Dear friends,
To many of us, the world this past year has seemed a broken place, when human beings wallowed in hate, war, genocide, deliberate cruelty, unchecked discrimination. At times like this, though, it strikes me that activist organisations like ours turn to the arts, deriving inspiration from thoughtfulness, beauty, imagination and energy. This has been true each year, as you will discover through this unconventional report.

The past year was also one of introspection. We reassessed organisational policy, necessitated in part by our tremendous growth – from 34 employees in 2022 to 56 employees and several consultants who contributed significantly in 2023. This infusion of new talent also helped fuel new initiatives.

First, the Emerging Leaders Initiative, through which eight young feminists joined us for a year-long journey. Other milestones included the publication of “Disability, Sexuality and Rights Online: A Year in Review,” which again, CREA took the lead in. This publication of new and improved reports on Disability, Sexuality, and Rights Online allowed us to expand our impact, advance our programs and keep striving for systemic change.

Flaws in Laws (Sexuality, Gender and Rights Online Institute) influenced and helped transform the global disability rights landscape.

We are, as always, deeply grateful for the support of our donors, partners and allies. Together, we will work to drive progress, amplify voices, build a more just world and help keep hope alive in what can seem like the darkest of times.

GREETINGS MISSA

SNAPSHOTS

A cultural festival gave us another opportunity to do what we love – challenge social perceptions, loosen inhibitions and instigate deeper thought.

Let’s talk about the work we do and…

PROJECTS

The Love Campaign

The global disability rights landscape

Art + Activism

Saying Hello

Disruptive DSROI

NEW AND IMPROVED

Emerging Leaders

NEW AND IMPROVED

Building Strength

Shifting Power

NEW AND IMPROVED

PeOPLE

Thank you, donors!

YEARLY HIGHLIGHTS

Generosity travels deep into minds and hearts and communities to effect big change.

Thank you, donors!
Through knowledge production, capacity building, collaborating with allies, and advocating, CREA has worked to increase visibility of young people’s bodily autonomy and protect them from violence. We advocate for non-punitive approaches for prevent, addressing, and redressing for gender-based violence.

While we are compelled to grapple with the tensions that exist between visibility and advocacy, CREA has as a research agenda to change things. We have always believed that the ways young people think and feel about their own bodies is fundamental to change in the larger world.

We have been compelled to grapple with the tension between visibility and advocacy, CREA has as a research agenda to change things. We have always believed that the ways young people think and feel about their own bodies is fundamental to change in the larger world.

The concept of ‘Youth Feminists’ Lab’ was launched in 2023. It is a changing space that challenges and deconstructs dominant narratives and stereotypes about gender and sexuality. It is a platform for young people to express themselves and their experiences in a safe and empowering environment.

The Lab is an experimental space for young people to explore and express their identities and experiences. It is a place where they can learn, grow, and develop their own perspectives on gender and sexuality.

The Lab has a strong focus on engaging young women leaders and girls in leadership and advocacy roles. It provides a platform for them to explore their identities and challenges, and to develop their skills and confidence in leadership.

The Lab’s themes include gender and sexuality, violence and harm, and health and well-being. It offers a range of activities such as workshops, discussions, and creative expression to help young women leaders and girls develop a better understanding of these issues.

The Lab also aims to foster a safe and inclusive space for young women leaders and girls to share their experiences, to learn from each other, and to build a sense of community.

In conclusion, the ‘Youth Feminists’ Lab is an experimental space that offers young women leaders and girls a platform to explore and express their identities and experiences. It provides a safe and inclusive space for them to develop their skills and confidence in leadership, and to build a sense of community.

The Lab is an important initiative by CREA that is aimed at empowering young women leaders and girls. It provides a platform for them to explore their identities and challenges, and to develop their skills and confidence in leadership.

Through the Lab, young women leaders and girls can learn, grow, and develop their own perspectives on gender and sexuality, and become effective advocates for change.

For more information about the ‘Youth Feminists’ Lab, please visit the CREA website or contact them for more details.
We supported Oxfam MENA’s proactive approach to addressing gender-based violence through a series of initiatives and programs. The second iteration of the Self Academy was held in Uganda, providing a platform for young leaders to engage in an eight-day session focused on the topic of structural violence.

The Feminist Leadership Movement (FLMBARI) East Africa project culminated in an immersive workshop in Kenya, offering a space for activists and heads of 19 partner organizations to focus on leadership and mentoring theory and practice. This initiative brought together activists and heads of movement to foster cross-movement alliances, targeting CREA Institute alumni to address gender-based violence and sexual and gender-based violence.

The South Asia Young Women’s Leadership and Mentoring (SAYWLM) project is a pioneering initiative that brings together 11 young artists (aged 15-19) from various movements to focus on structural violence, fostering collaboration and knowledge exchange.

Oxidation (Our Voices, Our Futures) initiative focused on arts and culture as a means of raising awareness about gender-based violence and providing a platform for marginalized communities. The project culminated in a convening in India, with sessions in Kenya, Uganda, and Rwanda.

Our 16 Days of Activism Campaign: Visible/Invisible. During the 16 Days of Activism Against Gender Violence 2023, CREA chose as its theme “Visible/Invisible.” The campaign invited submissions of pre-existing artworks that resonated with the theme, with a focus on the experiences of women and girls from South and Southeast Asia, including India, Bangladesh, Pakistan, and Indonesia. This initiative attracted submissions from artists across the region.

Disability, Sexuality and Consent: How Activists Are Reshaping the Narrative. This year, we took our penchant for creating knowledge materials to the next level by reaching deeper into the mainstream. A two-year-long collaboration with T-Brand Studio, the content studio of New York Times Advertising, finally bore fruit, with the publication of “Disability, Sexuality and Consent: How Activists Are Reshaping the Narrative” in the New York Times. The article, which features art by disabled artists from the global South, has won Gold at the Native Advertising Awards 2024.

FLMBARI, EAST AFRICA
The Feminist Leadership Movement Building and Rights Institute held online, held at the Global Programs in New York City, Executive Director Sajda Kanga Mission and long-time CREA collaborator Shohini Ghosh kickstarted what we hope will be an ongoing series with “Living the Analog Afterlife.”

Crea Conversations
This initiative took advantage of CREA’s friends, scholars, and artists passing through cities where we were based. We seized the opportunity to raise a toast and thoroughly discuss feminist politics and so much more.

With Shohini Ghosh
In the inaugural session in September 2023 in New York City, Executive Director Sajda Kanga Mission and long-time CREA collaborator Shohini Ghosh kickstarted what we hope will be an ongoing series with “Living the Analog Afterlife.”

In the inaugural session in September 2023 in New York City, Executive Director Sajda Kanga Mission and long-time CREA collaborator Shohini Ghosh kickstarted what we hope will be an ongoing series with “Living the Analog Afterlife.”

Crea Conversations
This initiative took advantage of CREA’s friends, scholars, and artists passing through cities where we were based. We seized the opportunity to raise a toast and thoroughly discuss feminist politics and so much more.

With Shohini Ghosh
In the inaugural session in September 2023 in New York City, Executive Director Sajda Kanga Mission and long-time CREA collaborator Shohini Ghosh kickstarted what we hope will be an ongoing series with “Living the Analog Afterlife.”

Crea Conversations
This initiative took advantage of CREA’s friends, scholars, and artists passing through cities where we were based. We seized the opportunity to raise a toast and thoroughly discuss feminist politics and so much more.
new ways of working – all quintessential CREA! while embracing the joy of it all – was disability rights organising. The initiative was a highlight. My favourite memory? OFW at the CREA of [in Delhi] – what a beautiful evening.

NAYANTARA PATEL

Tangible moments of the past year included particular or- derly listening in Sri Lanka on “leading from behind” and recognizing aspects of myself in her life story. I had actually gathered the first cohort for the Storytelling Initiative (resisting super-normalized Disability) on lessons from Afropos, being presentated by Gesta to take on a challenging new role and then being gifted a great team to start it with.

RAISA PHILIP

One of the cornerstone initiatives of the past year was the Practice of Feminist Accountability, Co-ordinated, Co-ownership and Food and Driver Co-ownership dialogue series (multiple and in-person) on con- structing the practice of feminist accountability for the sustainable movement within challenging political environment and reshaping inherent power relationships within MS practices.

REEKSHA PATTAR

Having a space for collaborative learning, unlearning and relearning to build spaces of healing and collective resilience in the light of shrinking civic space...”

SEEMA JAIN

Enhancing the capacity of MNS  and the Water Corporation of Odisha to strengthen gender justice in the utility under the Jalasandhi program in Bhawanipatna.

SOURYA TIBAKI

Facilitating a discussion on gender in the Indian context of feminism, using倾例 partners from different parts of India, during our learning exchange visit to Trichy, Tamil Nadu.

SHLAINE SINGH

The best part of my year was talk- ing about love. I realized that we spend so much time on negative experiences like discrimination, violence, control etc. So, thinking about love, romance, care and support – and working and writing on it for the Sanatkada Festival – was refreshing. Being in a differ- ent role and engaging with people of multigenerational audiences was an enriching experience.

TERASHEE DAVAIKAM

Helping organize the Feminist Movement Building and Rights Fund Initiative 2019, through en- abling the participants to commu- nicating logistics, I fully expe- rienced what it’s like to connect an Institute. For a whole month, I made notes before I went to bed and cross-checked every list. It all seemed worth it when participants reflected on their experiences, took initiatives, debated during panels and shared the learnings from the Institute. That is when I truly real- ized the impact of my own work.

SUKOPTA MUKHERJEE

Innovating DH and DIYAH: Participating in the OFW team in the Hague, meeting the OFWP team for the first time and agreeing on our collective plans for 2024.

SUSANA FRIED

Municipalizing new initiative!

SARANGI RAMAN

Observing abortion services at the district hospital in Mahabubnagar (above) and working and writing on abortion and reproductive justice in the light of shrinking civic space...”

SUHAILA BACHWAL

Completing the research and report on Feminist Allegory, and its Pittsburg and Feminist, in Pittsburgh and Feminist, the site of the new era! Proud to add one more unique knowledge re- source to CREA’s collection of feminist knowledge materials.

SHALINI DEO

The strength of the team is each other’s support from a wonderful new team, whose creativity and dedi- cation is making us rethink back to the reality of who we are in our feminist journey and as a changemaker! This year has been a highlight. I appreciated the coming to- getherness. I felt loved, nour- ished and learnt immensely.

ANURADHA CHATTERJEE

This year has been a year of learning and planning, and preparing for new ways of working – all quinte- ssential CREA!

ARUNIKA KHANDELWAL

Dealing with disability and gender oriented ways – while embracing the joy of it all – was the highlight of my year.

AMIT SAXENA

I loved working in a multicultural, in- terconnected, femi- nist and disability rights space at the Sanatkada Festival in Luck- now. It was all about de- liverous food and interacting with people and a rich culture.

ARINKA SINGH

Working with a grassroots network of organizations in Goldberg and the foundation for sustainable inspired me to work and working around human relationships. This was rewarding and also challenging!

AURUSHI MAHAPATRA

After two years of hard work, I was excited to intro- duce the Primer Initiative and convene the National Consultation on Criminalization of Young People’s Bodily Autonomy in the world.

AOI STITI

I successfully coordinated and facilitated board meetings, which meant engaging with people less communication and logistics for less decision-makers. I hope to con- tribute to enhanced governance and strategic alignment.

AAGNEIZZA KROL

What will I derive from this year from CREA’s Disability & Sexuality program? With the activity and support of SWAD and CREA, there have been so much more. Being part of the ED unit and the Conan team is for me a transformative project. No Monday Morning Blues! I actually look forward to our Monday one-up Challenges.

AUDREY MUGA

This year has been all about working inten- sively with partners and Africa and managing transitions at the team level in diverse fields.

Akhila Prasad

I engaged with related, different, dis- tinct and disjointed fields, focusing on an extended and reimagining the development sector.

Amit Saxena

I loved working in a multicultural, in- terconnected, femi- nist and disability rights space at the Sanatkada Festival in Luck- now. It was all about de- liverous food and interacting with people and a rich culture.

Ashima Sood

Everyone at CREA... troving to establish the fact is that the conversations for sustainable inspired me to work and working around human relationships. This was rewarding and also challenging!

Bruno Pinto & Learning team and learnt more on digital rights, tech and the internet. I learnt so much there about things I previously had no idea for. For example, the real ‘nano’ policies on Meta and other plat- forms and how they lead to non-consensual outing of peo- ple; how they track users’ loca- tion which can lead to stalking, harassment, even physical danger; how private messages, pho- tos and contact details are leaked through data breaches. I came away with the conviction that the only forward way to demand ac- countability from these platforms is: So, it’s exciting to see more older women lead- ers and heads of organizations at par with their male counterparts from Bangladesh, India and Nepal. It was an opportunity for younger feminists to make connections and ideas around strengthening feminist leadership and for the more senior heads of organiza- tions to share their organis- ational legacies and their movement journeys. If it is a position of who we are as our feminist journey and how we can together strengthen CREA’s impact.

Criminalization of Young People’s Bodily Autonomy at the Sanatkada Festival in Lucknow. This year has been a year of learning and planning, and preparing for new ways of working – all quintessential CREA!

Darshani Deo

So, it’s exciting to see more older women lead- ers and heads of organizations at par with their male counterparts from Bangladesh, India and Nepal. It was an opportunity for younger feminists to make connections and ideas around strengthening feminist leadership and for the more senior heads of organiza- tions to share their organis- ational legacies and their movement journeys. If it is a position of who we are as our feminist journey and how we can together strengthen CREA’s impact.

Dipali Das

Solving CREA. My work is usually at the backend but I love the chaos.

Elena Sheddo

I appreciated the coming to- getherness. I felt loved, nour- ished and learnt immensely.

Easha Das

As a brand new member of CREA, I worked with the Learning and Field Support Unit and learnt more about the management of fiscal sponsorship.

Gautam Bholagabhi

CREA has really good office rules. And it feels so good to work here!

Mariyam Badshah

The highlight of the year for me was being part of the team and working on projects like our collaboration with T Brand Studios for the New York Times and the 60 Days of Activism campaign was particularly special. I was able to offer support from a wonderful new team, whose creativity and dedi- cation have been instrumental and immensely inspiring.

Nayantara Patal

Tangible moments of the past year included particular or- derly listening in Sri Lanka on “leading from behind” and recognizing aspects of myself in her life story. I had actually gathered the first cohort for the Storytelling Initiative (resisting super-normalized Disability) on lessons from Afropos, being presentated by Gesta to take on a challenging new role and then being gifted a great team to start it with.

Nishita Rani

Observe abortion services at the district hospital in Mahabubnagar (above) and working and writing on abortion and reproductive justice in the light of shrinking civic space...”

PIYUMI SAMARASEKERA

Some of the cornerstone initiatives from the women’s football movement have been the support we have in our spaces attended in Bhubaneswar as part of the Days of Action campaign.

Rewiring Skywalker

The past year marked a significant milestone. Following a three-year wait- ing period, we successfully got approval for the renewal of the Foreign Contri- bution Regulation Act (FCRA) for the next five years.

REKSHI BHANU

The strength of the team is each other’s support from a wonderful new team, whose creativity and dedi- cation is making us rethink back to the reality of who we are in our feminist journey and as a changemaker! This year has been a highlight. I appreciated the coming to- getherness. I felt loved, nour- ished and learnt immensely.

SAHILDEE SHARMA

The strength of the team is each other’s support from a wonderful new team, whose creativity and dedi- cation is making us rethink back to the reality of who we are in our feminist journey and as a changemaker! This year has been a highlight. I appreciated the coming to- getherness. I felt loved, nour- ished and learnt immensely.
THE YEAR IN NUMBERS

TRAINING SESSIONS
107
(55 IN PERSON, 52 ONLINE)

PEOPLE WHO ATTENDED
TRAINING
2,415
(1,280 IN PERSON, 1,125 ONLINE)

CREA INSTITUTES
9
(4 IN PERSON, 5 ONLINE)

PEOPLE WHO ATTENDED
THE INSTITUTES
328
(117 IN PERSON, 211 ONLINE)

KNOWLEDGE PRODUCTS
193

IN-PERSON PUBLIC EVENTS
12

PEOPLE WHO ATTENDED
THE EVENTS
32,549

ONLINE EVENTS CONVENED
15

PEOPLE WHO ATTENDED
ONLINE EVENTS
610

SUBGRANTS TO
ORGANISATIONS
31

INDIVIDUAL GRANTS
18

PROGRAMS INVOLVED
IN CO-CREATON
45

SOCIAL MEDIA
IMPRESSIONS AND VIEWS
1,007,699

APPEARANCES BY STAFF
AT EXTERNAL EVENTS
46

ANNUAL REPORT 2023–2024

A photobooth of love against a backdrop of hate

This year, too, CREA travelled to Lucknow, Uttar Pradesh for the annual Mahindra Sanatkada cultural festival in February. The festival chose ‘Aashiqana’, or love, as its theme this year. And we responded in kind, by developing our ‘L for Love’ campaign.

Two innovative photobooths, featuring a traditional Lucknow backdrop and colourful material, beckoned to curious visitors to get themselves photographed for free. Giggling students, interested activists, wistful singles, and in-love couples thronged our booths. Holding colourful fans of their choice inscribed with letters from the Hindi and English alphabet, they were photographed professionally and given large photos to take home and be reminded of love. Call them love letters from CREA – our joyful way of doing our bit to foster love in a time of hate.

Our Impact & Learning team conducted an audience survey, collecting and analysing 267 responses from the approximately 2,000 people who visited the booth. Respondents were overwhelmingly female (64%). To the question ‘Do you hesitate to talk about love?’, 78% per cent said they didn’t. Some explanations from those who did hesitate: “Love is a private affair”, “We should not talk about love in front of elders” and “What will people think?”

Other memorable lines from the survey: “What are we all…just love and stardust”, “For me, love is about butterflies in the stomach”, “Love is both intimacy and boundaries”, “Love is selfish…but love only becomes love with consent” and “Who says love doesn’t happen in old age? Mango is no fun unless it is flabby!”

The majority of those who agreed to fill up the survey (36%) were in the age group of 15-25, followed by those aged 25-40 (20%).

Athira Purushothaman, a CREA staff member, summed up: “My favourite moment was when Rahul from our finance team blushed as he wrote: ‘Love for me is my Jaanu [his wife].’ There’s great comfort in knowing that there are good men out there who think of love beyond podcasts, breathing techniques, bitcoin, and intermittent fasting. And then there was Valleri, who turned the photobooth into the event’s heartbeat. She walked around asking people what love meant to them. Everyone loves love, but defining it is hard. People stood at our booth and had discussions. We asked singles, young couples, elderly couples, newlyweds, even kids. The answers were a beautiful mess of definitions and emotions.”
**GOVERNANCE and FINANCE**

**CREA’S BOARD**

CREA’s Board serves the organisation in its journey towards achieving its vision and mission, by facilitating programs and ensuring compliance and sustainability. CREA’s Board met in person in India and virtually in New York in March 2024.

**CREA GLOBAL**
- Shilpa Phadke, President
- Bindi Alibara, Secretary
- Jyoti Makhijani, Treasurer
- Ajay Agrawal, Member
- Geetanjali Misra, Member

**CREA INDIA**
- Kanchan Pamnani, President
- S Santanam Swaminadhan, Secretary
- Jyoti Makhijani, Treasurer
- Anindya Hajra, Member
- Geetanjali Misra, Member
- Jasmine Lovely George, Member
- Paramita Kundu, Member
- Renu Addlakha, Member

---

## Income and Expenditure

### 1 April 2023 to 31 March 2024

<table>
<thead>
<tr>
<th>Period</th>
<th>Income</th>
<th>Expenditure</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 April 2021 - 31 March 2022</td>
<td>6.1</td>
<td>6</td>
</tr>
<tr>
<td>1 April 2022 - 31 March 2023</td>
<td>8.1</td>
<td>7.7</td>
</tr>
<tr>
<td>1 April 2023 - 31 March 2024</td>
<td>8.5</td>
<td>8.2</td>
</tr>
</tbody>
</table>

**Allocation of Expenses**

### 1 April 2023 to 31 March 2024

- **PROGRAM COSTS**: 49.2%
- **INDIRECT PROGRAM COSTS**: 18.8%
- **ALLOCATION TO PARTNER ORGANISATIONS**: 32%

**TOTAL**: 8.2 MILLION USD

---

**Legal Compliance**

**FCRA RENEWAL**

The Foreign Contribution (Regulation) Act registration certificate in India is mandatory for NGOs to receive foreign funds. This certificate gets renewed after every five years. CREA India submitted the renewal application form to the Ministry of Home Affairs in early July 2021.

Following a three-year waiting period, we successfully got approval for the renewal of the Foreign Contribution (Regulation) Act for the next five years. This achievement underscores our commitment to compliance and enhances our ability to continue impactful work.

---

This is a summary of our activities. To know more about our programs, sign up for our mailing list at www.creaworld.org. Also, do write in to commsteam@creaworld.org to tell us what you think of this Annual Report.