

MANATEE ZONE  
GO SLOW  
MINIMUM  
SPEED !!!



creative action

I N S T I T U T E

2018 ANNUAL REPORT

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## FROM THE EXECUTIVE DIRECTOR

Listening to stories from around the world at Women Deliver, an international conference on gender equality that took place in Vancouver, left me with a range of big emotions and ideas. Deeply moving stories of hardship, violence and oppression at times ended with uplifting examples of resilience and justice and at other times left us in despair when they ended as they began. I listened to inspiring strategies from organizations, coalitions, grassroots activists and academics. When I left, I held a renewed call to action, and a reminder that I am not alone on this journey; that I am part of a larger web of human connection that is working together to support women and girls and this earth. For a small organization with a big mission, I can assure you that nourishment is critical.

As I listened to these stories in Vancouver and learned about innovative methods, I felt incredible pride in the work our team and grassroots partners are doing to support gender equality and build a sustainable planet. I was reminded of all the important reasons our world is thirsty for creative leaders who can work together across difference, draw on high emotional intelligence, turn questions on their head and stretch concepts outside of their predetermined limits. I was reminded that we need leaders who can draw on the power of the arts to help people see and feel and hear each others' reality, if for just a moment. I was reminded that we need leaders who can use interactive, trust-building approaches to allow for important dialogue that opens the channels for meaningful collaboration and solution building. And I was reminded of how essential it is for leaders to have the platform to build these capacities and connect with others who are also striving for social change, which is one place where Creative Action Institute steps in.

In 2018, more than ever before, Creative Action Institute supported locally led solution building. We convened and built the capacity of hundreds of trained partners who facilitated dynamic processes in their communities that helped to build understanding and resolve challenges that hinder gender equality and a sustainable planet.

Yes, our world is thirsty for creative leaders, and we are so grateful for your partnership in building the capacity of so many. We are proud to share the inspiring achievements we supported in 2018 so that you, too, can feel part of this beautiful web of humankind working to support our planet and its people.

In solidarity,

  
Clare Dowd

## Our Mission and Vision

Creative Action Institute transforms how people collaborate to catalyze community driven solutions that advance gender equality and create a sustainable planet.

Through our experiential trainings, convenings and coaching, we develop creative leaders, build networks and support grassroots advocacy.

## Our Work

Creative Action Institute has two areas of strategic focus: advancing gender equality and creating a sustainable planet.

Our two flagship programs are the Creative Environmental Leaders Program and the East African Girls' Leadership Summit and Mentor Program. Both programs:

- use original curriculums developed by Creative Action Institute,
- regularly train new cohorts of seasoned and emerging leaders, and
- provide ongoing technical support through coaching calls and site visits.

In addition to these programs, Creative Action Institute implements a variety of contract and grant-funded curriculum development, training, and capacity-building projects around the world.



*\*This only represents projects for which we have documentation, which can be challenging*



# MODEL. YOUR IMPACT

## Our Model. Your Impact.

When we rattle off all the places we work, people are often amazed and ask how we work in so many regions with such a small (but mighty) team. The answer is that instead of building the capacity of one organization at a time, we bring cohorts of leaders together so we can build the capacity of many leaders from a large number of organizations all at once. Those leaders then bring those tools back home, spreading the impact, like dandelion seeds scattering in the wind and taking root.

It's because of this model that in 2018 we implemented 60 trainings and coaching sessions, reaching 454 leaders from 104 schools, organizations, and institutions in 15 countries. With guidance from Creative Action Institute, these leaders returned home to implement 77 creative actions\* incorporating Creative Action Institute methodologies that engaged an additional 5.4 million people.

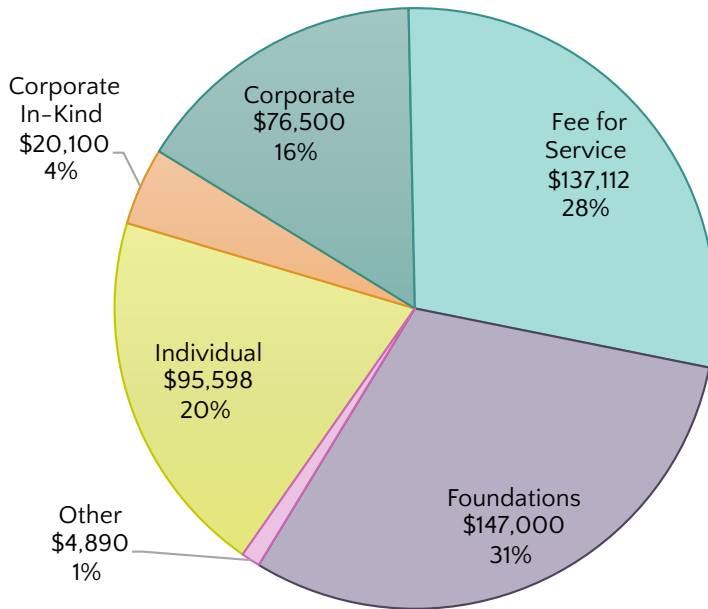
We leverage your investment for enormous impact. Thank you for spreading the seeds of change.



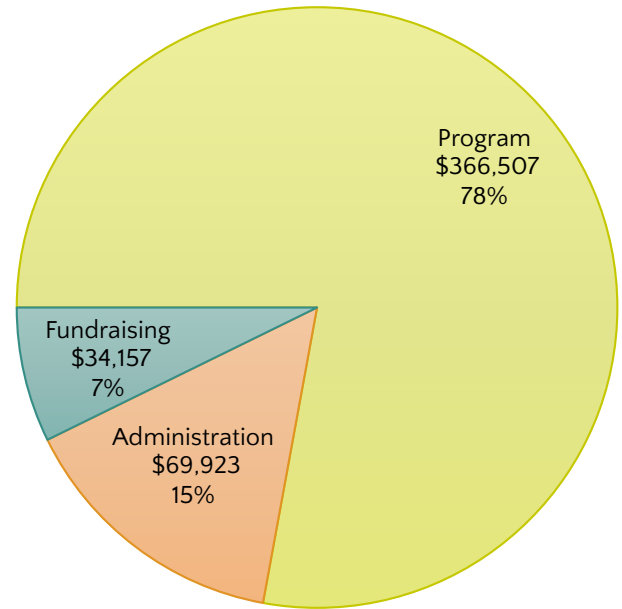
*enging to collect. Because of this, we re confident that there is even greater impact.*

## 2018 FINANCIALS

Income (Forecasted)  
Total: \$481,200



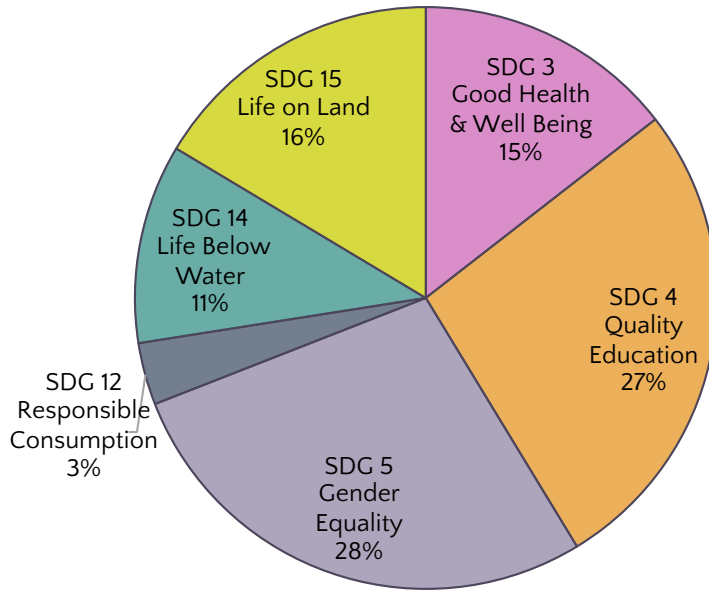
Expenses (Forecasted)  
Total: \$470,587



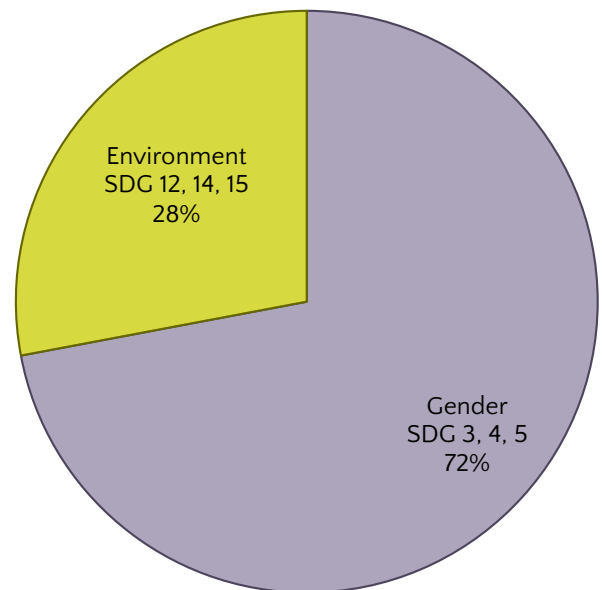
Creative Action Institute has strategically diversified its income sources during the past five years, building out its fee for service and contract work to compliment philanthropic support that comes from generous foundations, corporations, and individuals who are inspired by the power of our work. Please see the end of this report for the complete list of supporters.

# 2018 PROGRAM INVESTMENT

Investment of Financial Resources in Sustainable Development Goals




Investment of Human Resources in Sustainable Development Goals



Creative Action Institute develops transformative leaders and provides tailored coaching to support them as they catalyze community-driven solutions that address local challenges. Our investment of financial and human resources in our programmatic and contract work substantially aligns with the Sustainable Development Goals (SDGs), set by the United Nations as global targets for 2050. In particular, our work supports the following SDGs that advance gender equality and create a sustainable planet. While our portfolio is typically balanced between gender and environment, our work in gender equality was resource intensive this year as we grew our East African Girls' Leadership Summit and Mentor Program to accommodate more participants and worked on several new collaborations that focused on gender equality.



## Creative Environmental Leadership Program



15 trainings &  
coaching calls



291 leaders  
47 institutions  
5 countries



10  
creative

### Program Overview

**THE GOAL:** In September 2018, Antonio Guterres, the UN Secretary General stated, “Climate change is the defining issue of our time, and we are at a defining moment....There is no more time to waste.” Now is the time for action. We want to build a world where leaders have the tools to bring people together to create collective change and turn the tide on climate change.

**THE CHALLENGE:** With the back drop of climate change, communities around the globe face increasing conflict over land use, access to clean water, and preservation of species. Environmental leaders on the frontlines recognize that collaborative and creative approaches are needed to diffuse conflict, open dialogue and catalyze change in attitudes and behaviors to benefit the biocultural diversity of the planet.

**OUR SOLUTION:** Creative Action Institute’s Creative Environmental Leadership Program develops the personal leadership capacity of environmental leaders and equips them to leverage arts and creativity to build awareness, develop inclusive solutions, build consensus around complex issues, and shift behaviors to support a more sustainable planet.



## 6 actions



reaching  
5.4 million  
people

### Program Update

In 2018, our cohorts in Cameroon and Ghana completed Creative Action Institute's four-module Creative Environmental Leadership training. Between each of the modules, environmental leaders received coaching, tested and refined their capacity to implement innovative methods in the field, and catalyzed community-driven solutions.

After environmental leaders complete the Creative Environmental Leadership training, we continue to provide coaching and skills-building clinics to support application of creative tools. In Central America, partners who have completed the Creative Environmental Leadership training, received ongoing support via five skill-building clinics in Guatemala, Belize, and Nicaragua. Additionally, several of our partners contracted Creative Action Institute to deepen their organizations' capacities through additional trainings.

### Impact Overview

Creative Action Institute invested 28% of its human resources and 31% of its financial resources to build the capacity of 291 environmental leaders in 5 countries through 15 trainings and coaching calls. Our work advances the Sustainable Development Goals by building the creative leadership capacity of leaders and coaching them between trainings so that they can catalyze community-driven solutions that address local challenges.



94% of creative actions implemented by leaders trained by Creative Action Institute in the Creative Environmental Leadership Program supported Sustainable Development Goal 15: Protect, resource and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and biodiversity loss.

### **Creative leadership builds empathy to help save elephants in Ghana.**

Our partner BATLife Ghana works in the Bia-Goaso Forest Block in southwestern Ghana, which is home to approximately 250 elephants. BATLife works to protect elephants and improve food security for nearby communities. However, there is an ongoing strain in the ecosystem due to human poaching and deforestation, with elephants “raiding” crops as a result of the strain and farmers killing elephants as revenge for eating their crops. Using tools learned from Creative Action Institute, BATLife Ghana was able to engage with farmers to better understand the farmers’ mentality and share their perspective as advocates for the elephants. Creating a relationship built on mutual respect and listening resulted in a commitment to prevent further killings of elephants.

### **Music Competition Raises Awareness and Creates Ambassadors for Forest Protection and Water Conservation in Cameroon**

The Resource Centre for Environment and Sustainable Development (RCESD), is a nonprofit organization located in the southwestern region of Cameroon. RCESD decided to use a music competition as a vehicle to promote forest and water conservation that would engage youth and the country. The competition had a huge response: 200 people from seven regions of Cameroon applied. 10 young artists were selected and went through a “Boot Camp” that replicated many Creative Action Institute tools to build their knowledge on conservation issues in Cameroon. Initially



drawn to the competition by the notion of winning the cash award, the contestants experienced a shift in their thinking: they worked together to implement community service events such as cleaning up beaches, advocating for recycling, and writing a collective song about saving the environment.

RCESD also received increased media attention surrounding this competition and was awarded Best Environmental Organization of the Year in a field of

over 50 peer organizations. RCESD estimates that it reached 10,000 people with the message of protecting forests and fresh water through televised segments, radio slots, and public events.

### **When people are heard, they also listen and participate in forest management in Cameroon**

Cameroon Gender and Environment Watch (CAMGEW) works to protect the Kilim-Ijim Forest. They had developed a solid forest management plan but garnered little community support for it. Following a training with Creative Action Institute, they decided to shift their approach. They gathered input from the community and incorporated an anonymous feedback process for people to contribute ideas and express their needs and concerns. As a result, they succeeded in co-drafting a new forest management plan with the community, and have seen improved levels of tree planting, monitoring, trust, communication, motivation and participation. This and other innovative efforts resulted in CAMGEW winning the 2018 Energy Globe Award.



**Many partners trained by Creative Action Institute worked to support Sustainable Development Goal 12: Ensure sustainable consumption and production patterns.**

### **Street theatre inspires dialogue on trash pollution**

Ometepe is a volcanic island in Nicaragua where trash pollution is a significant problem. After doing a root cause analysis of the trash problem using creative tools, youth leaders from our partner Asociación Movimiento de Jóvenes de la Isla de Ometepe (AMOJO), developed a street theatre skit called: “Throwing trash in Ometepe is like throwing Ometepe in the trash.” Youth leaders rode on a bus and pretended to throw trash out of the window. This sparked a dialogue about littering between the youth leaders and others on the bus. We love the creativity of staging a conversation on a bus where people are likely to pay attention!





A primary objective for many of our partners in Central America is Sustainable Development Goal 14: Conserve and sustainably use the oceans, seas and marine resources for sustainable development.



### **Belizean collaboration for the oceans**

As is true for many coastal communities in Belize, residents of the northern Belizean community of Sarteneja rely on fishing and tourism. However, there is a delicate balance between human activity and sustainable management of marine resources. Environmental organizations Sarteneja Alliance for Conservation and Development (SACD), Blue Ventures, and Wildtracks are collaborating to engage the community in finding creative solutions. Together, these organizations developed three creative actions to engage residents of Sarteneja in understanding and addressing several local challenges. A mime drama illustrated the long-term impact of garbage that is not disposed of properly, a giant story book illustrated the impact of illegal fishing, and a theater skit demonstrated how human behavior results in high rates of manatee deaths. In each case, the creative action was accompanied by facilitated dialogue to help identify solutions to these challenges.

### **Equipping park rangers, hotels, and communities in protecting marine turtles in Nicaragua**

Marine turtles throughout the world are threatened by destructive fishing practices that catch turtles in addition to fish and the destruction of nests and nesting habitats. In the Eastern Pacific, nesting beaches are particularly vulnerable to nest destruction due to poaching for the illegal trade and sale of sea turtle eggs to meet the demand from bars and restaurants. Marine turtles that nest on isolated and solitary beaches are particularly vulnerable to poaching because beach protection measures are generally absent. At the same time, the growth in tourism puts additional pressure on nesting beaches as a result of hotel construction and tourism.



Following up on a training done with hotel owners, park rangers, and staff of partner organization Paso Pacifico, Creative Action Institute built the capacity of training participants and youth to create giant story books on marine turtles, a creative and portable tool.



Julie Martinez, Education Outreach, Paso Pacifico reported that “CAI’s activities have been very helpful for our work in the conservation of sea turtles. We will use the book with other groups and add more pages in the future. It is an excellent tool.”



**Gender and a sustainable planet have many points of intersection. This was reflected in our trainings as well as in the creative actions implemented by our partners: 50% of creative actions implemented by Creative Action Institute-trained leaders in the Creative Environmental Leaders Program supported Sustainable Development Goal 5: Advancing gender equality and empowering all women and girls.**

## Finding Common Ground in Guatemala



While we have previously worked with Foundation for EcoDevelopment and Conservation (FUNDAECO) in Izabal, Guatemala, which is near Belize, this was our first time working with staff in Barillas, which is in the western highlands of Guatemala. FUNDAECO invited Asociación Barillense de Agricultores (ASOBAGRI), an association of small-scale organic coffee farmers in Barillas to participate. While on the surface, the two organizations do not seem connected, there are many commonalities including their commitment to sustainable development, and youth and women’s leadership in these efforts.

Participants discovered they face many of the same challenges, including: poor road conditions in the region, lack of public transportation, lack of women’s participation, machismo, long distances to health services, lack of potable water and electricity, migration, illiteracy, climate change affecting coffee crops as well as other crops that households depend on for income. Understanding their commonalities allowed them to work together to begin identifying local solutions.

## A Five-Year Reflection on the Creative

Creative Action Institute first launched its Creative Environmental Leadership Program in 2013 with support from New England Biolabs Foundation and Oak Foundation. Five years later, four cohorts of leaders have completed this program.

In Central America, the last training was in 2015, and we have implemented clinics each year since in a variety of locations to refresh skills and introduce new ones. All of the partners we spoke with continue to use and adapt the tools and skills they gained during the trainings. They have deployed the tools internally as well as to engage community stakeholders. They have also trained others to replicate the tools, focusing on teachers and youth leaders who are in positions to have an impact on others.

For example, our partner APROSARSTUN replicated one of our Creative Leadership workshops with 56 youth in the Actenamit region of Sarstún, Guatemala. The youth then replicated the activities in 13 communities in Sarstún to drive conversation about climate change and conservation of natural resources.

In Totonicapán, our long-time partner Ecologic Development Fund has helped build the capacity of teachers, who are pivotal in engaging students in stewarding natural resources. Our tools help build empathy, analyze root causes, and generate solutions to complex ideas such as natural resource management. Trained by Creative Action Institute, these teachers then go back to their classrooms to catalyze the next generation of environmental leaders.



# Environmental Leadership Program



Both the Ghanaian and Cameroonian cohorts completed the Creative Environmental Leadership Program in 2018. There were several expected outcomes from the trainings that were the same across both the Ghanaian and Cameroonian cohorts - increased confidence and skill as leaders, increased capacity to incorporate creativity into their work, increased ability to engage community and a corresponding increase in community participation. There were also some commonly reported unexpected outcomes that occurred across both cohorts:

1. Participants repeatedly reported a fundamental shift in their approach to working within their organizations and communities, shifting from a top-down to a bottom-up approach. While we teach this approach, based in popular education and the valuing of everyone's unique contribution and perspective, participants have adopted this approach deeply and it has changed the culture of their organizations.
2. There was an increase in valuing women and women's leadership. This came as a result of work on creating inclusive and respectful relationships.
3. Partners articulated a sense of isolation in their work and deeply appreciated the opportunity to come together to collaborate and learn from each other. In both Ghana and Cameroon, each cohort decided to continue collaborating and established a leadership team to keep members of each cohort connected.



## East African Girls' Leadership Summit and Mentor Program



37 trainings  
& coaching calls



59 girls  
30 mentors  
19 institutions  
5 countries

### Program Overview

**THE GOAL:** Girls' education is a critical piece to gender equality and a key lever for changing the world. The more education girls receive, the more equipped they are to delay pregnancies, increase earning, and support their families, if and when they choose to have them. They also are more likely to be leaders in their communities. We want all girls to be able to attend school.

**THE CHALLENGE:** 49 million girls are out of school in Sub-Saharan Africa, and 31 million of them are out of secondary school. There are many factors contributing to low school attendance rate for girls in East Africa, including:

- **Families prioritize resources on educating boys over girls:** As a result of this gender discrimination, if resources are scarce or become scarce, girls are not sent to school.
- **Child marriage:** 40% of girls in Sub-Saharan Africa are married before age 18. Child marriage often results in girls not being sent to school in the first place or being pulled from school once a marriage is arranged, which can be as early as age eight.
- **Lack of access to sexual and reproductive health information and services and acceptance of gender-based violence, result in teen pregnancies:** Sub-Saharan Africa has the highest rate of teen pregnancies in the world, 33% of teenage girls in Uganda, 28% in Tanzania, and 26% in Kenya becoming pregnant before age 18.

**OUR SOLUTION:** The East African Girls' Leadership Summit and Mentor Program uniquely pairs girls' leadership development with mentor training and support, empowering girls to activate their leadership skills to address the range of barriers to girls' education and advance gender equality when they return to their schools and communities.





## Program Update

EAGLS started as a way to respond to the lack of creative girls' leadership programs in East Africa that are informed by East African girls. Since Creative Action Institute began guiding this program in 2015 we have encouraged steady and careful growth that responds to both growing demand to participate and additional programming requested from participants. In 2018 we:

- had double the number of applicants;
- added South Sudan among the countries participating in EAGLS;
- continued to make the programming inclusive to girls with disabilities, increasing the number of girls with disabilities at the Summit;
- developed a Creative Advocacy Training for second year mentors who were seeking more guidance on sparking change at the community level;
- developed a Creative Advocacy Toolkit to support mentors and girls as they advocate for change; and
- developed a girl-friendly workbook to assist girl leaders as they start girls' leadership clubs at their schools.

Additionally, the EAGLS network implemented a record number of creative actions that built leadership and allowed more girls to go to school by addressing the daunting array of barriers that stand in the way.

## Impact Overview

Creative Action Institute invested 72% of its human resources and 69% of its financial resources to build the capacity leaders working to advance gender equality. Much of our gender work takes place through the EAGLS and Mentor Program. In 2018 we implemented 37 trainings and coaching sessions to build the capacity of 59 girls and 30 mentors in 5 countries and support them in their advocacy.

Girls and women in this program are champions for girls' and women's rights including:

- girls' education,
- sexual and reproductive health and rights,
- elimination of discrimination against women,
- elimination of gender-based violence, and
- elimination of harmful practices such as femal genital mutilation and child marriage.



**61% of creative actions implemented by girls and mentors trained by Creative Action Institute in the EAGLS and Mentor Program focused on Sustainable Development Goal 3: Good Health and Well-Being. In particular, the creative actions focused on increasing access to sexual and reproductive health and rights and reducing teenage pregnancies.**

### **Creative methods make SRHR more accessible and youth-friendly in Tanzania**

27% of adolescent girls in Tanzania have given birth or are pregnant. Girls seeking to prevent pregnancy often lack information and services. And when services are available, they are not youth friendly, meaning that youth face judgement and stigma for seeking information and contraceptives. This results in girls not getting the information, services or products they need to prevent pregnancy. Compounding this challenge, in Tanzania, when girls become pregnant they are not allowed to be in or return to school, which has significant consequences on the girls. EAGLS mentors with Africaid, Subira and Magdalena, set out to make SRHR information and services accessible and youth-friendly by implementing a health symposium to educate and provide access to stigma-free family planning services. With 555 girls participating in the symposium, these mentors and the girl leaders they work with, had an opportunity to have a large impact. They used visual art and drawing to introduce and explain concepts, contraceptive methods, and illustrate the steps girls often take to access SRHR services to help demystify the process. Additionally, recognizing that they needed to find community allies, they were able to identify a nurse from a nearby dispensary

who made a commitment to providing youth-friendly SRHR services. They also had a nurse come in to train other mentors at Africaid, who are now more knowledgeable and better able to support and educate the girls they work with.



### **Taking a Creative Lead to Reduce Teen Pregnancy in Western Kenya**

Nipher teaches biology and agriculture at WISER Girls Secondary School, a school in Muhuru Bay, Kenya. Teen pregnancy is one of the top health challenges that effect girls in the area. After participating in the Mentor Program, Nipher extensively spread what she learned to increase leadership at WISER through 18 peer counselors selected by their classmates to take this leadership role. Among the peer counselors are the three girls who participated in the 2017 EAGL Summit.

Each Thursday, the peer counselors identify a goal that they or the classmates they represent would like to explore. Nipher works with the peer counselors, using tools she learned through the EAGLS and Mentor Program. On Mondays, the peer counselors work together to transfer this knowledge to the 170 girls at WISER. The primary focus has been reducing teenage pregnancy. With the help of the peer counsellors, the WISER girls have discussed the issue of teenage pregnancy, what they think are the root causes of it, how they can stop it and what role they can play in these efforts. The girls put together theater performances and poems that incorporated their insights and key points and presented them to the school faculty and leadership.

Other schools in the area have taken notice and invited Nipher and the peer counselors to empower students to analyze the causes of teen pregnancy, consider how they can contribute to preventing it, and share these ideas through kits and poems performed at their schools. To date, they have worked with nearly 250 students at 3 other schools. Nipher has also been invited to local churches to work with parents on reducing teen pregnancies.





23% of creative actions implemented by girls and mentors trained by Creative Action Institute in the EAGLS and Mentor Program focused on Sustainable Development Goal 4: Providing inclusive and equitable quality education for all, specifically focused on addressing socio-cultural barriers to girls' education.



### Increased number of parents, teachers, and village heads in Northern Kenya commit to sending girls to school

Marsabit County is in Northern Kenya, just south of Ethiopia. It is an arid region and most people are pastoralists, relying on livestock for their livelihoods. Climate change has had a negative impact in the region, with shorter but more intense periods of rain, causing flooding when it rains followed by drought. Reduced income frequently results in girls not being sent to school.

Mentors Susan Sora and Shanu Abudho at Northern Kenya Fund realized they needed to create more awareness of the benefits of sending girls to school in order to increase school enrollment. In July, Susan and Shanu worked with teachers at El-Gade Primary School, which is the only girls' school in the region, to bring together 60 parents, most of whom did not send their daughters to school, as well as village heads in the community of Gabra. During the session, the group identified the benefits of sending girls to school, what stands in the way, and increased the value they put on girls' education.

The parents were very engaged in the conversation and the process, which Susan and Shanu learned from Creative Action Institute, empowered parents who do send their girls to school to



speak to their experience.

One woman shared, *“Although I have lacked education, I am ensuring that all my girls go to school. I urge all of you to educate your girls, since once they succeed in their education they not only are going to be successful in their lives but they are going to be ready to help the family and community during times of need.”*

An elderly man encouraged the group to take action, *“Education is a powerful tool and it cannot die like our animals during the drought, thus it should be embraced holistically in our community.”*

Following a dialogue in which the inherent characteristics of pastoralism – being nomadic, income highly contingent on weather – were identified as the key challenges to families sending girls to school, all participants made important commitments:

- The 60 parents attending committed to enrolling their daughters in school the following year and shared their commitment with the head teacher of El-Gade Primary School so that when the annual enrollment period begins, he can follow-up with them.
- The parents also agreed to share the information about the importance of girls’ education throughout their villages and have an annual enrollment drive. The teachers present committed to working to increase girls’ enrollment in school and work to ensure transition to high school.
- All the village heads committed to support the annual enrollment drive.



**80% of creative actions implemented by girls and mentors trained by Creative Action Institute in the EAGLS and Mentor Program focused on Sustainable Development Goal 5: Advancing gender equality and empowering all women and girls. In particular, the creative actions focused on building girls’ leadership and reducing gender-based violence and discrimination.**

### **Harnessing creativity to get more girls into leadership positions in Uganda**

Honest Kansime is the Executive Director of Girls to Lead Africa (GTLA) in Uganda. GTLA is dedicated to creating a new generation of female policymakers. For Kansime, the mission is personal.

“I lost my parent to AIDS when I was 5 years. I had a hard time getting school fees. I, and many orphans, dropped out school. NGOs came in to help but could not help all the needy children as AIDS continued killing more parents. When the government passed a policy for free education



for all, I realized the power of policy. Where NGOs would impact a few, policy impacted all. Women's challenges can be solved by women friendly policies, but women are vastly underrepresented in policy making positions at all levels. This disparity leads to policies which perpetuate gender inequities and make it difficult for women to contribute to the development of their communities. This problem stems from the level where leadership begins - at school. Our research has proven that most politicians start their journey in student council, but schools deliberately disadvantage and discriminate against girls in student councils. Girls to Lead Africa's mission is to disrupt this status quo by empowering girls to be elected in mainstream positions in student councils."

After participating in the EAGLS and Mentor Program, GTLA has infused arts throughout their curriculum and activities and girls are incorporating the arts into their campaigns for student council – using art in campaign posters and developing campaign songs. They have also infused leadership skills such as self-reflection, active listening, appreciation, asking powerful generative questions, how to reframe problems into opportunities, self-confidence and self-expression. As a result, 60% of the positions in student councils at schools GTLA is involved in are held by girls! This is the first step to getting more girls into policy making.





### 800 event participants pledge to speak up against GBV in Rwanda

After Rwanda's civil war, it worked to become one of the most gender equal countries in the world. In the 2018 Gender Gap Report by the World Economic Forum, Rwanda ranked 6 out of 149 countries. 61% of the seats in parliament are held by women and 47% of ministerial positions are held by women. However, gender inequality, gender-based violence (GBV) and domestic violence is all too common.

At the 2017 Summit, Komera mentors set a plan to help reduce the GBV and domestic violence in their communities in Kayonza, with a particular focus on ending the silence around it. EAGLS 2016 and 2017 alumna at Komera, students and staff at local schools, and invited local government leaders collaborated to implement an event called "Youth as flag bearers in stopping gender based violence in the communities." EAGLS 2016 alumna Anisie Nyirambonigaba was the emcee and other EAGLS alumnae led activities within the larger event.

The event included two skits showing the common reality of girls being sexually harassed and abused by known adults in their lives – teachers and relatives – and they showed steps that can be taken in the case of GBV. The event also included poetry, dance, music, and posters about speaking up against GBV. Komera had engaged a variety of stakeholders in advance and had speeches and presentations by teachers and local leaders on speaking up against GBV. At the event, the 800 participants made a verbal pledge that they would speak up about the silent forms of violence and the Komera scholars made written pledges to continue with their advocacy in the different communities they come from.

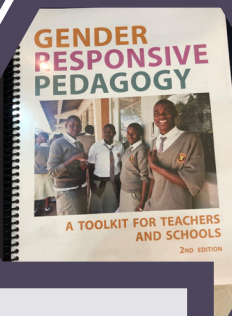


## Gender Responsive Pedagogy: A Toolkit for More Inclusive Classrooms in Africa

1 Toolkit  
2 Trainings

reaching  
millions of students

50 leaders  
24 institutions  
10 countries



### Collaboration Overview

**THE GOAL:** Everyone has the right to education. We believe that the classroom should be a place where all students can thrive.

**THE CHALLENGE:** There are many barriers to girls enrolling in school; but for those who are able to attend, the classroom is often a challenging environment due to gender discrimination, stereotypes and bias that are pervasive in teaching materials and are commonly reinforced in classroom setup, teachers' language and teachers' behavior.

**OUR SOLUTION:** The Forum for African Women Educationalists, UNESCO, and UNICEF contracted Creative Action Institute to substantially revise their handbook on gender responsive pedagogy, creating a toolkit to be used across Africa to support teachers and administrators in creating gender-responsive classrooms that are more inclusive for all learners. As part of the consultancy, we conducted a validation workshop in August 2018 with 50 leaders including representatives from 10 Ministries of Education to gain buy-in. In February of 2019, we piloted a training of trainers workshop in Malawi, which included 50 leaders from Ministries of Education and master trainers from teacher training colleges from 10 countries. Creative Action Institute will be a primary partner with FAWE, UNESCO and UNICEF in the rollout of this toolkit throughout Africa.

## Impact Overview



**Creative Action Institute trained leaders at Ministries of Education and teacher training colleges in 10 African countries in the use of the toolkit. Participants developed country-level plans to rollout GRP and make education more gender responsive and more inclusive.**

### **Teachers shape our lives and those of future generations.**

For Creative Action Institute's Africa Regional Coordinator, Veronica Thamaini, empowering teachers to be leaders in making classrooms more inclusive for all students is an obvious leverage point for gender equality and education. Veronica shared, "Growing up in a family of teachers, I saw and experienced the value of the teacher in the community. The teacher's word was everything in and out of the classroom. What kids learned in school, they took home, be it a science, agriculture or a literature project, and this helped improve their homes and standard of living. As students, they also brought their homes and their issues to the teacher and into the classroom.

"The teachers in my school were mediators; they promoted development in communities; they were leaders who ensured that as they experienced individual growth and development, their students and families developed too. They championed for positive change but recognized this is not something that can be done alone. It was evident that there was a greater need for programs and projects focused on creating more personal and professional development for teachers as well as better classroom experiences as a whole.


"Our recent GRP training strengthened the role of the teacher as a critical stakeholder in the achievement of gender equality. At the core of the training, we shared strategies, best practices and skills that strengthen the opportunity for bringing every member of society together in understanding the value of providing equal opportunity to both the boys and the girls in school.

"Teachers shape our lives and those of future generations. Seeing educators engaged in understanding the practice of using creative methodologies for learning in and out of the classroom is not only a sign of hope for what education can be and can do but is the first step to teachers and educators demonstrating their commitment to the achievement of gender equality."

In 2019, Creative Action Institute will support country-level plans to adopt this toolkit, effecting the the education of millions of girls and boys across Africa.



## Building the Capacity of SRHR Leaders in Guatemala



7 Trainings &  
Coaching Calls



19 leaders  
14 institutions  
1 country



reaching 1,900  
people

### Collaboration Overview

**THE GOAL:** All girls should have access to Sexual and Reproductive Health and Rights, because they are human rights.

**THE CHALLENGE:** In Guatemala, more than a third of girls have had sex before age 18 but 55% of girls ages 15-19 have an unmet need for contraception and 93% of girls do not receive comprehensive sexual and reproductive health education.

**OUR SOLUTION:** Creative Action Institute collaborated with Rise Up to provide capacity building opportunities for Let Girls Lead fellows who are leading the way to increase access to sexual and reproductive health and rights. In 2018 Creative Action implemented a tailored Creative Leadership workshop in Antigua, Guatemala for 19 Let Girls Lead fellows from 14 organizations to learn and share best practices to mentor and work effectively with adolescent girls. Participants strengthened their capacity to implement creative education activities, lead inclusive and reflective dialogues, ask generative questions and use a variety of art modalities and popular education techniques to engage youth in analyzing the root causes of social and environmental issues and to implement arts-based advocacy strategies and campaigns.

## Impact Overview

3 GOOD HEALTH  
AND WELL-BEING



The SRHR advocates and leaders trained by Creative Action Institute developed creative action plans to advance SRHR in Guatemala using tools learned in the workshop and with support from follow-up coaching sessions.

The inspiring actions planned included the following:

- ADEMI planned to replicate our training to strengthen popular education methodology and dialogue skills with staff members and organize community dialogue events about SRHR using theater skits and puppet shows as Art Codes.
- Catholic Relief Services planned to replicate our training to strengthen the facilitation skills in a leadership workshop for 50 youth facilitators.
- Colectivo Joven planned to develop a creative workshop event using a giant storybook for Sexual Education rights with youth leaders and incorporate more dance and theater.
- Voces y Manos planned to implement a series of youth workshops using Forum Theater to generate critical analysis and solutions for issues such as teen pregnancy, family conflicts and machismo.
- CONACMI planned to design giant storybooks, interview portraits or murals to educate hospital staff about providing youth-friendly SRH services.



**We are grateful to all of our partners around the globe, who are advancing gender equality and creating a sustainable planet and who have embraced creativity to make their work more effective.**

48 Cantones  
 A Rocha Ghana  
 Accelerated Rural Development Organization  
 AfricAid  
 Agroiintroductions Ghana  
 Ahado Youth Environment Club  
 APROFAM  
 Asociación Barillense de Agricultores (ASOBAGRI)  
 Asociación de Mujeres Ixpiyakok (ADEMI)  
 Asociación Generado Equidad, Liderazgo y Oportunidades (ASOGEN)  
 Asociación Movimiento de Jóvenes de Ometepe (AMOJO)  
 Association for Biodiversity Research and Sustainable Development (ABiRSD)  
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 Cameroon Gender and Environment Watch (CAMGEW)  
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 Chalbi Scholars  
 City of Hope  
 Colectivo Joven  
 Comisión Nacional Contra el Maltrato y Abuso Sexual Infantil (CONACMI)  
 Community Action for Development (CAD)  
 Community Assistance in Development (COMAID)  
 Concern for the Girl Child  
 Conservation Alliance

Conservation Foundation  
 Cornerstone Development Africa  
 Crown the Woman  
 Dandelion Africa  
 Disability Rights Fund  
 Ecologic Development Fund  
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 Environmental Governance Institute (EGI)  
 Escuela de la Calle (EDELAC)  
 Forests, Resources and People (FOREP)  
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 FAWE Ethiopia  
 FAWE Kenya  
 FAWE Malawi  
 FAWE Senegal  
 FAWE Tanzania  
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Veronica Thamaini, Africa Regional Coordinator

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Isabel Carrió, Field Project Manager



## West Africa

## Portia Bansa, Creative Coach

## Volunteers & Interns

Cole Lewis, Development and Evaluation Intern  
William Wright, Volunteer





creative action  
I N S T I T U T E

Connect with us!

240 County Road  
Ipswich, MA 01938  
1 + 978.998.7994

[info@creativeactioninstitute.org](mailto:info@creativeactioninstitute.org)  
[www.creativeactioninstitute.org](http://www.creativeactioninstitute.org)



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