



**Creating Networks for Social Change, Strengthening Civil
Society Organizations and Empowering Individuals**

**Annual Report
2008 –2009**

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INTRODUCTION

Creating Resources for Empowerment and Action (CREA) is an international feminist human rights organization based in the global south in New Delhi. During 2008 and 2009, CREA built the leadership capacities of women in the global south and other marginalized people, advocated sexual rights at levels local to international and expanded discourses on women's rights and sexual rights. This report describes CREA's global work during 2008 to 2009. This report highlights the work CREA did over this time period that helped us to ensure that more women, young people and sexual minorities can articulate, demand and access their human rights, have equal opportunities and live free from violence.

CREA

Vision

CREA envisions a just world free of poverty, violence, discrimination, and inequality, where the human rights of all people, especially women, young people, and sexual minorities, are realized.

Mission

CREA promotes, protects, and advances women's human rights and the sexual rights of all people by building leadership capacities; strengthening organizations and social movements; increasing access to new information, knowledge, and resources; and creating enabling social and policy environments.

Long Term Goal

CREA seeks a world in which laws, policies, norms, and practices at the local, national, and international levels affirm women's rights and the sexual rights of all people.

Short Term Goals

1. Women, young people, and sexual minorities are able to better articulate, demand, and access their rights.
2. Marginalized groups are able to participate in, influence, and impact social justice processes.
3. The advancement of a more complex and nuanced understanding of gender, sexuality, and rights and their interconnections.
4. The creation of a social and policy environment that advances women's rights and the sexual rights of all people.

CREA's work focuses on **three main problems** that it seeks to address:

1. Women, young people, and sexual minorities are excluded and marginalized from participating in civil society processes and denied decision-making power.
2. Violence against women continues unabated and is socially accepted despite achievements of women's rights activists to advocate policies and practices to address the problem. Marginalized women face even higher levels of violence; these violations are often ignored.
3. Women, sexual minorities, disabled people, and other marginalized individuals are denied bodily autonomy and sexual and reproductive rights and freedoms.

PROGRAM ACHEIVEMENTS (April 2008- March 2009)

CREA has six program initiatives that directly promote a human rights approach in addressing issues of women’s human rights, violence against women, sexuality and sexual and reproductive health and rights. Each program initiative comprises of specific program activities that aim to further one or more of CREA’s four short-term goals. CREA works globally, in South Asia and in India. This section will describe the activities, results and outcomes for CREA’s global programs.

Program Initiatives	Program Activities
I. Training Institutes	<ul style="list-style-type: none"> • The Sexuality, Gender and Rights Institute (Global) • The Feminist Leadership and Movement Building Institute (East Africa)
II. Strengthening Organizations and Movements	<ul style="list-style-type: none"> • Building Capacity of Women’s Organizations in Central Asia and the Middle East
III. Global Advocacy	<ul style="list-style-type: none"> • Reframing Sexual Rights at the United Nations Human Rights Council
IV. Information, Knowledge and Resources	<ul style="list-style-type: none"> • Building Social Justice Leadership: Knowledge and practice on women’s leadership development for social transformation • Thematic working papers and global dialogue reports
V. Public Education	<ul style="list-style-type: none"> • Public events (seminars, panels at international conferences, public talks, film screenings and lectures) • Strategic global dialogues
VI. Special Project: “Count Me In – Ending Violence Against Women in South and Central Asia”	<ul style="list-style-type: none"> • Work with me: Strengthening VAW organizations to develop effective strategies to counter VAW • Learn from me: A three country research study (India, Bangladesh and Nepal) to document violence faced by marginalized women (lesbian, disabled women and sex workers) • Campaign for me: A community based campaign in two states of India to address son preference as a root cause of VAW. • South Asia Count Me In Conference

I. Training Institutes

CREA’s flagship programs have been its Institutes on Gender, Sexuality, Human Rights, Feminist Leadership, and Movement Building. These are residential 7-10 days courses taught by local and international academics and activists. Thirty Institutes have been conducted for civil society actors from 525 organizations working in many parts of the

world including Asia, Africa, and the Middle East. CREA's Institutes build conceptual capacities and leadership skills using diverse pedagogical techniques including lectures, readings, film, case studies, and small group activities. Participants learn to analyse programs based on human rights and social justice principles, to examine the impact of assumptions and beliefs on their work, and to consider how their work could be more inclusive and affirmative of the rights of marginalized people. The Institutes have created cohorts of activists that are working together to advance women's rights and sexual rights.

(1) *The Global Sexuality, Gender and Rights Institute: Exploring Theory and Practice*

The Global Sexuality, Gender and Rights Institute: Exploring Theory and Practice is an annual week-long residential course for NGO representatives that focuses on issues of sexuality and rights and their inter connections to gender, health, violence against women and poverty.

Long-term Objectives

- The conceptual understanding of the fields of sexuality, gender, health and human rights and of their connections with each other increases within civil society organizations;
- Various programs, strategies and practices, especially in the field of sexuality and reproductive health, affirm the rights of individuals;
- More civil society organizations address sexuality and rights in their planning of programs, advocacy initiatives and actions.

Planned Results

-Participants develop a conceptual understanding of the fields of sexuality, gender, health and human rights and of their connections with each other;
-Participants develop analytical skills to critically examine interventions from a rights perspective.

Indicators:

-Number of applications received and quality and diversity of the participants;
-Increase in knowledge and understanding and shift towards human rights based thinking;
-Development of new skills.

Results:

The second Sexuality, Gender and Rights Institute were conducted from April 7 to 14, 2008 at the Mohonk Mountain House in New Paltz, New York. The participants were selected from a large pool of applicants by a selection committee of two former participants, a resource person and two CREA staff members. Twenty-one participants attended, 20 women and one transwoman ranging in age and experience, coming from diverse organizations working on sexuality, gender, health and rights and based in Bangladesh, Egypt, India, Nigeria, Pakistan, Palestine, the Philippines, USA and the UK. These organizations range from grass-roots to global and work in a variety of sectors. The eight resource people were academics and practitioners in the fields of sexuality and rights from the global South and U.S: Amber Hollibaugh (the National Gay and Lesbian

Taskforce), Cynthia Rothschild (the Center for Women's Global Leadership), Geetanjali Misra (CREA), Joo-Hyun Kang (consultant, formerly Astraea Lesbian Foundation for Justice), Mauro Cabral (the National University of Cordoba, Argentina; Mulabi), Meena Seshu (SANGRAM), Radhika Chandiramani (TARSHI), and Shohini Ghosh (Jamia Millia Islamia - Central University).

The course focused on the study of sexuality and its explorations and manifestations in related fields. All discussions were linked to practical issues and the challenges that arise in addressing sexual and reproductive health concerns. Grounding theory in practice, the Institute identified how human rights can be used to ensure justice and equality in the context of sexual and reproductive health, especially for women and adolescents. After three days of focus on theory around gender, sexuality, and rights, different specific topics were explored, including representation of sexuality in media, sexuality and disabilities, intersections of race and class in LGBT activism, transgender and intersex issues, sex work, and sexuality and pleasure. The Institute used different pedagogical methods including lectures, readings, participatory exercises, group work, case studies, simulation exercises, fiction and films. Reading and discussion of theory was a core element of the Institute. Following the Institute, CREA has set up an e-group for participants to interact, share information and build a network of practitioners that can learn from and support each other.

Evaluation was conducted throughout the course. At the end of each day and on the last day of the course, participants filled out evaluations on the course content, structure and the resource persons that also assessed the development of their thinking. CREA also documented participants' comments and questions in sessions, informal conversations with participants, and formal interviews with some of the participants.

Through monitoring and evaluation CREA verified the indicators of conceptual development and skills building. (1) **The participants questioned deep-seated assumptions about gender, sexuality and rights.** The participants were challenged to pay attention to the assumptions they make about what is normal, natural, and good and to see how these values affect policy making and programming. For example, many of the participants broke down their assumption that heterosexuality is the norm and the natural state of being, and learned about sexual diversity and the rights of people to make sexual choices. (2) **The participants learned about the experiences of marginalized people and the importance of including them and their issues in their work.** They learned that discrimination and marginalization happen at both policy and practical levels. In addition to learning about laws such as Section 377, the anti-sodomy law in India that discriminates against same sex desiring people, they learned about discrimination by organizations, communities and other non-state actors. For example, they learned that many people experience discrimination when trying to access sexual and reproductive health services. A key to this awareness raising was having resource people at the Institute who were from marginalized communities – transgender, disabled, lesbian, and sex worker. (3) **The participants realized that sexuality is interrelated with many issues and must be addressed or considered in programming.** The Institute explored thoroughly how various social institutions impact sexuality such as law, religion, family, media, and education. Many of the participants came from health organizations and realized that they have to consider the complexity of people's lives and identities and how other issues impact on their ability to make choices. This holistic

approach varies greatly from a single issue, outcome based health approach. There were participants from human rights organizations like Amnesty International that developed their understanding of sexual rights as interconnected with other human rights and equally important.

Short-term Objectives

- Participants have shifted their practices to make them more rights affirming, inclusive and to address the intersections of issues;
- They have also advocated with their organizations to do the same.

Indicators:

- Policies and practices at participants' organizations that are based in human rights principles and address sexuality;
- Continued interest shown by participants in learning about the links between sexuality, gender and rights and how to integrate sexuality into their work.

Short-term Outcomes:

- **Large, influential international organizations have integrated sexual rights into their work.** Anna Runeborg, former Sexuality and Development Advisor, Sida, attended the 2007 Institute because she was writing a concept paper on the need for development work to address sexuality and was trying to begin discussions with her colleagues at Sida about the same. The concept paper, "Sexuality - A Missing Dimension in Development," was launched in May 2008 at Sida with a seminar, "What does Sexuality have to do with Development?" for which Geetanjali Misra, CREA Executive Director was a panelist. The head of Sida introduced the panel and another key staff member spoke on the panel about why she felt Sida should address sexuality. 2008 Institute participant Aldijana Susic, former Campaign Manager, Stop Violence Against Women Campaign (SVAW), Amnesty International (AI) worked to get AI to begin to address sexual rights within the SVAW campaign. Geetanjali Misra conducted training with the SVAW Campaign staff in June 2008 on gender and sexuality and how it relates to violence against women. CREA has also served on an advisory committee for AI's efforts to develop its work on women's rights and sexual rights.
- **Past participants continue to use the publications such as articles and reports given at the Institute as resources for their work.** 2007 participant Katrina Anderson (Center for Reproductive Rights, USA) told the Ford Foundation in a formal evaluation of leadership institutes that she uses the resources from SGRI regularly in her work. For example, she used her notes and articles from the Institute when preparing a presentation on the intersection between LGBT rights and reproductive rights.
- **Past participants have shared what they learned at the Institute and advocated with their organizations and other colleagues for work on sexual rights.** For example, Ms. Anderson (Center for Reproductive Rights [CRR]) organized a continuing legal education seminar on the intersection between LGBT rights and reproductive rights, hosted by CRR and open to legal advocates in New York City. 2008 participant Grace Poore (International Gay and Lesbian Human Rights Commission, USA) has used articles from the Institute as required

- readings for internal staff trainings.
- **Past participants have convinced the leaders in their organizations of the need for training on sexuality, gender and rights.** They have requested CREA to conduct in house trainings for their staff. CREA has conducted training workshops for the staff of the International Women’s Health Coalition and Amnesty International’s Stop Violence Against Women Campaign.
 - **Past participants have reevaluated the policies and work of their organizations and realized the need for change.** Monique Mehta, former Executive Director, Third Wave Foundation (USA) realized while attending the 2008 Institute that although gender justice was added to the organization’s mission in 2006, the foundation has not been able to fully operationalise gender justice within the policies and programs. Therefore, after SGRI she began thinking about ways that Third Wave could implement gender justice work and how her staff could receive the capacity building necessary to do this.

(2) Feminist Leadership and Movement Building Advocacy Institute

The Feminist Leadership and Movement Building Advocacy Institute – a collaborative effort of CREA and Akina Mama wa Afrika – is a one-week residential course held in Uganda for young women representatives of women's rights and health organizations from East Africa.

Long-term objective:

- Young African feminists are leading social movements and effectively advocating for human rights of marginalized people.

Planned Results

- 25 young women develop understanding of the history of social movements, how to build and sustain social movements, and how to use human rights;
- Advocacy and movement building skills of participants developed;
- Strategies developed for using human rights to advance social movements in the local context.

Indicators:

- Increase in knowledge and understanding and shift towards human rights based thinking;
- Development of new skills;
- Number and quality of new strategies developed at the Institute.

Results:

The first Feminist Leadership and Movement Building Advocacy Institute took place in September 2008. Twenty-five participants representing diverse organizations working on issues of women’s rights, health, development and violence against women from Uganda, Tanzania, Kenya, Rwanda, Burundi, Djibouti, Sudan, Nigeria, and Zimbabwe attended the Institute. Eight resource persons from the peace and security, women’s, indigenous people, Dalit, HIV/AIDS, and workers’ movements in the global south taught sessions.

The Institute taught the history of different social movements and strategies used by movements to advance claims for justice. It made participants understand how feminist leadership can contribute to movement building and how as activists they could work with diverse movements to advance women's rights issues. Participants explored case examples of different movements that have used human rights tools, have done cross-movement work, addressed violence against women, and included marginalized people. The Institute used lectures, readings, participatory exercises, group work, case studies, simulation exercises, fiction and films to discuss theory, reflect on practice, and strategize for cross movement work.

In addition to the aforementioned results, CREA also found the following based on observation, conversations and the participants' interviews:

Conceptual Development

(1) The participants gained a theoretical and historical background of feminist organizing around specific issues. Participants developed a clearer understanding of the meaning and definitions of feminism, social movements and human rights. Many participants in their evaluations said they found it useful to understand how to apply these concepts in their work.

(2) The participants' awareness of certain issues developed and their mindsets and opinions shifted. They were exposed to social movements that they were unfamiliar with both geographically and thematically, such as the Dalit and indigenous women's movements. They also saw interconnections between movements and issues that undermine women's human right such as patriarchy, gender justice and violence against women. The participants developed awareness on issues that were new to them such as same sex desire and rights of disabled women.

Skills and Strategy Development

(1) The participants developed skills of analysis and advocacy. They learned to analyze whether policies and programs promote or violate the rights of individuals and exclude or include people. Another lesson was analysis of the intersections of issues – such as VAW and HIV – and using this analysis to develop policies and programs. An important advocacy strategy they learned was working across movements. They learned that by working together and focusing on shared experiences of discrimination, not identities that social movements can be more powerful. This strategy also prevents movements and organizations from devaluing others in order to advance their own cause.

(2) Participants have developed new strategies to effect real change for women's rights and social justice in the region. For example, some participants said in their evaluations that they had realized they could work together to form a movement with other participants from organizations working on similar issues in other countries. They also learned the importance of examining the assumptions behind their work and analyzing who was being excluded from their programs. A number of participants mentioned in their evaluations the importance of recognizing the diversity of women and acknowledging this complexity in their movement building.

(3) **Participants have had an opportunity to explore the challenges they face in their contexts.** Participants explored strategies for advancing women's rights in environments where there is increasing conflict, fundamentalist forces are gaining ground and/or old notions of womanhood are taking hold. Several participants cited in their evaluations the value of learning how to further feminist principles within contexts where many women do not consider themselves to be feminists.

Short-term Objectives:

- Participants are joining/staying in social movements, contributing effectively, using cross-movement strategies and human rights;
- Participants are acting as leaders in their organizations and movements.

Indicators:

- Participation in social movements by Institute participants;
- Amount of influence past participants have in their organizations and movements.

Short-term Outcomes:

1. **Follow up work has been planned by participating organizations to further the aims of the program.** Akina Mama wa Afrika, TICAH in Kenya, and the African Women's Development Fund have requested CREA to hold a Sexuality, Gender and Rights Institute and workshops for their partner organizations.
2. **Participants have shared what they learned during the Institute with their organizations.** Many participants found the presentation by Srilatha Batliwala, a global feminist activist, on building feminist movements particularly useful and requested it for further use with their organizations and with others. One participant (from Raising Voices in Kampala, Uganda that works on VAW and violence against children) requested to use the presentation during a meeting on strengthening the VAW prevention movement in the region that she coordinated after the AWID International Forum.
3. **A network has been built and sustained among participants, providing mutual support, inspiration and collaboration on new projects.** The participants developed working relationships with several other participants at the Institute, taking advantage of the rare opportunity to meet with other activists with similar convictions and interests from different countries. Institute participants are active on the e-list and use it as a forum to brainstorm advocacy strategies they are using in their organizations, to get feedback on advocacy material they are developing, and input on campaigns related to movement building to advance women's rights.

II. Strengthening Organizations and Movements

CREA works closely with grassroots and key international organizations to strengthen their capacities to work on sexuality, human rights, and violence against women by providing ongoing training and support. Through various trainings, thirty grassroots organizations in India have built their leadership capacities and improved their advocacy

and service delivery. In Central Asia, CREA is working with fifteen grassroots organizations by conducting trainings on feminist leadership, sexuality, gender, human rights, and violence against women. CREA has also conducted thematic trainings on women's rights and gender with organizations in Sudan, Egypt, Nigeria, Tajikistan, and Nepal. And for numerous international organizations including Amnesty International, IWHC, CARE, and ICRW, CREA has provided in-house training for staff on gender, sexuality and rights.

(1) *Building Regional Capacities: Working in Partnership with Young Central Asian Activists*

Through partnerships and training workshops, this program aims to build the leadership capacity of Central Asian young women and the capacities of small women's NGOs in Kyrgyzstan and Kazakhstan to advance women's human rights in the region.

Long-term objectives:

- Women's organizations in Central Asia are addressing a range of sexuality issues;
- Young women in Central Asia have capacities for leadership in the women's movement.

Planned Results:

- 50 women understand concepts of sexuality, gender and rights and how it relates to their work;
- Advocacy and movement building skills of participants developed;
- Strategies developed for using human rights to advance social movements in the local context.

Indicators:

- Increase in knowledge and understanding;
- Development of new skills to do advocacy and movement building;
- Number and quality of new strategies developed at the training;
- Satisfaction of the participants.

Results:

CREA held two, four-day training workshops in October 2008 in Almaty: A Sexuality, Gender and Rights Training and a Feminist Leadership, Advocacy and Movement Building Training. Forty-six participants attended both trainings (23 in each) representing women's organizations from Kazakhstan, Kyrgyzstan, Tajikistan and Uzbekistan. These workshops focused on how to use a human rights approach to advance women's rights. The workshop on Sexuality, Gender and Rights included topics such as sexuality, sexual rights, sexual diversity, pleasure, gender, intersectionality and power, and sex work and trafficking. The training on Feminist Leadership, Advocacy and Movement Building covered concepts of feminist leadership, movement building and community organizing, the women's movement in Central Asia, the socio-cultural and political context of our activism, funding for women's rights work in the region, ICTs as a feminist tool, and strategies to advance the human rights of sexual minorities. The trainings were conducted in English with Russian translation. The participants described these workshops as the first of their kind in the region.

After the trainings, the participants demonstrated a better understanding of feminist leadership and sexuality, gender and rights. The training on sexuality, gender and rights helped participants to change their biased views on gender and sexual diversity. One participant said, “Homosexuals and lesbians – it’s difficult for me to understand them, but I’ll try not to be judgmental.” Another participant shared, “Many groups are exposed to discrimination. I want those groups to be accepted by society and have the rights to existence.” The participants expressed confidence in their increased understanding on sexuality, gender and rights and their ability to share their learning with others.

After the training on feminist leadership many of the participants recognized themselves and their work as feminist and had ideas for how to contribute to building the feminist movement in Central Asia. Experience-sharing by participants from different countries in the region gave participants an overview of the women's movements in Central Asia, including the challenges that the movements face. The participants concluded that there is no single movement because of the variations among the countries. During the training, many participants began to feel comfortable calling themselves feminists. Sessions on feminist ways of community organizing and using ICTs as a feminist tool were both particularly helpful according to participants. The participants demonstrated increased awareness and sensitivity to marginalization of people based on sexuality and other social factors and expressed intention to be more inclusive in their work.

The participants expressed satisfaction with both training workshops, as demonstrated by written evaluations and oral feedback. Regarding the Sexuality, Gender and Rights training, the participants appreciated: the interactive pedagogical methods such as group work, films, role play, and poetry; their increased understanding on sexuality issues and the resources they received on the topic; the congenial atmosphere and opportunity to talk openly about topics that are not discussed in their settings; and the opportunities to build collaborative relationships. Participants of the Feminist Leadership Advocacy and Movement Building appreciated the organization, clarity and translation of the workshop, the training methods, and the fulfillment of objectives and their increased understanding of the issues.

Short-term Objectives:

- Participants incorporate sexuality, gender and rights into their work and address positive aspects of sexuality;
- Participants are building/joining social movements in the region and globally;
- Participants act as leaders in their organizations and movements.

Indicators:

- Programs that directly address sexuality and the links to gender, health and rights.
- Amount and quality of participation in social movements;
- Amount of influence participants have in their organizations and movements.

Short-term Outcomes:

CREA has followed up with the participants to find out how they have been using what they learned during the workshops.

1. Many participants reported sharing the lessons from the training with colleagues

- and community members.
2. The participants are incorporating sexuality and human rights concepts into their work. For example:
 - A participant working with a VAW crisis centre conducted a training on sexuality for staff members. According to feedback from clients the training helped change staff members' attitudes.
 - Another participant working with sex workers reported that the training enhanced her understanding on sexuality issues, for example transgender people.
 - A representative from Women's Resources Center, which works on domestic violence issues, used material from the CREA workshop in a counselor training for a new domestic violence hotline.
 - Two journalists have integrated themes from the workshops into articles they have written.
 3. The participants have influenced their organizations to become more inclusive of marginalized people. For example, one participant successfully advocated the incorporation of LGBTI issues in her organization's training with youth.
 4. The participants are planning new projects that incorporate sexuality and human rights as a core component. Using information and perspectives from the workshop, one participant has designed a module on reproductive health.
 5. The participants are using training methods from the workshop to design training programs and educational sessions on feminist leadership development and sexuality, gender and rights. Many participants have used exercises from the training in conducting their own programs.
 - One participant who works as consultant on gender issues has been helping an organization to develop a program on feminist leadership development in Tajikistan and Kyrgyzstan. The CREA training has been very useful to her and she has adapted many of the training tools from this training.
 - Another participant has submitted a project to the U.S. Embassy to start a summer school to conduct trainings on feminist leadership development for rural women in Tajikistan.
 - Two participants organised a panel on the women's movement in Central Asia titled "Facing Neo-Liberalism, Fundamentalism and other challenges of the New Global Order together" at the Association for Women's Rights in Development International Forum 2008. They used concepts of feminist leadership and movement building from the workshop in conducting the panel.

III. Global Advocacy

CREA's advocacy efforts help influence policies on women's human rights and sexual rights to become more rights affirming. At the international level, CREA's key efforts include working at the Human Rights Council (HRC) to reframe sexuality through the *Sexual Rights Initiative*. This coalition seeks to establish an expanded notion of sexual rights at the Human Rights Council that goes beyond sexual identity and sexual orientation. CREA also seeks to improve anti-trafficking policies so that they do not violate the rights of women they claim to protect.

(1) *Reframing Sexual Rights at the Human Rights Council: The Sexual Rights Initiative*

The Sexual Rights Initiative (SRI), a collaborative project between Action Canada for Population and Development (ACPD, Canada), CREA (India), Egyptian Initiative for Personal Rights (EIPR, Egypt), Mulabi – Espacio Latinoamericano de Sexualidades y Derechos (Argentina) and the Polish Federation for Women and Family Planning (Federa, Poland), conducts advocacy at the Human Rights Council (HRC). The SRI has project funding from the Ford Foundation and all members contribute from their own core funds.

Long-term objectives:

- The concept of sexual rights at the UN Human Rights Council has broadened from addressing only LGBT issues to also include issues of sexual violence, abortion, transgender issues, and sex worker rights issues;
- The representation of civil society actors from the global south is increasing at the HRC;
- Sexual rights at the HRC are increasingly recognized as equally valuable to other human rights.

Planned Results

- 2 panel events held per year at the Human Rights Council that relate to sexual rights
- Submissions solicited from global south based NGOs related to sexual rights for the Universal Periodic Review (UPR) processes.
- 2 training workshops per year held with HRC parties on sexual rights.

Indicators:

- Number and diversity of submissions from global south countries on sexual rights to UPR processes.
- Number of meetings and events held on sexual rights at HRC sessions; and number of people that attend.

Results:

Members of the Sexual Rights Initiative attended three sessions of the Human Rights Council (HRC). The group has added to the discourse at the HRC on a variety of sexual rights and women's rights issues including gender, trafficking, maternal mortality and violence against women. It also has ensured the presence of global south based NGO representatives and activists at the HRC.

Universal Periodic Review (UPR): The UPR is a mechanism by which states' human rights records are evaluated periodically. During every cycle 16 states are up for review. Initiative members have attended all three UPR sessions. Outputs from the UPR efforts were:

- Civil society UPR reports submitted on a wide range of sexual rights issues to the Office of the High Commissioner for Human Rights (OHCHR) for 16 global South countries, in collaboration with other activists and NGOs.

- Fact sheets produced on sexual rights issues, for lobbying with states, on countries that were up for review.
- Briefing session organised in collaboration with the Center for Reproductive Rights at the first UPR session and attended by three member states.
- Participation of four global South UPR researchers to UPR and regular Council sessions supported.
- Review document produced after the third session on the UPR mechanism, with special emphasis on sexual rights and gender integration. It has been well received and used by stakeholders.

Panels

- At the June session, the Initiative spearheaded the high level Council **panel on maternal mortality** and actively participated in organizing the high level Council **panel on violence against women**, along with other NGOs. These panels helped states and NGOs to understand why sexual rights are relevant to issues of bodily integrity, right to health and issues of development and poverty. The Initiative also supported the participation of the civil society representative for the panel on maternal mortality. The civil society representative on violence against women was a member of the SRI.
- At the September session, the civil society representative on the high level Council **panel on gender integration** was again a member of the SRI. The new regular panel on gender integration offers one of the few opportunities for civil society to directly address the Council annually.
- The SRI, along with other health and human rights NGOs, organized a side event titled *Combating Maternal Mortality: Why Bring Human Rights Into the Picture?* The aim of the event was to generate a dialogue on why maternal mortality should be considered a human rights issue, so that states support/co-sponsor the resolution on maternal mortality.

Advocacy and Influencing Resolutions

- Engaged with states and health and human rights NGOs at the March 2009 sessions for the inclusion of strong human rights language in the new resolution on maternal mortality. The resolution was adopted by consensus at the end of June.

Increasing Participation at the HRC

- CREA facilitated the first ever participation of LGBT sex workers at the March HRC session. Usually marginalized groups are not included in processes of policy-making that can have significant impact on their lives.

Short-term Objectives

- Governments and NGOs at the HRC are consulting the SRI coalition as a resource on sexual rights;
- Government and NGO representatives make statements on sexual rights at the Council;
- Sexual rights language is included in new or revised HRC documents.

Indicators:

- Number of instances that the coalition is consulted as a resource by parties at the HRC;

- Number of statement by non-coalition parties at the HRC on sexual rights;
- Number of instances of sexual rights related language in HRC documents.

Short-term Outcomes:

1. Maternal mortality is becoming recognized as a human rights issue at the HRC. A resolution on maternal mortality was adopted by consensus at the end of June.
2. During adoption of its Universal Periodic Review report, Ecuador agreed to allow recommendations in its report for non-discrimination policies on grounds of sexual orientation. This occurred despite avid protests from Egypt.
3. Language related to “sexual and reproductive health” was put into the mandate of the Special Rapporteur on Health. This was a hard-won success because it required convincing states of the fundamental importance of SRH and women’s rights. It is an important development because it enables advocacy for these issues within the mandate of the Special Rapporteur on Health. Also, language on the “integration of the human rights of women and a gender perspective” was secured throughout the work of the UN including the HRC. In both these developments, the Coalition along with other allies played a key role.

IV. Information, Knowledge and Resources

CREA contributes to creating new information, knowledge, and resources in the fields of gender, sexuality, and rights by producing high quality publications (many in translation) from a global South, activist perspective. CREA’s publications critically analyse how theory on gender, sexuality, and rights applies to policymaking and program interventions. These publications can be downloaded from CREA’s website and hard copies are disseminated widely through mailings of free copies and distribution at meetings. CREA frequently receives feedback that its publications are unique and user-friendly, and that they fill gaps in resources, and are used for training workshops.

(1) *Building Social Justice Leadership: Knowledge and practice on women’s leadership development for social transformation*

This program is a multi-stage research project on women’s leadership development. The first phase of the program was a study of CREA’s model of women’s leadership development conducted during 2007-2008. During the second phase CREA reached out to other organizations in the field and organized in November 2008 an international meeting of women engaged in women’s leadership development to discuss theory and practice in the field.

Long-term objectives:

- Feminist leadership development work is effective and well funded.
- Forms of monitoring and evaluation are being used that are appropriate for feminist leadership development work.
- Feminist leadership development work is continually documented and analysed.

Results:

In November 2008 CREA held a two-day meeting called *Building Feminist Leadership – Looking Back, Looking Forward* in Cape Town with 27 women who represent

organizations engaged in feminist leadership development and donor organizations that support the work. The meeting aimed to define feminist leadership and explore methods for feminist leadership development, including a frank discussion of the challenges it involves. The meeting was funded in part by a grant from Oxfam-Novib.

A few of the 11 NGOs represented included: DAWN (Bene Madunagu), Center for Women's Global Leadership (Charlotte Bunch), Gender at Work (Tania Principe), Women's Learning Partnership (Rakhee Goyal), and GROOTS International (Sandy Schilen). The 7 donor organizations represented included: African Women's Development Fund (Bisi Adeleye-Fayemi), Sida (Eva Nauckhoff), HIVOS (Irene Dubel), Oxfam Novib (Jeanette Kloosterman), Oxfam Canada (Joanna Kerr), and Global Fund for Women (Shalini Nataraj).

To build a foundation for the meeting, CREA commissioned a paper by Srilatha Batliwala¹ – *Feminist Leadership for Social Transformation: Clearing the Conceptual Cloud* – which laid out a model for feminist leadership. The paper was distributed electronically before the meeting and participants were asked to read it. This paper was discussed in depth during the first day and enabled discussions around the definitions and realities of feminist leadership.

The meeting focused on five themes: defining feminist leadership, approaches to building it, potential for collaboration (and possible pitfalls) between donors and NGOs to develop effective feminist leadership, monitoring and evaluation, and next steps. A main theme of the meeting was the donor/implementer relationship in feminist leadership development; how can we support each other better towards the shared goals? The participants also devoted significant time to developing strategies for monitoring and evaluating programs that develop feminist leadership.

The meeting was documented by a rapporteur and the report will be published as part of CREA's Global Dialogues Working Paper series by fall 2009. It will be disseminated widely with a focus on audiences working in women's leadership development at grassroots to international levels.

The meeting resulted in:

- A better understanding among individuals in the field of feminist leadership of what is feminist leadership, how it can be developed, what are the pitfalls, and how this work can be supported financially.
- A commitment among implementers and donors to finding better ways to monitor and evaluate feminist leadership development.
- Follow up plans including: (a) to further develop and publish the background paper on feminist leadership; (b) to develop and disseminate case studies of good existing feminist leadership and leadership development programs; (c) to document existing and develop new methods of monitoring and evaluation for feminist leadership development.

¹ Srilatha is a long-time member of the women's movement in India and internationally and is currently Civil Society Research Fellow at the Hauser Center for Non Profit Organizations, Harvard University

(2) Thematic working papers and Global Dialogue reports

Two working papers were published as part of the Global Dialogues Working Paper Series. Free copies of the publications were disseminated to people in various social movements working in activism, advocacy, development, and funding all over the world. The papers are available for download or order through CREA's website.

1. *Strengthening Spaces: Women's Human Rights in Social Movements*: CREA published this paper which reports on the second meeting in the Global Dialogues series. The Strengthening Spaces meeting was organized in partnership with the Association for Women's Rights in Development (AWID) and held in Bangkok in October 2005. It brought together representatives of different social movements to discuss how women's rights relate to their work, how they advance women's rights, and how they could do more.
2. *Listening to Each Other: A Multigenerational Feminist Dialogue*: This paper, published by CREA in 2008, reports on a meeting organized in partnership with the Center for Women's Global Leadership and the Youth Coalition and held in New Jersey, USA in September 2007. The participants made up a multi-generational group of women from the women's movement from all over the world working in activism, advocacy, development, and health. The meeting focused on the challenges and opportunities of multi-generational collaboration in the women's movement, and strategies for successful cross-generational teamwork. *Listening to Each Other* was launched at the AWID International Forum.
3. *Building Alliances to End Violence Against Women* (2005), the working paper from the first global dialogue, was translated into Hindi and Spanish and disseminated to many organizations.
4. *The Self-Care and Self-Defense Manual for Feminist Activists*: CREA published an English translation and adaptation of a Spanish language publication developed by Mexican organizations *Elige* Youth Network for Sexual and Reproductive Rights and *Artemisa*. The manual contains a series of activities that enable self-reflection and help build strategies for self-care and self-defense against various forms of violence. The user-friendly manual was launched at the AWID International Forum in November 2008.

V. Public Education

With the aim of changing social norms that stigmatize women and sexual minorities and creating enabling environments for social justice, CREA organizes periodic events, seminars, and films in India, New York and countries where CREA is already conducting program activities. For all its events, CREA reaches out to the media to ensure coverage of women's rights issues in national print, newspapers and magazines.

(1) Public Events

a. *The Subaltern Voices Seminar Series*

The Subaltern Voices Seminar Series furthers CREA's mission to bring forth excluded perspectives of activists from the global South in international forums. The seminar series invites global south based women and sexual minority leaders to speak at the CREA New York office on issues of women's human rights from a feminist, southern-based perspective. Three events were held in 2008 with audiences of 25-40 people from international and domestic organizations. A panel event was held, titled *Queer Bodies and Desires: Impacts of State and Society on Transgender, Intersex, Lesbian, Gay and Bisexual People in Latin America and South/Southeast Asia*. The speakers were Sumit Baudh, a human rights lawyer from India, Mauro Cabral, an academic and activist from Argentina, and Belissa Andía Pérez, an activist from Peru.

A moderated panel event – *Taking Action: Rights, Politics and Realities of HIV/AIDS in India* – was held in New York before the International AIDS Conference in July 2008. This event was organized by Action Plus: A Coalition for Rights, Education and Care in HIV/AIDS in India and hosted by CREA. CREA is a member of Action Plus and invited the group to speak. The speakers, who are all leaders in the field of HIV/AIDS in India for over a decade, were Brinelle D'souza, Aylur Kailasam Ganesh, Anjali Gopalan, Meenu Seshu, and Bishakha Datta. In November, CREA held *Third Gender in the Pacific: Art and Human Rights* with Shigeyuki Kihara, an artist and activist from Samoa and New Zealand and Joy Liddicoat, Commissioner, Human Rights Commission, New Zealand. Ms. Liddicoat helped to organize a Transgender Inquiry conducted by the Commission to investigate the human rights situation of transgender people in the Pacific. Ms. Kihara helped the Commission to reach out to a wide swath of indigenous transgender people and was featured in the Inquiry's report. Seminar attendees frequently tell CREA staff that the Subaltern Voices Seminar Series exposes them to themes, opinions and speakers that are unavailable in other New York venues.

b. *Films of Desire: Sexuality and the Cinematic Imagination*

In February 2009 CREA co-hosted *Films of Desire* – a film screening and discussion – at Hunter College (City University of New York) in New York City with the Hunter College Film and Media Studies and Women and Gender Studies Departments. This event featured films and speakers from *Films of Desire: Sexuality and the Cinematic Imagination*, a four day film festival and conference held in March 2007 hosted by CREA and the South and Southeast Asia Resource Centre on Sexuality in India. The three hour evening event in New York involved the screening of four short films, largely unavailable in the U.S., by Southeast Asian filmmakers. The films were: *Sea in the Blood*, by Richard Fung, *Locust*, by Victric Thng, *The Last Full Show*, by Mark V. Reyes and *Cut*, by Royston Tan. Each film has different perspectives on sexuality, relationships and identity, including representation of same sex desire and relationships. *Cut* explicitly critiques censorship. After the films, Geetanjali Misra, CREA Executive Director and Aseem Chhabra, a journalist and film critic who participated in the Films of Desire event in India, led a discussion on the films and on representation of sexuality in film. The 40 event attendees were students and faculty of Hunter College and representatives of NGOs based in New York.

(2) *Building Alliances for Globalizing Women's Human Rights: Four Global Dialogues on Women's Human Rights*

This series of global dialogues consists of meetings that bring together global south based social change makers to discuss women's human rights themes and result in working papers that present innovative strategies for advancing women's rights. Four global dialogues have occurred so far.

Planned Results

- A global meeting between the sex workers' rights movement and the women's rights movement focused on the violence faced by sex workers;
- Perspective of anti-violence against women (VAW) movement activists shifted to recognize sex workers as women and deserving of human rights.
- Understanding developed on why sex workers are left out of anti- violence against women campaigns.
- E-group set up to maintain connections and collaborations between the participants in the meeting.

Indicators

- The meeting is well-attended with a diverse participant group, especially a balance between sex workers and women's rights advocates
- The meeting's discussions are honest and productive and participants feel it is an important and useful meeting.

Results

The Global Dialogue

Ain't I a Woman?: A Global Dialogue between the Violence Against Women and Sex Workers' Movements was held in Bangkok from March 12-14, 2009. CREA organized this meeting in partnership with Centre for Advocacy on Stigma and Marginalization (CASAM), a project of Sampada Gramin Mahila Sanstha (SANGRAM). The meeting was funded by the Open Society Institute (OSI), Mama Cash and CREA's core funding. The meeting brought together 29 participants from 14 countries across five continents mostly from the global south. They included sex workers, including transgender individuals, donors, and people from the women's movement and sex workers' rights advocates. Countries represented included Nigeria, Poland, Philippines, India, Pakistan, Myanmar, Thailand, UK, USA, Australia, Indonesia, Canada, Netherlands, and Malaysia. All the participants have played critical roles in the sex workers' rights movement and the violence against women movements.

A background paper *Sex Work and the Women's Movements*, by Svati P. Shah² was commissioned for the meeting. This paper discusses key issues in the relationship between sex workers' and women's movements. The paper begins by describing the history of the relationship between these two movements, and takes U.S.A. and India as

² Svati P. Shah, PhD. is Postdoctoral Associate in Women' Studies at Duke University and works with progressive, LGBT and feminist grassroots organizations in U.S.A. and in India. She is writing a book on sex work and migration in Mumbai's informal sector and has had work published in a range of scholarly and progressive journals.

its examples. The paper discusses the history of women's movements and sex workers' movements, and where and how they intersected, or not. It goes on to discuss the contemporary context, including the status of alliances and dialogue between women's movements and sex workers' movements, the ways that HIV/AIDS have structured this relationship, and the question of agency. The paper was distributed and presented for discussion at the meeting.

The meeting discussions focused on the violence faced by sex workers, why it is ignored by the women's movement and how it can be addressed by anti-violence against women campaigns. The meeting agenda included a mix of panel presentations, large and small group discussions and film screenings. The dialogue was honest, including women's rights advocates discussing their discomforts with addressing sex work issues. On the last day, small groups strategized ways to address in their programs and campaigns the violence faced by sex workers.

The meeting was filmed and will be available for public viewing on the website of the Public Access Digital Media Archive (<http://pad.ma>). PAD.MA is an online archive of primarily footage and unfinished films that is searchable and viewable online, and is free to download for non-commercial use. Both SANGRAM and CREA are committed to disseminating information through diverse channels on the issue of sex worker rights and they felt this was an opportunity to reach a wider audience.

An e-group was set up after the meeting to maintain connections between the participants, enable them to continue the discussions, and to support each other in their efforts to address the violence faced by sex workers.

The Global Dialogues Working Paper Series

Two working papers – *Strengthening Spaces: Women's Human Rights in Social Movements* and *Listening to Each Other: A Multigenerational Feminist Dialogue* were published and disseminated during 2008. These papers report on the first and second Dialogues, held in 2005 and 2007. *Building Alliances to End Violence Against Women* (2005), the working paper from the first Global Dialogue was translated into Hindi and Spanish and disseminated to many organizations.

Short-term Objectives

- Anti-violence against women efforts enabled to address the violence faced by sex workers.
- Sex workers' rights groups enabled to advocate against violence they face.
- Meeting participants work as a network and support system, enabling each other to address violence faced by sex workers.

Indicators:

- Participants' organizations begin to address the violence faced by sex workers.
- Participants are staying in touch with each other through the e-group, sharing resources, strategies, ideas and questions;
- Participant organizations begin policies and/or programs that explicitly address violence against sex workers from a human rights (non-prohibition) stand-point.

Short-term Outcomes

The participants are using the e-group to plan joint efforts and report the action they are taking to follow up on the meeting. The following are examples:

- Geeta Sahgal (Gender Unit, Amnesty International (AI), International Secretariat): Ms. Sahgal wrote to the group thanking them for "an informed, civil and transformative discussion." She invited them to send their reports to the Gender Unit at AI and to keep them apprised of issues requiring action. She said that the staff could make others at AI aware of the ongoing work on sex workers' rights and would consider where it appropriate for Amnesty to take action as well.
- Sitthiphan Boonyapisomparn (HUA), MSM Program Coordinator, TREAT Asia, Thailand wrote to the e-group to request assistance in planning a plenary presentation for the 9th International Congress on AIDS in Asia and the Pacific (ICAAP) Conference. The presentation will discuss models of various marginalized communities in Asia, including sex workers, contributing to strengthening health systems in their communities/countries. She requested her colleagues from the Global Dialogue meeting to provide examples and models of how community involvement has helped contribute to strengthening healthcare systems for HIV prevention, treatment and care.

VI. Special Project: Count Me In – Ending Violence Against Women in South and Central Asia

This 3-year project (2009-2012) addresses the persistence of violence against women in South Asia and Central Asian countries, especially marginalized women through three interrelated programs: a grassroots leadership building program (*Count Me In: Work With Me*), a research program (*Count Me In: Learn About Me*) and an advocacy program (*Count Me In: Campaign For Me*).

Long-term Objectives:

1. Women's organizations and movements in South Asia and Central Asia are working effectively to reduce violence and advance women's human rights.
2. Reporting, research and response to violence against marginalized women in South and Central Asia increased.
3. Violence against marginalized women reduced.

Results:

The project began in October 2008. Following are the results so far.

1. A *Count Me In* advisory committee was formed and will meet in July 2009. The committee consists of experts in the field of VAW, sexuality, gender and rights from South Asian countries.
2. *Capacity building with grassroots NGOs in Northern India and Central Asia: A Human Rights Institute and a Sexuality Gender and Rights Institute*, both in Hindi, were conducted in India with 25 participants each. Two training workshops – on sexuality, gender and rights and on feminist leadership and

- movement building – were conducted in Almaty in October 2008 for Central Asian women’s organizations. A planning visit was made to Central Asia to find the groups to be part of the upcoming capacity building work.
3. *Campaign on son preference beginning in two states in India:* CREA achieved a commitment of partnership from five grassroots women’s organizations who were part of the original network of CREA’s Grassroots Feminist Leadership Program. As preparation for the partners’ planning meeting, a concept paper was written and shared with experts and their comments were included. The three-day planning meeting focused on developing a plan for implementation of activities and a communication strategy. A communications expert has been hired who facilitated a one day session on developing the communications strategy and came up with some clear messages for the campaign. The partner organizations also developed ideas for posters, radio spots, and street theater which will in turn be sent to the communications expert for honing and finalizing.

ORGANIZATIONAL DEVELOPMENT

CREA – An International, Global South, Feminist, Human Rights Organization

Increasingly CREA is being recognised in international forums and by community based groups alike as a resource on feminist leadership development, sexuality, gender and rights. Whether training community based groups in India or organising international dialogues on women’s human rights issues that bring together leaders from the global south, CREA has found a niche for itself and is making significant contributions to women’s rights organising. During 2008-09 CREA conducted its global programs in India, Kazakhstan, South Africa, Uganda and at the United Nations Human Rights Council. About 225 women were direct beneficiaries of CREA’s leadership programs, coming from approximately 40 countries in Asia, Africa, Europe, and the Americas where they serve thousands of people, mostly women, in the global south through development, health and human rights work. CREA partnered with 17 organizations in the Americas, Europe, Africa, South and Central Asia, and the Middle East/North Africa.

CREA’s new Strategic Plan and Operational Systems

CREA has completed its 2009-2013 strategic plan based in part on outside views of its strengths, weaknesses, impact, and potential for growth. The Board of Directors and the entire staff were involved in developing and reviewing the plan and two outside consultants were hired to help guide the process. As part of the strategic planning process, the vision, mission, and overall goals of the organization were reevaluated and fine tuned. The financial and administrative operations of CREA’s New Delhi and New York offices were merged reflected in an updated administrative manual for the organization. This has made it much easier to present a joint budget for CREA, to track spending, and to save on administrative costs.

CREA’s Leadership and Staff Growth

CREA is lead by the Senior Management Team made up of the Executive Director, Geetanjali Misra, two Program Managers, Sunita Kujur and S. Vinita, and the Finance and Administration Manager, Diksha Dubey. The team meets weekly and shares

responsibility with the ED for all decision-making, management, and fundraising. CREA has hired five new program staff and developed job descriptions for three more positions in order to handle the growth in its programs. All new positions are based in the New Delhi office. Two new board members joined the India board.

CREA's Monitoring and Evaluation Plans

Monitoring and evaluation of CREA's organizational functioning and its programs is ongoing and overseen by CREA's Senior Management Team (SMT) and the Board of Directors. Annual work plans (with goals, objectives, and indicators) and budgets are developed. Program performance is evaluated by the SMT and the Board of Directors mid- and end-year. Evaluation of the institutes and trainings relies on participant evaluation, observation, and interviews. CREA also uses learning objectives and case study methodology to assess understanding and analysis skills. If funds and staff capacity permit, CREA commissions additional special evaluations of its programs. During 2008 CREA commissioned independent evaluations of two of its India focused programs – the Community-based Leadership Program and the Sexuality and Rights Institute, which resulted in two reports: *Evaluation of CREA's Community Based Leadership Program*, by Tejinder Bhogal and Veronica George and *Shifting Paradigms: Evaluation of the CREA – TARSHI Sexuality and Rights Institute 2002-07* by Srilatha Batliwala. The findings of these evaluations and reflection by staff and Board members during regular retreats and board meetings were fed back into CREA's strategic planning and proposal development.

CREA's Fund Raising Efforts

CREA earned large new grants in 2008-09 from the Dutch Ministry of Foreign Affairs MDG3 Fund and Sida. It received renewed multi-year core grants from Cordaid and Oxfam-Novib. It is developing promising relationships with the Sir Dorabji Tata Trust, India and the Norwegian Agency for Development Cooperation. CREA's challenge is to raise more funds to meet the demand for its work at a global level, including the hiring of competitive international staff. Many donors tend to view CREA as national rather than international and as a result underestimate its funding needs.

CREA's Outreach to other organizations

CREA is a leading member of two international and three national coalitions, and part of an advisory group for Amnesty International. CREA's Executive Director, Geetanjali Misra is on the Board of Directors of Mama Cash, Reproductive Health Matters, Women's Initiatives for Gender Justice, and Women's Dignity Project. She finished her term as President of the Association for Women's Rights in Development (AWID) in November 2008. She advises the Global Fund for Women and the South and South East Asia Resource Centre on Sexuality. During 2008, Ms. Misra assisted Women's Dignity Project to develop its strategic plan and to manage an executive leadership transition. She delivered the keynote address at the opening plenary of the AWID International Forum. CREA staff persons sit on a committee that monitors the Domestic Violence Law in India and an advisory committee for a sexuality curriculum development resource package being developed by the Population Council (New York).

CREA's representation at Meetings and Conferences

CREA staff members are encouraged to attend, organise sessions and speak at professional meetings to develop their knowledge and skills, bring the perspective of a global south organization, stay connected to social movements, and create partnerships. The following is a list of key meetings attended during 2008 –2009:

- *Amnesty International Stop Violence Against Women Campaign Strategy 2006-2010* meeting, Marrakech – Geetanjali Misra
- *Resource Mobilization for Women's Rights Organizations and Movements in the Middle East and North Africa* meeting organised by Association for Women's Rights in Development and Global Fund for Women, Marrakech – Geetanjali Misra
- Presentation on *Perspectives from the Global South: Sexuality and Development*, during a seminar on *What does Sexuality have to do with Development?*, organised by the Swedish International Development
- Cooperation Agency (Sida), Stockholm – Geetanjali Misra
- Consultation on the Gender Strategy of the Global Fund to Fight AIDS, Tuberculosis and Malaria Global Fund, organised by Open Society Institute and the Global Fund, Nepal - Geetanjali Misra
- *XVII International AIDS Conference*, Mexico – Geetanjali Misra
- Sexuality Curriculum Guidelines Working Group meeting organised by Population Council, New York – Caroline Earle
- Association for Women's Rights in Development International Forum
 - International Planning Committee – Geetanjali Misra
 - Keynote address on *The Power of Movements* at Opening Plenary – Geetanjali Misra
 - Panel Session: *Women, Disabled, Queer: Working together for our sexuality and rights* – Caroline Earle
 - Panel Session: *Politics of the Vernacular in Sexual Rights Dialogue* – S. Vinita
 - Book Launch event: *Listening to Each Other: A Multigenerational Feminist Dialogue and the Self-Care and Self-Defense Manual for Feminist Activists* – Sunita Kujur
- *A Donor Dialogue on Sex Work and Trafficking*, organised by CREA, Open Society Institute and Network of Sex Work Projects, New York – Geetanjali Misra and Caroline Earle
- Violence against Women in Conflicts, organised by InWent (Internationale Weiterbildung and Entwicklung), Berlin – Geetanjali Misra
- International Conference on Violence against the Girl Child, organised by the Dutch Ministry of Foreign Affairs, the Hague – Geetanjali Misra
- Mama Cash Strategy Convening, organised by Mama Cash, Bangkok – Chaitali Bhatia and Geetanjali Misra

Capacity Building and Professional Development for CREA staff

The AWID International Forum and the Feminist Technology Exchange (FTX) in November 2008 were important capacity building processes for the CREA staff. Seven

staff members participated in the Forum: the Executive Director, two Program Managers, one Program Coordinator, one Program Associate, the Executive Assistant, and the Logistics Coordinator. The staff made a concerted effort to ensure that a large and diverse segment of the staff could be at the Forum because it was considered a prime opportunity for capacity building and networking. This required submitting numerous applications for funding and for sessions. Together they organised two book launches, two panels, spoke on three other panels, and managed a stall at the Marketplace. Two staff members participated in the Feminist Technology Exchange, which was a series of workshops held before the Forum. They learned how to use video to document and communicate about feminist work and ideas.

In March 2009, CREA staff members attended a two-day workshop conducted by Gabrielle Ross, formerly of the World Health Organization, focused on developing the organization's problem statement, organizational objectives, indicators, and an organizational logical framework analysis. The next staff retreat in October 2009 will be a monitoring and evaluation workshop with a consultant to continue this process of building our capacity for monitoring and evaluation. CREA is considering working with MDF Training and Consultancy (<http://www.mdf.nl/>), which builds the management capacities of development organizations, including conducting trainings in monitoring and evaluation.

SINGH KRISHNA & ASSOCIATES

Chartered Accountants

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Tel. 32500444, Telefax 40590344, e-mail skaca@airtelmail.in

AUDITORS' REPORT

To the Members of the General Body of

CREA

We have audited the attached Balance Sheet of CREA, New Delhi, a society registered under the Societies Registration Act, 1860, as at March 31, 2009 and also the Income and Expenditure Account for the year ended on that date annexed thereto. These financial statements are the responsibility of the management of the Society. Our responsibility is to express an opinion on these financial statements based on our audit.

We conducted our audit in accordance with auditing standards generally accepted in India. Those Standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statement presentation. We believe that our audit provides a reasonable basis for our opinion.

We report that:

- (i) We have obtained all the information and explanations, which to the best of our knowledge and belief were necessary for the purposes of our audit;
- (ii) In our opinion, proper books of account as required by law have been kept by the Society so far as appears from our examination of the books;
- (iii) The Balance Sheet and Income and Expenditure Account dealt with by this report are in agreement with the books of account;
- (iv) In our opinion and to the best of our information and according to the explanations given to us, the said statements give a true and fair view :
 - a) in the case of Balance Sheet of the state of affairs of the Society as at March 31, 2009 and
 - b) in the case of Income and Expenditure Account, of the surplus of the Society for the year ended on that date.

for Singh Krishna & Associates
Chartered Accountants


(Dalip Bajaj)
Partner
M. No. 500252



Place : New Delhi

Date : September 2, 2009

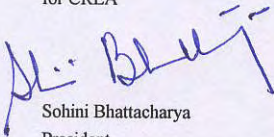
CREATING RESOURCES FOR EMPOWERMENT IN ACTION (CREA)

REGISTERED OFFICE: 7 MATHURA ROAD, JANGPURA B, NEW DELHI 110 014

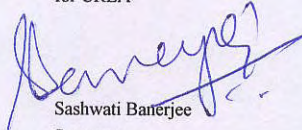
BALANCE SHEET AS AT MARCH 31, 2009

LIABILITIES		AMOUNT	ASSETS		AMOUNT
GENERAL FUND			FIXED ASSETS (Refer Schedule 2)		1,475,844.00
Opening Balance	16,702,049.29		INVESTMENTS		4,000,000.00
Add: Surplus brought forward from Income & Expenditure Account	11,219,414.65	27,921,463.94	CURRENT ASSETS, LOANS, ADVANCES, ETC.		
GRANT ACCOUNT (Refer Schedule 1)		17,771,572.44	CURRENT ASSETS		
DEFERRED REVENUE FUND			Grants Receivable (Refer Schedule 1)		588,835.86
Opening Balance	1,519,804.00		Cash in Hand		14,629.50
Add. Fixed Assets Acquired out of Project Funds	467,026.00		Foreign Currency in Hand		43,443.00
Less: Amount equivalent to depreciation charged on such assets transferred to Income & Expenditure A/c	464,686.00	1,522,144.00	American Express Bank (A/c No. 320143428)		14,286,589.66
EARMARKED FUNDS			American Express Bank (A/c No. 320143447)		1,017,509.46
Pushing the Frontiers : A Meeting			ICICI Bank Ltd (A/c No. 006501100964)		60,851.00
Opening Balance	257,419.00	257,419.00	Fixed Deposits (Incl. Accrued Interest thereon)		25,165,097.25
Less: Funds Utilised	-		LOANS, ADVANCES & OTHER ASSETS		
CURRENT LIABILITIES & PROVISIONS			Advances and other amount recoverable in cash or in kind or for value to be received		1,494,585.65
TDS Payable	24,605.00	699,877.00	Security Deposits		25,091.00
Sundry Creditors for Expenses	233,647.00				
Provision for Gratuity	441,625.00				
Total		48,172,476.38	Total		48,172,476.38

for CREA



Sohini Bhattacharya
President

for CREA


Sashwati Banerjee
Secretary

As per our report of even date

for Singh Krishna & Associates
Chartered Accountants


Dalip Bajaj
Partner
M. No. 500252



Place : New Delhi

Date : September 2, 2009

CREATING RESOURCES FOR EMPOWERMENT IN ACTION (CREA)

REGISTERED OFFICE: 7 MATHURA ROAD, JANGPURA B, NEW DELHI 110 014

INCOME AND EXPENDITURE ACCOUNT FOR THE YEAR ENDED MARCH 31, 2009

PARTICULARS		AMOUNT	PARTICULARS		AMOUNT
EXPENDITURE			INCOME		
Bank Charges	16,899.72		Grants Utilised		
Books & Periodicals	18,181.00				
Electricity & Water	104,823.00		Grants Availed/ Utilised (Refer Schedule 1)		19,886,378.99
Traveling Expenses	1,800,473.66				
Local Conveyance	132,503.00		Other Income		
Office Expenses	105,784.00		Receipts from Projects	5,634,112.38	
Office Rent	675,000.00		Bank Interest Earned	2,017,839.89	
Postage & Courier	518,950.00		Interest on Income Tax Refund	4,800.53	
Telephone, Fax & Internet Charges	520,505.34		Transfer from Deferred Income - against Depreciation	464,686.00	
Printing & Stationery	88,792.00		Gain/loss for Exchange Rate Fluctuation	10,148.58	8,131,587.38
Repairs & Maintenance - Office	71,768.00				
Repairs & Maintenance - Computer	103,132.00				
Repairs & Maintenance - Equipments	29,530.00				
Office Insurance	10,823.00				
Salaries	3,307,141.00				
Staff Benefits	191,739.00				
Technical & Professional Services	2,363,132.00				
Workshop/Seminar/ Meetings	4,134,984.00				
Depreciation	464,686.00				
Loss on Sale of Assets	13,300.00				
Assets Written off	52,240.00				
Publications Cost	1,743,007.00				
Audit Fees	108,864.00				
Website Development & Maintenance	70,125.00				
Gratuity	152,169.00				
		16,798,551.72			
Excess of income over expenditure carried forward to Balance Sheet		11,219,414.65			
Total		28,017,966.37	Total		28,017,966.37

for CREA

Sohini Bhattacharya
Sohini Bhattacharya
President

for CREA

Sashwati Banerjee
Sashwati Banerjee
Secretary

As per our report of even date

for Singh Krishna & Associates
Chartered Accountants

Dalip
Dalip Bajaj
Partner

M. No. 500252



Place : New Delhi

Date : September 2, 2009

CREATING RESOURCES FOR EMPOWERMENT IN ACTION (CREA)

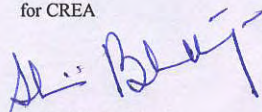
REGISTERED OFFICE: 7 MATHURA ROAD, JANGPURA B, NEW DELHI 110 014

RECEIPT AND PAYMENT ACCOUNT FOR THE YEAR ENDED MARCH 31, 2009

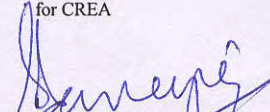
PARTICULARS	AMOUNT	PARTICULARS	AMOUNT
Opening Balances		Fixed Assets	
Cash in Hand	27,735.50	Computers	42,344.00
Foreign Currency in Hand	58,575.00	Furniture & Fixtures	348,090.00
American Express Bank (A/c No. 320143428)	9,680,224.42		
American Express Bank (A/c No. 320143447)	499,280.78		
ICICI Bank Ltd (A/c No. 006501100964)	33,534.00		
Fixed Deposits	13,100,000.00		
	23,399,349.70	Expenses	
Grants Received		Bank Charges	18,499.72
The Ford Foundation	6,506,500.00	Books & Periodicals	18,181.00
Global Fund For Women	1,377,800.00	Electricity & Water	104,823.00
Holdeen India Program	390,000.00	Traveling Expenses	2,014,358.66
The International Women's Health Coalition	2,040,200.00	Local Conveyance	132,503.00
The Sigrid Rausing Trust	5,517,500.00	Office Expenses	105,784.00
Astraea Foundation	182,955.00	Office Rent	675,000.00
Oxfam Novib	2,889,975.00	Postage & Courier	539,624.00
Mama Cash	616,500.00	Telephone, Fax & Internet Charges	523,743.34
MDG3 Fund	8,700,750.00	Printing & Stationery	88,792.00
	28,222,180.00	Repairs & Maintenance - Office	71,768.00
		Repairs & Maintenance - Computer	103,132.00
Other Receipts		Repairs & Maintenance - Equipments	27,487.00
Bank Interest Earned on Saving Account	310,788.26	Insurance Office	11,162.00
Interest Earned on Fixed Deposits	1,215,369.42	Salaries	3,285,977.00
Technical & Project Receipts	5,629,992.38	Gratuity	322,240.00
Receipt from sale of Assets	33,000.00	Staff Welfare	203,119.00
Refund of Security Deposit	2,409.00	Technical & Professional Services	2,972,642.00
Refund of TDS 2006 - 2007	50,550.00	Workshop/Seminar/ Meetings	4,536,955.00
Gain/loss for Exchange Rate Fluctuation	10,148.58	Publications Cost	1,621,452.00
	7,252,257.64	Website Development & Maintenance	69,900.00
		Audit Fees	108,864.00
			17,556,006.72
		Advances (Net of Recoveries)	1,080,494.00
		Closing Balances	
		Cash in hand	14,629.50
		Foreign Currency in Hand	43,443.00
		American Express Bank (A/c No. 320143428)	14,286,589.66
		American Express Bank (A/c No. 320143447)	1,017,509.46
		ICICI Bank Ltd (A/c No. 006501100964)	60,851.00
		Fixed Deposits	24,423,830.00
			39,846,852.62
Total	58,873,787.34	Total	58,873,787.34

This is to certify that the above Receipt & Payment Account is in agreement with the books of account maintained by the society.

for CREA


Sohini Bhattacharya
President

for CREA


Sashwati Banerjee
Secretary

for Singh Krishna & Associates
Chartered Accountants



Dalip Bajaj
Partner

M. No. 500252



Place : New Delhi

Date : September 2, 2009

CREATING RESOURCES FOR EMPOWERMENT IN ACTION (CREA)

SCHEDULES FORMING PART OF BALANCE SHEET AS AT MARCH 31, 2009

Schedule 1 - Grant Accounts

Particulars	Opening Balance	Received during the year	Total	Availed/utilised & Credited to Income and Exp. A/c	Utilised for Fixed Assets & Credited to Deferred Income	Total	Closing Balance as on March 31, 2009	
							Unutilised Grants	Grants Receivable
The Ford Foundation	3,309,606.56	6,506,500.00	9,816,106.56	3,321,237.56	13,520.00	3,334,757.56	6,481,349.00	-
Global Fund For Women	396,336.00	1,377,800.00	1,774,136.00	1,124,597.84	-	1,124,597.84	649,538.16	-
Holdeen India Program	313,526.89	390,000.00	703,526.89	703,526.89	-	703,526.89	-	-
The International Women's Health Coalition	1,126,742.12	2,040,200.00	3,166,942.12	3,503,147.98	252,630.00	3,755,777.98	-	588,835.86
The Sigrid Rausing Trust	-	5,517,500.00	5,517,500.00	3,491,374.00	200,876.00	3,692,250.00	1,825,250.00	-
Astraea Foundation	-	182,955.00	182,955.00	182,955.00	-	182,955.00	-	-
Oxfam Novib	-	2,889,975.00	2,889,975.00	1,249,413.00	-	1,249,413.00	1,640,562.00	-
Oxfam Novib - Global	4,167,750.00	-	4,167,750.00	3,273,169.36	-	3,273,169.36	894,580.64	-
Mama Cash	-	616,500.00	616,500.00	431,550.00	-	431,550.00	184,950.00	-
MDG3 Fund	-	8,700,750.00	8,700,750.00	2,605,407.36	-	2,605,407.36	6,095,342.64	-
Total	9,313,961.57	28,222,180.00	37,536,141.57	19,886,378.99	467,026.00	20,353,404.99	17,771,572.44	588,835.86

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CREATING RESOURCES FOR EMPOWERMENT IN ACTION (CREA)

SCHEDULES FORMING PART OF BALANCE SHEET AS AT MARCH 31, 2009

Schedule 2 - Fixed Assets

Particulars	W.D.V As on 01.04.08	Addition		Deductions	Total As on 31.03.09	Rate of Depreciation	Depreciation For the Year	W.D.V As on 31.03.2009
		Upto 30.09.08	After 30.09.08					
Fixed Assets Acquired out of Project Funds								
Computers and Printers	506,402.00	29,900.00	2,444.00	46,300.00	492,446.00	60%	294,734.00	197,712.00
Office Equipment	502,866.00	-	-	-	502,866.00	15%	75,430.00	427,436.00
Office Furniture	510,536.00	434,682.00	-	-	945,218.00	10%	94,522.00	850,696.00
Sub-total	1,519,804.00	464,582.00	2,444.00	46,300.00	1,940,530.00		464,686.00	1,475,844.00
Fixed Assets Acquired out of Own Funds								
Furniture and Fixtures	52,240.00	-	-	52,240.00	-	10%	-	-
Sub-total	52,240.00	-	-	52,240.00	-		-	-
Total	1,572,044.00	464,582.00	2,444.00	98,540.00	1,940,530.00		464,686.00	1,475,844.00

Sh. B. T. Sawney



CREATING RESOURCES FOR EMPOWERMENT IN ACTION (CREA)

SCHEDULES FORMING PART OF THE ACCOUNTS FOR THE YEAR ENDED MARCH 31, 2009

Accounting Policies and Notes on Accounts

Financial statements have been prepared on the basis of historical costs convention. The generally accepted accounting principles and standards have been adopted by the society in the preparation of the financial statements.

The society follows accrual basis of accounting, unless otherwise stated herein. Audit fee is accounted for on cash basis.

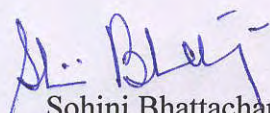
Grants received for specific purposes are initially treated as a liability and adjusted for capital or revenue expenses as per utilisation during the year. Generally, grants, to the extent utilised for revenue expenditure, are treated as income of the year. After fulfillment of obligations attached with a particular grant, any unutilised amount of the grant is transferred to Income & Expenditure Account.

Expenses incurred on purchases of Capital Assets out of Grant funds are capitalised and grants to that extent are treated as deferred income. Amount equivalent to depreciation charged on such assets is transferred to income and expenditure account from the deferred income.

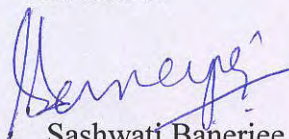
Fixed assets are carried on at cost less depreciation. The cost of fixed assets includes other incidental expenses incurred for acquisition of the assets.

Depreciation on the fixed assets has been provided on written down value method at the rates prescribed in the Income Tax Act, 1961. Assets purchased and put to use on or after 1st October of a year are depreciated during that year at half of the rates stated above.

for CREA


Sohini Bhattacharya
President

for CREA


Sashwati Banerjee
Secretary

for Singh Krishna & Associates
Chartered Accountants


Dalip Bajaj
Partner
M. No. 500252



Place : New Delhi

Date : September 2, 2009