10 partner organizations participated in 3 day long sports camps. These camps were conducted in collaboration with the Soccer Foundation to provide Technical input for playing football. Two coaches along with CREA team members travelled to each partner organisation to facilitate sessions at the camp. Sports camp included technical inputs, classroom learning about football, team building activities, inputs for coaching provided to older girls and football matches. One of the highlights of sports camp was the involvement of girls from previous batches who are also imparting skills for playing football to the current batch. To strengthen their skill for teaching sports (football) skills to the current batch girl's skills like planning sports session and activities, strengthening their football playing skills and skills for guiding new girls as a football coach were provided to them during the camp. Nearly 100 girls planned and conducted sessions during the sports camp. IMB Girls' participation in external events:

(a.) 7 IMB girls took part in YFC Football Festival, November 2017- IMB girls' football team participated in the Girl Led Football League Festival organized by YFC 2 (Youth Football Club) in Rurka Kalan, Punjab. The festival was a part of their annual EDU-League (Education- League) in Punjab that is a combination of innovative sports and education initiatives. A seven member team including 6 football players and 1girl coach along with the CREA team members participated in a week-long festival from 11-18th November 2017 in Punjab, India. The girls were of the age group 16-22 years. CREA along with girls' team participated and 1 Sakar, Bareilly; Mahila Swarozgar Samiti, Varanasi; Gramonnati Sansthan, Mahoba; and Veerangana Mahila Vikas Manch, Jhansi 2 <http://yfcrukakalan.org/> facilitated session at the event. It was attended by 10 other teams from organizations working with girls using sports in different states of India. It was the first time that IMB girls participated in an external event as a team. The experience was both thrilling as well as challenging for them. For CREA it was great achievement that girls travelled to a new state and demonstrated their skills, understanding, built connections and learnt hugely from other teams and coaches.

(b.) 30 Girls participation in 4 th Annual Goals for Girls 3 Leadership Summit (G4G), New Delhi, January 2018 – 30 IMB girls from 10 partner organizations 4 of CREA participated in the 4th annual Goals for Girls Summit from 2nd-6th January in Jawaharlal Nehru Stadium in New Delhi. It is an annual gathering of girls, coaches and organizations from across India. A total of 280 girls, coaches and staff participated in the summit from 13 organizations across India. The objective of this summit is to build life skills and leadership skills of girls by using football to become agents of change in their own life as well as in their community. Participation in the gathering provided IMB girls a rich learning experience. They interacted with girls from all over the country and from USA and participated in various dialogue and discussions around leadership. In addition to this they got technical training from coaches and professional athletes from the USA with a strong focus on leadership activities. As part of the summit they had friendly soccer match between all participating teams and developed their change projects.

Crea has also initiated a process to evaluate current design and scale up of the ***It's My Body (IMB): Advancing SRHR of Adolescent Girls through Sports programme***. This was an extensive process held over several months and included external facilitation. In addition, there is a process underway to revise

the ten-month curriculum that is imparted as part of the programme. Leadership camps and on-going visits to partners to provide support and monitor the work also continued during this period.

Reproductive Health Matters (Hindi)

CREA brought out the 10th Hindi Edition on the Reproductive Health Matters on the theme of Sexuality. The edition has eight articles that discuss the issue of Sexuality, Politics and Rights.

Global Dialogue on ‘Fetal Rights and Women’s Citizenship: Implications of the New Gender Ideology’

In 2017, CREA for the tenth time convened a Global Dialogue on ‘**Foetal Rights and Women’s Citizenship: Implications of the New Gender Ideology**’. The convening was supported by the Women’s Rights Program at the Open Society Foundation, and was attended by 25 participants from across the globe, who came to have face-to-face discussions about questions that divide social movements, to critically reflect on whether the agenda or strategies of social movements align with their values, and to link theory and practice to the critical issue of Foetal Personhood and Women’s Rights.

The convening provided a platform for participants to learn from one another about how the new gender ideology is manifesting in different contexts, particularly surrounding assertions of foetal rights, and to critically reflect on the responses that social movements have made to these threats, identifying where movements have successfully developed counter-narratives, such as the expansive framing of “gender inclusion,” and conversely where movement strategies may have been complicit in advancing a narrow foetal rights discourse. The convening provided clarity about the framing, strategies and resources activists need to effectively counter the new gender ideology in different contexts. The convening touched on various nuances of understanding Foetal Personhood and deconstructing Gender Ideology through sessions on various intersections of these concepts such as Fetal Personhood in the Law; Nationalism, Pronatalism and Exclusion; Religion and the “Traditional Family”; Cultural Representations of the Fetus, Pregnant Woman and Motherhood; Pregnant Women, People with Disabilities, and Legal Capacity; and Reproductive Technology, the Market, and Policing of Women’s Bodies.

Child Early and Forced Marriage and Sexuality Program Working Group (CEFMSPWG)

CREA is a part of the **Child Early and Forced Marriage and Sexuality Program Working Group (CEFMSPWG)**, which is co-chaired by CARE and AJWS and has been working collaboratively over the past two years to expand and deepen the discourse on sexuality in the context of child, early and forced marriage. Other members include CREA, Global Fund for Women, Girls Not Brides, GreeneWorks, ICRW, IWHC, Nirantar, Plan International, Population Council, and Promundo. The formation of the working group was a result of a two-day meeting hosted by American Jewish World Service (AJWS), CARE USA, the International Women’s Health Coalition (IWHC), and GreeneWorks. One of the objectives of this meeting was to develop recommendations for addressing sexuality within the context of CEFM, including programmatic, research, and advocacy gaps.

The working group took forward a process to identify gender-transformative sexuality programmes that address sexuality comprehensively, promote bodily integrity, and result in normative changes and reduced CEFM outcomes. The ultimate goal of the project was to understand the key determinants of success for these programmes and to identify effective interventions that have the potential for replication. The working group will be conducting sessions and participating in the 2nd Girls Not Brides Global meeting being held in June 2018. The report will serve as an important knowledge resource for organisations to better integrate issues of sexuality in their interventions on CEFM and also support advocacy with donors, governments and other civil society organisations and networks that work on this issue.

Abort the Stigma

Third phase of CREA's social media campaign [#AbortTheStigma](#) was conducted over a week-long period end September 2017 to coincide with 28 September Global Day of Action for Access to Safe and Legal Abortion. CREA partnered with Global Health Strategies to plan and conduct the campaign. Campaign material and other information related to [#AbortTheStigma](#) can be found on a micro-site that is hosted as part of the CREA website (Link: <http://www.creaworld.org/abortthestigma>). The campaigns that CREA has conducted in three phases – with [#AbortTheStigma](#) has served to create significant visibility as well as name recognition of the hashtag. The hashtag was cited as one of the hashtag to follow and tag during the Global Action Day last year and was included as part of the toolkit developed by WGNRR.

Capacity building to advance safe abortion access

As part of the work that CREA implements to advance **safe abortion access**, a two-day Law and Research related capacity building workshop was held on 23-24 June 2017. The workshop was facilitated by Advocate Anubha Rastogi. The workshop was attended by 19 alumni of the Abortion, Gender and Rights Institutes. During this year the Abortion, Gender and Rights Institute will be redesigned. An external evaluation of CREA's work on abortion was conducted this year.

Gender based Violence

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

ALL Women Count!

All Women Count! (AWC!) is a global south consortium of four member organisations, including, AFE, APC, UHAI EASHRI, and CREA and CREA is leading of the consortium. The consortium's aim is to prevent violence against ALL women, including, marginalized women and girls, women and girls living with disability, sex workers, and, lesbian and bisexual women transgender people (LBT). The consortium works in three regions and seven countries, in Kenya, Uganda, Burundi and Tanzania in East Africa, in

Egypt and Lebanon in the Middle East and North Africa (MENA) region, and in India in South Asia. The consortium uses various strategies, such as, capacity-building, grant making, tech based interventions, etc., to reach the goal of preventing violence.

In May 2017, the consortium was invited to the FLOW 2 grantees meeting organised by the Dutch Ministry in Vietnam. The consortium members contributed in the preparations for the meeting by sharing their inputs on the presentations on Communications, Partnerships and Progress that were shared there. The meeting was immensely important to learn from other grantees, share our own experience and ideas, and receive inputs from the Ministry. Some of the important points that CREA raised were on our approach to partnerships as collectivization, movement building and knowledge production, and the shrinking space for NGOs and the increasingly hostile environment that was resonated by all grantees present.

Annual Partners Meeting, October 2017: The annual partners meeting was organized in Kuala Lumpur from 9th to 11th October 2017. One of the important aim of the meeting was to revise the MEL as per the feedback from the Dutch Ministry. Irma, the consultant who had helped us develop the earlier MEL was invited to support us in revising it. She works with the Ministry and therefore also helped us to understand the Ministry's requirements. The three day meeting concluded with plans for the next year, timelines and deliverables.

International Aids Transparency Initiative (IATI): CREA took the lead in uploading reports on the Ministry's IATI-Aidstream platform and provided the technical support to the partners so that too could upload their reports every quarter. IATI is a new web-based platform that is complex and yet important as international aid agencies are striving to increase the transparency and accountability in the development and humanitarian work.

AWC! Activities and Results

CREA implemented two initiatives in India to address Violence against Women, girls and transgender people. One of such initiatives is an IVRS based info-line for young people, accessible from anywhere in India. It aims at increasing awareness about issues of sexual and reproductive health and rights (SRHR) and gender based violence (GBV). In 2017 it recorded more than 63,407 calls (Refer to Annx. 3). CREA's other initiative was a 10 day long residential training, Sports, Empowerment, Leadership and Freedom (SELF) Academy for young girls aimed at building their capacities to challenge norms and push back against violence through exposing them to skills, such as, film-making, computers, communication, journalism, grassroots comics etc. In 2017, SELF academy received 40 participants from rural Uttar Pradesh who were exposed to six different skill-sets. These girls come from extremely disadvantaged backgrounds and do not have access to such opportunities.

Count Me In!

Count Me In! is a joint initiative led by Mama Cash together with the Association for Women's Rights in Development (AWID), CREA, Just Associates (JASS) and Urgent Action Fund – Africa (representing its sister funds in the US and Latin America). The Dutch Ministry of Foreign Affairs selected Count Me In! as a strategic partner within its Dialogue and Dissent policy framework.

Redesigning Feminist Leadership, Movement Building and Rights Institutes (FLMBARIs)

CREA has begun the process of redesigning the FLMBARIs to make them relevant to the current context. CREA has hired an external consultant, Dipta Bhog¹ who is working with other consultants and key CREA staff to help redesign the FLMBARIs. The FLMBARIs are being conceptualised not as a weeklong training but as a long term process, linking them purposefully to the forums, convenings and exchanges that CREA organizes. As part of the designing process for the FLMBaRI (South Asia), a meeting was organized in Nepal from 4-6 December 2017. Participants included 23 feminist activists from Nepal, Bangladesh, Pakistan, Sri Lanka and India who had either attended CREA's FLMBaRI or other institutes organized by Sangat, Sadbhavana Trust and Gender at Work. It was an opportunity for participants to critically reflect on the design and architecture of the course they were part of and the impact it had on them, and to also share their insights to help build the future design of the course on feminist leadership.

Advocacy Lab

CREA launched its first ever Advocacy Lab in partnership with feminist technology and advocacy specialists from the Association for Progressive Communication (APC) and the Engine Room. The Lab is a six-month program that empowers activists working in the field of gender, sexuality and rights to effectively integrate technology in their advocacy work and to engage strategically in digital space. A cohort of 14 were chosen from CREA's global pool of Institute alumni to propose advocacy projects under the themes of accountability, privacy, access and freedom of expression. Seed funding, two intensive workshops and a 6 month mentorship process is already in progress. The first residential workshop for the Lab was held in Negombo, Sri Lanka featuring resource people such as Nadine Maowad (Lebanon), Vidushi Marda (Center for Internet and Society, India), Faith Bosworth (PENG Collective, Germany), and Naomi Fontanos (Gender and Development Advocates, Philippines). The 2018 cohort projects span the following constituencies and issues:

- a) Digital storytelling and security for LBT communities in Pakistan.
- b) Building an evidence base for online gender based violence for women and trans people in Sri Lanka.
- c) Addressing online gender based violence for women and girls in Bangladesh.
- d) Creating innovative curriculum and resources for advocacy on the legal capacity for people disabilities in India.
- e) Digital storytelling with women with disabilities in Uganda.

¹ Dipta Bhog is a journalist and a women's rights activist, with extensive experience, of over two decades, of working

Voice & Visibility

To support, strengthen, and advance the voices and participation of marginalised women, including lesbian, sex-working, and disabled women, in processes of positive social change.

Disability & Sexuality

10th Conference of State Parties to the CRPD

CREA participated at the 10th Conference of State Parties to the CRPD from 12th to 15th June 2017. CREA hosted a strategic meeting which was attended by International Disability Alliance, Centre for Reproductive Rights, National Union of Women with Disabilities in Uganda, Women's Refugee Commission, Women Enabled International, Disability Rights Fund, Alliance of Women with Disability, Latin America, This Ability, Kenya, National Association for the Physical Disabled, Nepal and disability rights lawyers and activists from Sri Lanka. Spaces for global advocacy opportunities were collectively decided on in this meeting where a strategic focus on SRHR and women with disability would be pushed for.

CREA also co-sponsored a side event titled '**Together for Ensuring Sexual and Reproductive Health and Human Rights of Women and Girls with Disabilities: How to tackle multiple discrimination and inequalities**'. The panellists raised some important discussions points around representation and infantilisation of women with disabilities, the de-sexualisation of women with disability and the various ways in which women with disability are engaging with various formal processes in pushing for these rights. The panel created a lot of discussion at the COSP space since it was the only panel at the Conference addressing SRHR of women with disability.

Kenya Reporting to CEDAW

Since November 2016 CREA has been working with both the Kenyan Network Advocating for the Rights of Women & Girls with Disability and the Kenyan Network of Sex Workers to present a **shadow report to the CEDAW** Committee. Kenya was reviewed before the Committee on 2nd November 2017. During the session, thematic lunchtime meetings were organised with the Committee on sex work and the rights of women with disability along with a meeting with the Kenyan civil society where delegates from both the Networks were present. The Concluding Observation specifically gave recommendations on both women with disability and sex work. Considering that the Kenyan disability and sex work networks were the only two to submit specific shadow reports on these issues, these recommendations are a direct consequence.

Redesigning DSROI

a redesign process as been undertaken for the Disability, Sexual and Rights Online Institute (DSROI) to improve accessibility features of the online platform and ensure the modules and content are more interactive. As part of the latter, there has been a structured process to reach out to Alumni from not just the online Institute but also other CREA Institutes to seek their participation as mentors during the

conduct of the DSROI for the participants as well as support the key resource persons to deliver the modules.

Disability and Sexuality Strategic Meeting

On December 18 and 19th 2017, CREA held a strategic meeting with the goal of discussing how is CREA best positioned to contribute to the field of disability and sexuality as a feminist organization from the Global South. The 17 participants included CREA staff with a trajectory of working on issues related to disability and sexuality, as well as allies and activists working on issues related to women with disabilities and sexuality.

The group reviewed CREA's work on disability and sexuality since 2002 and discussed CREA's thinking behind its involvement in this field as a feminist organization. Subsequently, the group identified specific issues, which CREA can focus for its work in this field:

1. Engaging women's rights groups on disability as traditional feminist spaces and issues are lacking a disability perspective
2. Legal Capacity and sexuality
3. Cooptation of the disability movement - disability is being used as a medium to further political agenda
4. Building the capacity of Women With Disabilities and strengthening their leadership to lead movements
5. Creating more inter-movement conversations and finding strategies to work on the fractures with regard to Intersex movement, HIV, Abortion
6. Power asymmetry between SRHR movement and disability movement characterised by the following:
 - Profound distrust
 - Resourcing - disability movement has very limited resourcing as compared to the SRHR movement
 - Fewer WWDs leading the movement

Closing the Gap

CREA has been implementing a program titled 'Closing the Gap – Building Institutional Capacity (Disabled Peoples Organisations and Women's Rights Organisations) to Address Sexuality and Disability' since 2015. This program is currently in its second phase. The program has been co-created by CREA with Point of View, Mumbai and several disability rights organisations – Anjali Mental Health Organisation and Shruti Disability Rights Centre in Kolkata, Equals, Chennai Jeeja Ghosh, Kolkata (associated with the Indian Institute of Cerebral Palsy, is part of this program in her individual capacity). The main focus of this intervention is on capacity building of organisations as well as women and girls with disabilities on gender, sexuality and SRHR. The capacity building trainings have an explicit cross-disability focus and had required the development of innovative pedagogy and approaches to ensure accessibility for all the constituencies being reached. All direct trainings are conducted in teams that include both disabled and non-disabled trainers. Some of the themes addressed at the trainings are: Understanding body, body image, self esteem; myth busting about sexuality; sex education and

reproductive system; consent and choice; sexual desires, sexual orientation and sexual pleasure; socializing, dating, marriage, relationships and abortion rights, sexually transmitted diseases and HIV

Through this coalition, the following resource materials were developed this year:

1. A workbook on "Sexuality and psycho social disability", which can be used as a resource material in training/ interaction with people with mental health conditions.
2. Film festivals on disability and sexuality wherein mainstream movies on gender and sexuality were made accessible to audiences across disabilities through audio description, sub- titling etc
3. A toolkit to address the Sexual and Reproductive Health & Rights of Persons with moderate intellectual disability.
4. Analysis of the Rights of Persons with Disabilities Act and the Mental Health Care Act from a gender and sexuality lens.

Advancing Sex Workers' Rights

National Consultation on Strengthening Partnerships for Advancing Sex Workers' Rights

CREA, in association with the All India Network of Sex Workers, Centre for Advocacy and Research (CFAR) and Lawyer's Collective, facilitated a two-day consultation on 4th and 5th October 2017. The idea was to identify new threats and opportunities for realisation of the rights of Sex Workers, as well as to identify points of convergences across different groups of marginalised women, and map out a future course of action for the movement.

Some of the common issues that were identified between sex workers and other marginalised labour groups were the issues of not having a voice in society, not getting recognition for their labour, not having the rights and benefits of employment (medical, privileged leave, gratuity, bonus, etc). Other issues which the group highlighted related to the stigma, violence, and attacks on their dignity, privacy, bodies, and by extension, similar attacks, towards their children/families.

The Consultation also highlighted the strides that the different groups have been able to make through the power of coming together as collectives. The Consultation also highlighted the need for cross movement solidarity to support each other to achieve our common and individual goals.

Campaign- #NotJustMyWork

CREA in partnership with the All India Network of Sex Workers (AINSW) launched this campaign to suspend judgment around sex workers. Sex workers are organising to claim and advance their rights as workers, as citizens entitled to social benefits, as part of the feminist movement, and as people entitled to a life of respect and non-discrimination. #NotJustMyWork is a campaign to highlight the different human rights that sex workers enjoy which get overshadowed owing to the stigma attached to their profession. It aims to highlight how the social stigma attached to sex work seeps into the exercise of their social, economic and political rights. Most importantly, it acknowledges sex movement in India has

come into its own, giving voice to workers, fighting for their rights, gaining power it now has, with the policymakers, be it on the subject of sex work, health, HIV

CREA's engagement with the **All India Network of Sex Workers** has also been consolidated. A significant area of capacity building has been to provide technical inputs as well as conduct workshops to build the understanding of sex workers collectives on proposed new law on anti-trafficking. The law in its current formulation has significant consequences for sex workers and the capacity building has helped them learn more about the provisions of the proposed Bill and be able to develop advocacy strategies to respond to it.

A '**National Consultation On Strengthening Partnerships For Advancing Sex Workers' Rights**' was held on 4-5 October 2017 in partnership with All India Network of Sex Workers, Lawyers Collective, Centre for Advocacy and Research. The objective was to identify new threats and opportunities for realisation of the rights of sex workers and identify points of convergence across different groups of marginalised women.

Advocacy Tool for Sex Workers Collective

A document was prepared in consultation with sex workers collective that lays out the key principles that need to be kept in mind when laws and policies related to sex work and trafficking are being developed. This is mainly intended to serve as a tool for advocacy that sex workers collectives and women's rights organisations undertake to advance sex workers rights.

Crea also created several resources and curriculum for the redesigned FLMBaRI. CREA continues to invest in translating articles and other resources into Hindi on topics related to feminist leadership to make it more accessible to the grassroots activists that attend the Hindi FLMBaRI.

Advancing the rights of LGBT people

Dignity for All – An LGBTI Assistance Programme to strengthen advocacy for LGBT Rights in Bangladesh, India, Kyrgystan, Nepal, Pakistan and Sri Lanka

CREA is the Asia consortium partner for 'Dignity for All: LGBTI Assistance Programme' that provides emergency assistance, security, opportunity, and rapid response (SOAR) grants; and security assessment and training to human rights defenders (HRDs) and civil society organisations (CSOs) under threat or attack due to their work for lesbian, gay, bisexual, transgender and intersex (LGBTI) human rights. CREA's geographical focus for this work is India, Bangladesh, Nepal, Pakistan, Sri Lanka and Kyrgyzstan. The specific portfolios managed by CREA include advocacy and security grants, and security training.

This year, through advocacy and security grants to organisations in Pakistan, India and Nepal, CREA helped in increasing knowledge and capacity of these organisations to effectively advocate to reduce stigma and discrimination against LGBT people.

India: NALSA and Section 377

Following the NALSA judgement by the Supreme Court of India, which declared transgender people to be a 'third gender' and gave them the right to self-identification, the advocacy initiatives by CREA's partners are geared towards short-term actions that would contribute to long-term change in culture of violence faced by the transgender people.

CREA has also been a tireless crusader for the rights of all to live a life of dignity, equality and non-discrimination for all and had campaigned to repeal Section 377 which criminalises same sex consensual relationships. In early 2016, the Hon'ble Supreme Court of India referred the curative petition, filed for the Suresh Kumar Koushal vs. Naz Foundation, to a larger five Judge constitutional bench. The court clubbed eight curative petitions filed against its judgment of December 11, 2013 which upheld validity of section 377 of Indian Penal Code (IPC) and dismissed review of the judgment. One of the curative petitions was filed by Voices Against 377, a coalition of 12 Non Governmental organisations, progressive groups and activists based in Delhi. CREA has been an active member of this coalition since its inception.

(The) Judgment reinstates our hope that another world is possible. A world where everyone's human rights are affirmed and everyone can live with equal rights and privileges," - *Geeta Misra, Executive Director, CREA*

KNOWLEDGE RESOURCES

ARROW for Change

CREA and The Asian-Pacific Resource & Research Centre for Women (ARROW) co-published Women With Disabilities: Disabled, Sexual, Reproductive, featuring 12 critical writings on the intersection of disability and sexual rights.

This ARROW for CHANGE bulletin covers a broad spectrum of issue from feminist art practice and disabled embodiment, disability and the internet, disability in the context of marriage, gendered dimensions of mental health and more. Featured also are country experiences of the disability rights movement in Nepal, Pakistan, India, Philippines, Vietnam and Sri Lanka.

This bulletin was conceptualized as an effort to address gaps in knowledge and recognize the need for greater political analysis on disability and sexuality

Pratigya – Campaign for Gender Equality and Safe Abortion.

Rupsa Mallik, Director, Programmes and Innovation is part of the advisory group for Pratigya – Campaign for Gender Equality and Safe Abortion. This multi-stakeholder membership based campaign is supported by Packard Foundation and focuses on finding common ground that simultaneously addresses the serious issue of gender biased sex selection while protecting women's right to safe, legal abortion services in India. Campaign advisory group members include Ipas, Federation of Obstetrics and Gynaecological Societies of India (FOGSI), Family Planning Association of India, an IPPF affiliate and Population First. The secretariat is hosted by FRHS India. Much of the work of the campaign is to support

national and state level advocacy and awareness generation.

Our Supporters

(1 April 2017 – 31 March 2018)

1. American Jewish World Service
2. Azim Premji Philanthropic Initiative
3. Channel Foundation
4. Dutch Ministry of Foreign Affairs
5. EMpower – The Emerging Markets Foundation
6. Fidelity Charitable Gift Fund
7. Foundation for a Just Society
8. Freedom House
9. Global Fund for Women
10. Institute of International Education (IIE)
11. International Planned Parenthood Federation – Safe Abortion Fund (SAAF)
12. International Women’s Health Coalition
13. Medicus Mundi Gipuzoka
14. Oak Foundation
15. Open Society Foundation
16. Reproductive Health Matters
17. Swedish International Development Cooperation Agency (SIDA)
18. The Ford Foundation, India
19. The Ford Foundation, New York
20. Wellspring Philanthropic Fund

Crea’s India Board Members

Anindya Hajra is an advocate for gender justice and human rights and is based in Kolkata. S/he has been working in the field of sexuality rights in India for over 15 years. S/he sees herself as someone with a fluid gender identity and as trans/feminist. Anindya is one of the founder members of Pratyay Gender Trust, a sexualities and human rights advocacy initiative that works on working class transgender women’s human rights especially around their economic rights and livelihood issues.





Geetanjali Misra is the Co-Founder and Executive Director of CREA. Geeta has worked at the activist, grant-making, and policy levels on issues of sexuality, reproductive health, gender, human rights, and violence against women. Before joining CREA, she was Program Officer Sexuality and Reproductive Health for the Ford Foundation in New Delhi. She co-founded SAKHI for South Asian Women in New York in 1989, a non-profit organisation in New York, committed to ending violence against women of South Asian origin. Geeta is the Co-Chair of the Board of Directors of Mama Cash (The Netherlands); and Reproductive Health Matters (UK); and Member of the Expert Advisory Group of Cordaid (The Netherlands) and of the Advisory Board of FHI360 (US). She was President of the Board of the Association for Women’s Rights in Development (AWID) from 2006–2008. She writes on issues of sexuality, gender, and rights, and has co-edited *Sexuality, Gender, and Rights: Exploring Theory and Practice in South and Southeast Asia*.

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



Sabeena Gadihoke is an Associate Professor, Video and TV Production at the AJK Mass Communication Research Centre at Jamia Millia Islamia University, Delhi. She is also an independent documentary filmmaker and cameraperson and works on the history and culture of Indian Photography. Her film "Three Women and a Camera" was awarded prizes at Film South Asia in Kathmandu (1999) and at the Mumbai International Film Festival (2000). Her book Camera Chronicles (Mapin, India) on the life and work of India's first woman photojournalist, Homai Vyarawalla was released in 2006.



Sashwati Banerjee is the Managing Director of Sesame Workshop in India, leading the organisation in its mission to create innovative, engaging content that the educational power of all media to help children reach highest potential. She successfully designed and led the Hamjoli, ‘Bindaas Bol’, and the ‘DIMPA’ campaigns on Abt Associates’ USAID-funded PSP One Project. Prior to involved in social development communications, worked across various organisations in the private sector communications, public relations, and marketing. She also serves on the Board of Point of View, a non-



maximises their ‘Goli ke behalf of being Sashwati handling

profit organisation based in Mumbai, India, which promotes the points of view of women and other marginalised groups through the creative use of media, arts, and culture. When she is not working (which these days seems to be a rare occasion), she enjoys travelling, reading, theatre, and music.



Shilpa Phadke is Assistant Professor at the School of Media and Cultural Studies, Tata Institute of Social Sciences, Mumbai, India. She has taught undergraduate sociology and anthropology at St Xavier's College, Mumbai. As a pedagogue, she has designed and coordinated several discussion groups, a lecture series, and workshops. Shilpa has published academically in journals and edited book volumes, as well as

in newspapers and popular magazines. Her co-authored book *Why Loiter? Women and Risk on Mumbai Streets* was published by Penguin (2011). Her areas of concern include gender and the politics of space, the middle classes, sexuality and the body, feminist politics among young women, reproductive subjectivities, feminist mothering, and pedagogic practices. She loves the chaotic city of Mumbai and fantasises that it will one day have a very large park.

Shohini Ghosh is Sajjad Zaheer Chaired Professor at the AJK Mass Communication Centre, Jamia Millia Islamia, (Central University) New Delhi, India. She is the director of *Tales of the Nightfairies* (2002) a film about the sex workers rights movement in Calcutta and the author *Fire: A Queer Classic* (2010) published by Arsenal Pulp Press, Canada and Orient Publishing in India. She is co-founder member of *Mediastorm Collective*, India's first all women documentary production collective which received *The Chameli Devi Jain Award for Outstanding Work among Women Media Professionals* in 1992. Ghosh has been Visiting Professor at a number of universities within and outside India and has had a long association with the *Sexuality, Gender and Rights Institute*. Ghosh writes on contemporary media, speech and censorship, popular cinema, documentary films and issues of gender and sexuality. Her current work is titled *Violence and the Spectral Muslim: Action, Affect and Bombay Cinema at the Turn of the 20th Century*.



Crea's USA Board Members

Geetanjali Misra is the Co-Founder and Executive Director of CREA. Geeta has worked at the activist, grant-making, and policy levels on issues of sexuality, reproductive health, gender, human rights, and violence against women. Before joining CREA, she was Program Officer Sexuality and Reproductive Health for the Ford Foundation in New Delhi and supported non-governmental organisations in India, Nepal, and Sri Lanka working on sexual and reproductive health and rights. She also co-founded SAKHI for South Asian Women in New York in 1989, a non-profit organisation in New York, committed to

ending violence against women of South Asian origin. Geeta is the Co-Chair of the Board of Directors of Mama Cash (The Netherlands); Board Member of Reproductive Health Matters (UK); and Member of the Expert Advisory Group of Cordaid (The Netherlands) and of the Advisory Board of FHI360 (US). She was President of the Board of the Association for Women's Rights in Development (AWID) from 2006–2008. She writes on issues of sexuality, gender, and rights, and has co-edited *Sexuality, Gender, and Rights: Exploring Theory and Practice in South and Southeast Asia*. Geeta holds Master's degrees in International Affairs from Columbia University, US, and in Economics from Syracuse University, US.

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

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

Manal Saleh is Senior Program Specialist at the Center for Development Services in Egypt. She has been working in the community development field since the year 2001 through a number of local and international non-government organizations; including The Center for Development Services, Pathfinder International, The Social Fund for Development, and The Association for Development and Enhancement of Women. During the period 2005 - 2008, Manal has been a consultant with CREA on the India - Palestine and Egypt Exchange: Creating and Strengthening Links for Community Development and Advocacy for Youth, after which she joined CREA's board of directors. Manal is also a board member at Bena Association for Development, a grassroots based civil society organization that works on education, women and youth empowerment, and media development in Upper Egypt. Manal obtained her Masters degree in Economics for International Development from the American University in Cairo in 2006.

Nancy Ali is Regional Team Leader, West and Central Africa, JHPIEGO, an affiliate of Johns Hopkins University, U.S.A. Nancy has been working in the field of international health and development for the past twenty years, primarily focusing on enhancing the health and saving the lives of women and families in limited-resource settings. She has worked extensively in the United States, Africa and the Middle East, providing technical assistance on reproductive, maternal and child health, HIV/AIDS, malaria and cervical cancer prevention initiatives and interventions at both regional and country levels. Currently as Regional Team Leader at JHPIEGO, her responsibilities include leading, directing and managing JHPIEGO's programs in 10 countries in West and Central Africa. She has held several positions at various international health and research organizations including the Population Council, where as a

Program Associate, she managed the first U.S. government funded health project designed to improve community-based health services for Palestinian women and children in several villages in the West Bank & Gaza. She also helped coordinate, monitor and facilitate all project-related activities for CREA's India, Palestine and Egypt Exchange Program.

Kathleen Baum is the founding partner of Baum & Baum CPA's P.C. which is located on Manhattan's Upper Westside and specializes in providing tax and accounting services for small business and individuals. In addition to providing tax services Kate serves as an outsourced Chief Financial Officer for several fashion & small businesses. Kate received her Certified Public Accountants license in 1980. She began her accounting career at Deloitte Haskins and Sells, working in their small business division. Kate received her Bachelor of Science degree from Fairfield University and she is a member of the New York State Society of Certified Public Accountants and the American Institute of Certified Public Accountants. Kate has served on the Fairfield University Alumni Board, is also past Treasurer for The Kennedy Child Care Center and past President and Treasurer of the NYC Chapter of American Society of Woman Accountants.

Barbara Y. Phillips was formerly a Program Officer of the Ford Foundation in the Human Rights unit of the Peace and Social Justice Program with the responsibility to craft and manage the portfolio of grants and other activities nationally and globally related to women's rights and gender equity. Prior to joining the foundation, she was an Associate Professor of Law at the University of Mississippi School of Law, partner in the San Francisco law firm Rosen & Phillips, staff attorney with the national Lawyers' Committee for Civil Rights Under Law, and Special Assistant Attorney General in the Office of the Minnesota Attorney General. Before attending law school, she worked for social justice as a community organizer in Mississippi and became lead plaintiff in several class actions challenging employment discrimination by Mississippi State agencies, *Phillips v. Joint Legislative Committee on Performance and Expenditure Review*, 637 F.2d 1014 (1981). While partner in Rosen & Phillips, Phillips was appointed by the federal district court in 1987, to monitor compliance of the San Francisco Fire Department with court orders and a broad consent decree requiring institutional change to resolve claims of race and sex discrimination in hiring, promotions, and conditions of employment and resulting in the hiring of the first women firefighters.

She is a member of the board of directors of the following: (a) African Women's Development Fund - USA, a sister-foundation to the African Women's Development Fund based in Accra, Ghana, a feminist foundation supporting the social justice work of the African women's movement; (b) Women's Learning Partnership for Rights, Development and Peace; (c) Women's Foundation of Mississippi; and (d) MississippiVotes, a youth-led initiative promoting participatory democracy. She previously served on the board of the Programme on Women's Economic, Social and Cultural Rights based in New Delhi; the Twink Frey Visiting Social Activist Advisory Council of the University of Michigan; board of directors of Crossroad Fund, a Chicago foundation; the Southern Coalition for Educational Equity, a Southern regional organization focusing on education; the Bar Association of San Francisco; and was President of Black Women Lawyers of Northern California.

Financials Statement

SINGH KRISHNA & ASSOCIATES

Chartered Accountants

8, Second Floor, Krishna Market, Kalkaji, New Delhi - 110 019
Tel./ Fax: 40590344, e-mail: skacmail@gmail.com

TO WHOM IT MAY CONCERN

This is to certify that we have compiled the Consolidated Statement of Financial Position of Creating Resources for Empowerment in Action, India (CREA-INDIA) and Creating Resources for Empowerment and Action, Inc., USA (CREA-USA) as at March 31, 2017 and 2016 and Consolidated Statement of Activities for the period then ended. Legally, CREA-INDIA and CREA-USA are registered as separate entities incorporated in India and USA respectively. As both the entities share same mission, vision and support each other in conducting activities, CREA-USA represents itself as sister organisation of CREA-INDIA.

The Consolidated Financial Statements have been compiled on the basis of Audited Financial Statements of CREA-INDIA and CREA-USA for the year ended March 31, 2017 and 2016 made available to us by CREA-INDIA.

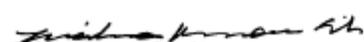
Effects of inter-entity financial transactions for the year 2016-17 and 2015-16 have been eliminated in compilation of the consolidated financial statements as under:

Revenues and Expenses have been reduced by USD 3,46,484 (Previous Year : USD 2,12,228)

Recoverable and Liabilities have been reduced by USD 1,22,434 (Previous Year : USD 1,37,990)

The compilation of Consolidated Financial Statements by us does not constitute either an audit or a review made in accordance with the generally accepted auditing standards in India, and as such no assurance is expressed.

for Singh Krishna & Associates
Chartered Accountants
Firm's Registration No. 008714C


(Krishna Kumar Singh)
Partner
M. No. 077494

Place : New Delhi
Date : 30/10/2017



CONSOLIDATED STATEMENT OF FINANCIAL POSITION OF CREA-INDIA AND CREA-USA

	As at March 31, 2017	As at March 31, 2016
	Amount in USD	Amount in USD
ASSETS		
CURRENT ASSETS		
Cash and cash equivalents	5,981,260	5,404,061
Sundry receivables	9,446,086	6,565,013
Investments	1,735,004	600,260
Security deposits	1,252	987
Prepaid expenses	199,430	4,256
TOTAL CURRENT ASSETS	17,363,032	12,574,577
FIXED ASSETS (NET)	67,150	40,656
TOTAL ASSETS	17,430,182	12,615,233
LIABILITIES AND NET ASSETS		
LIABILITIES		
Accounts payable and accrued expenses	361,191	344,991
Payroll liabilities	112,612	85,613
TOTAL CURRENT LIABILITIES	473,803	430,604
NET ASSETS (including currency translation adjustment)		
Unrestricted:		
Board designated	50,000	50,000
Others	5,676,171	4,984,279
	5,726,171	5,034,279
Temporarily restricted	11,230,208	7,150,350
TOTAL NET ASSETS	16,956,379	12,184,629
TOTAL LIABILITIES AND NET ASSETS	17,430,182	12,615,233

As per our certificate of even date attached

for Singh Krishna & Associates
Chartered Accountants
Firm's Registration No. 008714C


(Krishna Kumar Singh)
Partner
M. No. 077494

Place : New Delhi
Date : 20/10/2017



CONSOLIDATED STATEMENT OF ACTIVITIES OF CREA - INDIA AND CREA - USA

	For the year ended March 31, 2017	For the year ended March 31, 2016
	Amount in USD	Amount in USD
REVENUES		
Public support	3,787,701	3,921,911
Other revenues:		
Contract/ Program revenue	4,455	123,725
Interest and dividends	86,429	84,182
Investment and other gains (losses)	40,216	(60,596)
TOTAL REVENUES	<u>3,918,801</u>	<u>4,069,222</u>
EXPENSES		
Program services		
Workshops, meetings, publications	2,737,436	2,133,316
Supporting services		
Administrative and general	374,721	248,206
Fund raising	145,932	120,633
TOTAL EXPENSES	<u>3,258,089</u>	<u>2,522,155</u>
SURPLUS/ (DEFICIT) FOR THE YEAR	660,712	1,547,067
INCREASE/ (DECREASE) IN TEMPORARILY RESTRICTED FUND	4,079,858	5,057,437
CHANGE IN NET ASSETS	4,740,570	6,604,504
NET ASSETS AT BEGINNING OF THE YEAR	12,184,629	5,630,347
CURRENCY TRANSLATION ADJUSTMENT	31,180	(50,222)
NET ASSETS AT END OF THE YEAR	<u>16,956,379</u>	<u>12,184,629</u>

As per our certificate of even date attached

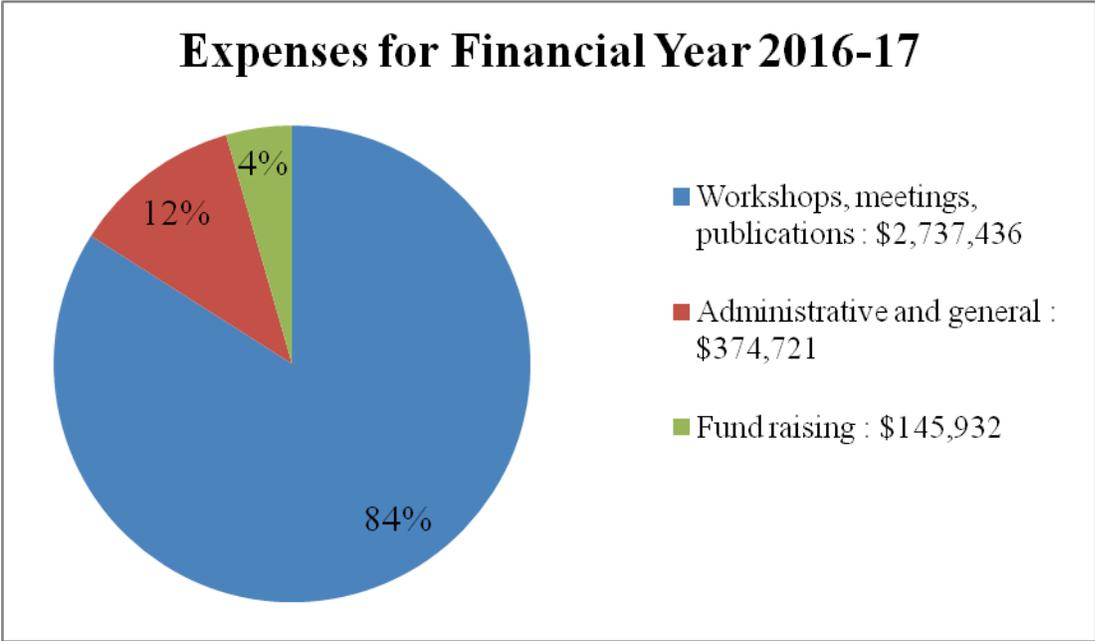
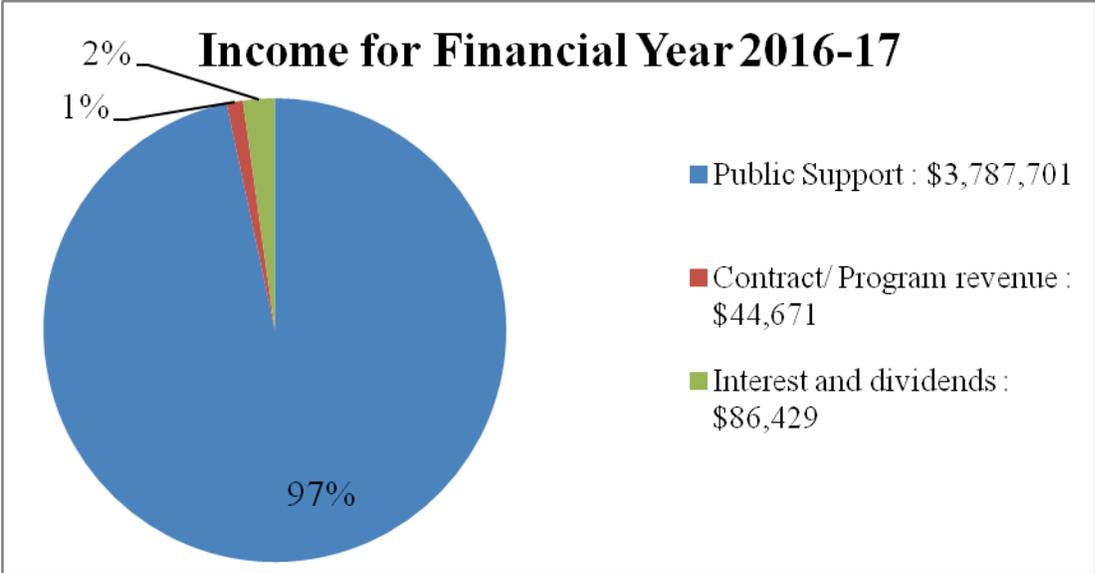
for Singh Krishna & Associates
Chartered Accountants
Firm's Registration No. 008714C


(Krishna Kumar Singh)

Partner
M. No. 077494

Place : New Delhi
Date : 30/10/2017







crea



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