As I look at the inspiring initiatives we had the honor to undertake with our partners in 2019, it seems a lifetime ago. Glancing back over the year’s work, I pause over the photos from our collaborations and here’s what I see:

• images of our partners from Peru, Ghana, Kenya, South Sudan, Tanzania, Uganda and Rwanda arm-in-arm, actively participating in our trainings: performing skits, dancing, laughing and learning together;
• images of Belizian communities coming together to use beautiful painted visuals to promote a ban on single-use plastics and styrofoam;
• images of Ghanaian youth advocating for clean water in their communities using sculpture, poetry, drama and dance;
• and East African women and girls using dance, drama and poetry in their communities to stand up to and shift negative social norms that have perpetuated inequality for generations.

Throughout all of these images, I see joy, confidence and collective power; I see trusted relationships forming and strengthening; and I see that these leaders who are closest to the issues, as individuals and together, are building the scaffolding to support inclusive, sustainable practices for women and girls, and for our planet.

How cruel, then, that we sit here in an inconceivable alter universe. Riots abound across the US once again, borne of too many years of injustice, marginalization and exclusion. We live in isolation as we wait out the pandemic, walking the streets masked, keeping a safe distance from each other. And the pandemic has painfully exposed the deep gap between privilege and exclusion.

But our species is resilient and wired for community. Already, our creativity and innovations have created numerous ways for connection, learning, advocating, and sharing; COVID-19 has challenged all of us to reimagine our approaches, and get at the root of the unjust frameworks that have persisted for centuries. We will emerge from this, to rebuild our world with new approaches that foster inclusion, sustainability and justice.

Creative Action Institute has been working at the forefront of training leaders in participatory approaches to create fertile ground for collaboration, creative problem solving, and effective advocacy. I hope you feel inspired when you read about the incredible work that our partners have done, with your support, to bring about gender equality and build resilience in the face of climate change. And remember that though these stories are from 2019, this creative force for change lives strongly in each of us and will heal the wounds of this world.

In Solidarity,

Clare Dowd, Executive Director
Our Mission
Creative Action Institute catalyzes community driven solutions that advance gender equality and build a sustainable planet.

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

Our Work
At Creative Action Institute, we believe that those closest to the challenges are best situated to address them. That’s why we work globally to build the capacity of leaders and organizations to foster community-driven solutions that can effectively address gender inequality and unsustainable practices. For example, climate change is a global challenge, but how it shows up in a semi-arid community in East Africa has differences and similarities to how it shows up in a coastal community in Belize and what demographic it effects. By building the capacity of local leaders, we ensure that solutions reflect the nuances of specific communities and have local ownership.

Our two flagship programs - the Creative Environmental Leaders Program and the East African Girls’ Leadership Summit and Mentor Program - use our field-tested creative and participatory curriculums to regularly train new cohorts of leaders and provide ongoing 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 technical assistance projects around the world that equip leaders on the front lines to powerfully engage communities in addressing the challenges before them.

In 2019:

We implemented 69 trainings & coaching sessions.

This built the capacity of

182 leaders at
79 institutions in
21 countries.

When you invest in Creative Action Institute, you have an enormous impact on our ability to build the capacity of local leaders to catalyze change. As a member of the Creative Action Institute family, you are supporting them as they identify leverage points and take creative actions which break down barriers to challenging conversations, build consensus around inclusive solutions, and bring about change.

In 2019 we implemented 69 trainings and coaching sessions which build the capacity of 182 leaders at 79 institutions in 21 countries. With your support, these leaders implemented 50 creative advocacy efforts to advance gender equality and a more sustainable planet, reaching nearly 60,000 people globally!

These creative actions address a range of global issues that align with the United Nations Sustainable Development Goals (SDGs). The SDGs provide a globally agreed upon blueprint for moving towards a peaceful and sustainable planet, together. Throughout this report, you will see that we have organized the impact of our work in relationship to the SDGs.

*Note: The number of documented creative advocacy efforts always reflects a fraction of the actual actions that involve the application of tools and strategies, as partners are not required to share their activities with us.
Creative Environmental Leadership Program

Latin America and West Africa

The Challenge
With the backdrop 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 attitude and behaviors to benefit the biocultural diversity of the planet.

How We're Taking Action
Creative Action Institute’s Creative Environmental Leadership Program (CELP) develops the personal leadership capacity of environmental leaders and equips them to leverage arts and creativity to raise awareness, develop inclusive solutions, build consensus around complex issues, and shift behaviors to support a more sustainable planet.

2019 Program Activity
2019 was an incredible year of connection and collaboration with environmental organizations in many parts of the world. We were excited to initiate our first foray in South America by working with a new cohort of dynamic environmental leaders in Peru - hailing from the deep Amazon to the high Andes - completing two of the four modules of training: the Foundations of Creative Leadership in March and Creative Facilitation in December. In West Africa and Central America, we continued providing hands-on support to previous cohorts through coaching calls during which we work with our partners to design, troubleshoot and plan local interventions and advocacy efforts to help advance their objectives.

This year, we reimagined how we might tap into the creativity of local artists within the communities we work to support our partners in their implementation of community-based creative advocacy efforts. The new approach and systematized processes:

- allow for increased number of advocacy projects;
- provide support in harder to reach locations;
- reduce our emissions from travel; and
- encourage the collaboration between organizations and artists.

The pilot paired three Ghanaian artists trained in our community-based arts approach with three partner organizations trained in our Creative Environmental Leadership Program. With support from Creative Action Institute, the artists and partner organizations developed and implemented a three-day process with their constituents. Using creative strategies and tools, communities analyzed the causes and developed solutions to a local environmental issue, prepared an art-based advocacy piece, and engaged community members in a process of dialogue and reflection on the issue. (Two of these actions are described in more detail below.) Due to the success of this process in Ghana, we anticipate replicating this model in other locations where cohorts of leaders who have completed our Creative Environmental Leadership Program and are looking to further infuse their advocacy efforts with arts.

2019 Impact
We also provide coaching, either via call or in person, to the creative environmental leaders we train, to support them as they implement activities that incorporate the skills they learned in the trainings and advocate for a more sustainable planet. This year we have 21 documented creative actions across West Africa and Latin America.
Protecting Jabales (wild boar), Jaguars and the Forest Through Coloring books, Video, Theatre, and Dialogue

We have partnered with Foundation for Ecodevelopment and Conservation (FUNDAECO) for many years in Guatemala. FUNDAECO works to support biocultural diversity – leading efforts to protect forests, endangered species, and marine life. This year, FUNDAECO developed coloring books about conservation and wanted to use them to engage the community. With Creative Action Institute support, the staff interpreted the stories from the coloring books to create a play that showed the conflict between humans and other species, but from the perspective of endangered animals. They performed the play at a local cinema, with masks made from natural materials and with images and video behind them on the screen. They then used the Art Code process to engage an audience of 700 in a dialogue about what they had seen and what actions they can take. We love the multi-layered and creative approach to support biodiversity.

Using Art to Promote Clean Water in Ghana

Lake Bosomtwe is a crater lake in Ghana and is home to about 70,000 people. It is a source of water and food for many as well as recreation. However, growing use of the lake and catchment area has resulted in increased pollution. Using an array of creative tactics from Creative Action Institute’s trainings and coaching, A Rocha Ghana has engaged youth to become advocates for the lake in the following ways:

A Rocha Ghana trained 244 students from five schools to use arts to advocate for sustainable environmental practices. The students formed five performing arts troops that used poetry, drama, cultural dance and other creative tools to promote practices that support the health of the lake and surrounding area. Altogether, their activities reached an additional 1,565 students and 2,300 out-of-school youth. Student leaders, with the support of A Rocha Ghana, also established 5 school orchards, planting 14.5 acres of fruit bearing and indigenous trees.

Part of the students’ efforts included participation in a community event, the grand durbar. Students vied to have the best performance while increasing environmental awareness and spreading the message that everyone has a role to play. The students had the captive audience of nearly 3,500 people, including the chiefs and elders from five communities and local governing bodies. A Rocha Ghana reports increased connection and collaboration among these institutions following this effort. Collaboration at multiple levels is critical to environmental efforts, so this is an important outcome!

Together with installation artist Esther Ofosu, who was trained by Creative Action Institute to guide community-based arts projects, A Rocha Ghana hosted a gathering where 34 youth analyzed the impact of water pollution. In groups, they created woven art that promoted water conservation and the use of natural, chemical-free methods of fishing. Their pieces were then mounted on a wire frame, along with an art piece representing the lake. The participants were invited to write a solution for water pollution on a ribbon, which were then tied onto the wire installation. The community was also invited to view and add to the installation, which ultimately raised awareness about and renewed a commitment to water conservation.

Engaging Families to Protect Endangered Hummingbirds in Peru

The grey-bellied comet (taphrolesbia griseiventris) is a species of hummingbird that is endemic to a handful of areas in Peru and is in danger of extinction due to habitat loss. Creative Action Institute’s partner Asociación Ecosistemas Andinos (ECOAN) works to restore forests that are critical to the grey-bellied comet and many other species and to educate and engage children and parents on this rare species. After attending a Creative Leadership workshop in March and participating in coaching calls, ECOAN leader Adrian Torres applied tools he learned at the workshop and through coaching calls to develop a series of activities to engage 55 students and 25 adults as agents of change in two communities that are home to the grey-bellied comet. His activities with students and parents included:

• creating a hummingbird pinwheel and coloring sheet to think about what the grey-bellied comet looks like and why they have particular features;
• giant drawings to identify resources in their communities that are critical to the bird, threats to this habitat, and solutions and actions to prevent the threats; and
• an interactive conversation on reforestation with parents, who then participated in planting native plants that the grey-bellied comets are attracted to in front of the schools.

Strategic Focus: Creating a Sustainable Planet

52% of creative actions focused on SDG 15, Life on Land. This includes conservation of fresh water, forest and endangered species.

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2% of creative actions specifically focused on SDG 14, Life Below Water.

Creative Advocacy to Support Ban on Single-Use Plastics and Styrofoam in Belize

Longtime partners Blue Ventures and Sarteneja Alliance for Conservation and Development (SACD), based on Belize’s northern coast, came together for a clinic focused on reducing single-use plastics. In 2019, Belize announced a ban on single-use plastics and Styrofoam. This move was critical for the preservation of the ocean, which is important from a biodiversity perspective but also from an economic perspective: Belize relies heavily on fishing and tourism.

However, in Sarteneja and other communities around Belize, those affected by the ban were not included in the conversation. SACD and Blue Ventures, with support from Creative Action Institute, implemented a 3-day workshop coinciding with International Ocean’s Day. Through the workshop, the creative environmental leaders engaged women business owners, staff and artisans to think about their role in supporting the ban on single-use plastics and Styrofoam and the impact of these products on the environment and residents’ day to day lives. Single-use plastics and Styrofoam are commonly used at markets and large family and community gatherings. Recognizing the role they could play, participants and community members created 11 signs and installed them in strategic locations around the village to help spread awareness to the 3,500 residents of Sarteneja. They also screened an animated movie about the ocean and facilitated a dialogue using the Art Code process, which involved 64 community members. Through this process, there was increased awareness and commitment to supporting the ban. Additionally, both SACD and Blue Ventures had increased capacity to facilitate creative dialogue about the ban.

Girl Leaders Use Theatre to Address Climate Change

Ghana loses approximately 65,000 hectares of forest (think just a little smaller than New York City and little bigger than Chicago) each year due to increased clearing for agriculture, logging, firewood, and building. Deforestation has been identified as a key contributor to climate change in Ghana. In northern Ghana, Conservation Alliance International is working with students to change this behavior and counteract it by planting trees and engaging girls, who often disproportionately bear the impacts of climate change. 30 girls at the Danin Sheli Junior High School worked with Conservation Alliance and artist Stephen Ofori, a theatre artist and environmental leader who has been trained by Creative Action Institute, to create theatre performances to educate and address these environmental problems. They performed three different skits about climate change and the negative effects of open defecation, wildfires, and deforestation for over 700 school children, teachers, and community members. As a result of these performances, the community learned about the best ways to protect the environment, and adopted some strategies for similar social and community intervention.

Adrian reports, “We have previously done informative talks in these schools, but this was the first time that we used fun and artistic tools to advance the objectives of the workshop. The interest generated by it was high! Not only the children, but the parents and teachers were very motivated to participate in the restoration project that we just started last year in that zone.” ECOAN plans to replicate these activities in other schools with a focus on other endangered species. The parents have also helped him identify additional sites where they can plant native species important to the hummingbirds.
129 leaders
22 institutions
8 countries

East African Girls’ Leadership Summit and Mentor Program (EAGLS)
East Africa

Strategic Focus: Gender Equality - EAGLS

The Challenge
Girls’ education is critical for achieving gender equality and addressing climate change and is a right in and of itself. However, 49 million girls are out of school in sub-Saharan Africa, with 31 million of those girls out of secondary school. There are many social practices that signal to girls that they do not belong in school, resulting in lower attendance and retention of African girls in school. For example:

- Families prioritize resources for educating boys over girls: Because of this gender discrimination, girls are not sent to school if resources are scarce or become scarce.
- Child marriage: 40% of girls in Sub-Saharan Africa are married before age 18. Child marriage often results in girls not attending 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, resulting in teen pregnancies: Sub-Saharan Africa has the highest rate of teen pregnancies in the world. 33% of teens in Uganda, 28% in Tanzania, and 26% in Kenya become pregnant before age 18.

How We’re Taking Action
The East African Girls’ Leadership Summit and Mentor Program develops the leadership and advocacy skills of East African girl leaders and mentors, creating a powerful regional network equipped to break down the many socio-cultural barriers to girls’ education and gender equality. As a result, more families and communities understand the importance of girls’ education and more girls enroll and stay in school.

Intersection of Gender with Climate and Environment
In both of our annual programs, we saw an increasing number of creative actions that addressed both climate change or other environmental issues and gender equality or girls’ education. Increasingly, our grassroots partners are observing and responding to differences among women and men as well as girls and boys with regards to the environment. Women/ girls and men/boys often consume resources differently, have different access and power over natural resources, are acknowledged differently for their role and knowledge in managing resources, and experience the impacts differently. Many actions from our Creative Environmental Leaders addressed cross-cutting issues: notably 29% of creative actions focused on SDG 5, Gender Equality. Girls and women are increasingly seen as critical to developing and implementing solutions to climate change and environmental degradation and gender equality is central to supporting their involvement in climate change solutions.

In our East African Girls’ Leadership Summit and Mentor Program, 23% of creative actions focused on environment related issues such as climate change (SDG 13), pollution, fresh water, forest, and species conservation (SDG 15). This was the first year that we have seen significant cross over among our EAGLS creative actions and suggests an increasing impact of climate change on girls.
2019 Program Update
Since 2015 we have worked with 231 girls and 76 mentors at 35 organizations in 5 countries. In 2019 we celebrated our fifth year of EAGLS!

The programming this year included two levels of mentor training. First year mentors participated in Foundations of Creative Mentorship and Facilitation and completed a practicum at the Summit where they practiced mentorship and facilitation skills, receiving feedback from Creative Action Institute. Second year mentors participated in Advanced Mentorship and Creative Advocacy, deepening their skills to support girl leaders as they advocate for girls’ education and gender equality. Among this group, four mentors joined the Creative Action Institute team to implement our first Summit facilitated by an all East African team.

The Summit itself included 59 girls from 8 countries. Each year, we infuse the Summit with creative and participatory processes that allow girls to take ownership of their learning and their potential. Through reflective and collaborative activities, the Summit builds girls’ personal leadership skills (self-confidence, public speaking, creative thinking, collaboration, etc.). Through sessions that encourage deep analysis and creative dialogue, girls increase knowledge of their human rights. Through theatre, song, and visual arts, girls practice teaching each other and advocating for their human rights at a personal level and within their schools and communities.

2019 Summit Highlights:

1. Local artists attended and supported parts of the Summit so that girls had additional technical support on using art and creativity as an advocacy and educational tool.
2. A site visit to the UN offices in Nairobi helped frame the girls’ advocacy efforts in their communities as part of a global effort for girls’ education and gender equality. It also framed our conversation on climate change and protecting the environment.
3. Climate change is a pressing issue globally and for the girls who attend the Summit. This year we added activities to think about climate change and the role girls can play to help mitigate its impacts.

Engaging Parents Through Theatre to Reduce Child Marriage in South Sudan
In South Sudan a third of women ages 20-24 were married by the time they were 18, although legally girls can be married starting at age 10. Nadia, a mentor and staff member of Crown the Woman South Sudan, works to address the issue of rising cases of child marriage and teen pregnancy in South Sudan. Nadia has an ambitious goal to reduce child marriage in order to increase enrollment and retention of girls in the schools where she mentors female students.

Recognizing that parents are critical to achieving this goal, Nadia successfully advocated for Crown the Woman to participate in the parents’ meeting at Don Bosco Secondary School to give the girl leaders an opportunity to activate their leadership. Inspired by what they had learned through the EAGLS and Mentor Program, Nadia and her mentees used theater as a tool to build empathy and raise awareness among 70 parents. They created and performed a skit about child marriage and its negative effects, which included girls not...
Strategic Focus: Gender Equality - EAGLS

Removing Stigma and Increasing SRHR Services and Knowledge in Kenya

Sharon, a teacher based in Kenya, participated in our Mentor Program starting in 2017. Since then, she started her own organization and established 5 girls’ clubs that focus on girls’ education and gender equality at 5 local schools. In Turkana, 1 in 5 girls ages 15-19 have already begun having children. This contributes to the high rates of drop out become pregnant. This is partially due to lack of knowledge of SRHR as well as social norms that make accessing available services challenging. Once girls become pregnant they are unlikely to return to school.

Building on her previous work, Sharon worked in collaboration with two health facilities to create a safe space where girls can access services without being subject to stigma. Saturday was selected as a day for girls to get access to girl-friendly SRHR services. Using the girls’ clubs as a platform, Sharon, her fellow mentors and EAGLS alumni implemented activities to raise self-confidence among the girls as well as ensure they understand their sexual and reproductive rights and the impact of preventing teenage pregnancy. As a result, 153 girls committed themselves to avoid teenage pregnancy. Sharon reports that as of December 2019, the rate of teen pregnancy among girls who are in Girls’ Castle is 1 in 153 girls (versus 1 in 5 in Turkana County). This is something to celebrate!

Wiser Peer Counselors Use Creative Tools to Address Teenage Pregnancy in Kenya

Wiser International is based in Kenya. As in many other communities in East Africa, teen pregnancy is a common cause of girls dropping out of school. And like many of our partners, the mentors and EAGLS alumni from Wiser felt a deep responsibility to use what they learned to break down barriers to girls’ education. Nipher, a second year mentor in our program, conducted workshops with Wiser’s youth peer counselors, training them to use Creative Action Institute tools to develop leadership and advocacy skills by undertaking efforts to address teen pregnancy. With the help of peer counselors, girls discussed teenage pregnancy and its root causes, how they can stop it and what role they can play in these efforts. The girls then performed skits and poems sharing their insights with guidance and counselling departments, teachers, students and heads of schools. As a result of their success in the school, Wiser was invited to expand its work to 7 additional schools in the same community. The Wiser girl leaders led discussions with 437 students from these schools and facilitated sessions that invited the students to share causes of teenage pregnancy and how girls can contribute towards achieving a solution. The students then performed skits and poems sharing their insights with guidance and counselling departments, teachers, students and heads of schools.

Cultivating Girl Leaders to Advocate for Gender Equality in Kenya

Like the rest of Sub-Saharan Africa, Kenya experiences a high rate of girls who are out of school. By grade 5, only half as many girls as boys attend school in Kenya. Child marriages, teenage pregnancies, traditional gender role expectations, and limited finances result in girls dropping out of school. Using EAGLS as a model, Rafiki Wa Maendeleo Trust (RWMT) held a one-day leadership summit for girls ages 14 - 20, during which RWMT addressed issues such as teen pregnancies, gender equality, and the importance of girls’ education. With 31 girls from 11 schools across 4 counties in attendance, the summit aimed to help young girls develop leadership, self-awareness, and critical thinking skills through Creative Action Institute activities like the Leadership Tree, Girls Declaration, and the One Billion Rising campaign.

The girls also committed to host leadership trainings in their own schools through the creation of extra-curricular clubs, worked to raise awareness and advocacy skills of roughly 490 students across 6 schools, and promised to provide peer support to help reduce cases of teen pregnancies. As a result of the training, the girls reported they felt transformed, embracing their capabilities as leaders and agreeing to share the training with their local schools. A community leader who participated in the training requested the girls to host additional summits in the region to keep girls in school and decrease teen pregnancies and early marriages.

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65% of creative actions focused on SDG 3, Good Health and Well-being.

This includes access to sexual and reproductive health and rights (SRHR) and reducing teen pregnancy. Since teen pregnancy is one of the leading factors for girls not staying in school, this was a leading focus for many of the advocacy efforts.

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Building Confidence and Peer Groups to Succeed in Education
Throughout East Africa, it is common for girls to leave school before they receive their diploma. Social norms and classroom experiences often leave girls feeling ill-prepared or not confident in their studies and academic abilities. This issue is compounded for refugee girls who are further marginalized. Kenya hosts over 470,000 refugees - making it the fourth largest refugee hosting country in Africa. RefuSHE Kenya, an organization that supports refugee women and girls in East Africa, wanted to ensure that the girls in their program felt ready and positive about their upcoming exams, so they conducted a life skills session with 40 girls who were preparing for their National Examinations (KCPE). During the session, the RefuSHE team utilized creative activities gleaned from Creative Action Institute’s model to help the girls feel empowered and motivated to achieve high marks in their upcoming exams. By the end of the session, the girls felt more encouraged and capable than they had before, and displayed a newfound inspiration to succeed: students started coming earlier for classes and forming discussion groups in preparation for their exams and ultimately 38 of the 40 girls sat for the exam. 5 girls decided to go onto additional formal education, 20 are going onto vocational school, and the others are undecided.

Using Skits, Song, Poetry, and Radio to Engage Girls and Parents in Rwanda
Neema, of Young Women Empowered (YWE), is a second year mentor. She shared, “The big problem we have is the number of girls who drop out of schools. We want education for all girls, so we are mobilizing the community by talking to parents to bring girls back to school.” YWE engaged 70 parents, over 470,000 refugees - making it the fourth largest refugee hosting country in Africa. RefuSHE Kenya, an organization that supports refugee women and girls in East Africa, wanted to ensure that the girls in their program felt ready and positive about their upcoming exams, so they conducted a life skills session with 40 girls who were preparing for their National Examinations (KCPE). During the session, the RefuSHE team utilized creative activities gleaned from Creative Action Institute’s model to help the girls feel empowered and motivated to achieve high marks in their upcoming exams. By the end of the session, the girls felt more encouraged and capable than they had before, and displayed a newfound inspiration to succeed: students started coming earlier for classes and forming discussion groups in preparation for their exams and ultimately 38 of the 40 girls sat for the exam. 5 girls decided to go onto additional formal education, 20 are going onto vocational school, and the others are undecided.

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Increasing Number of Girls Staying in School in Tanzania
The interrelated issues of teen pregnancy, child marriage, FGM, and deforestation contribute to girls dropping out of school, requiring a multi-pronged solution. Hilda, a mentor with Tanzanian organization City of Hope, worked with girls to use creative advocacy skills, theatre, role-play, song, and dance to convey to cultural and religious leaders the impact of FGM and child marriage, and engage in meaningful dialogue to consider the issues. Through this process, the 10 cultural leaders committed to end FGM and 12 religious leaders agreed to discourage its members from practicing FGM. She also started a mentor program for 50 girls from 5 different local schools, replicating much of the EAGLS tools to build confidence, agency, and leadership. Hilda reports that 100% of the girls in this program transitioned into the next grade! These same girls also committed to planting trees to help counteract the impact of deforestation.

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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. Boys are also affected by gender role stereotypes and expected behavior, which affects their performance in and out of the classroom.

How We're Taking Action
Creative Action Institute was contracted by the Forum for African Women Educationalists (FAWE), UNICEF, and UNESCO, to substantially revise FAWE's 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. In order for this to effectively take root across Africa, we are collaborating with these partners to train the professors at Teacher Training Colleges who will then train new teachers to successfully create gender responsive classrooms. As a first step, we conducted a validation workshop in 2018 with representatives from Ministries of Education and Teacher Training Colleges from 10 African Countries. Then in early 2019, we conducted the first training of trainers workshop in Malawi with 43 educators from 13 countries. We will continue to support FAWE, UNICEF and UNESCO in the rollout of this toolkit through ongoing capacity building.

Anticipated Impact
The toolkit will be used by these teacher educators as well as others to:
1. train new educators;
2. heads of schools and other school administrators; and
3. in-service teachers.

The impact of making classrooms inclusive will be measured by ministries of education, but we know that the impact will have a huge ripple effect across the lives of millions of students both in terms of educational attainment as well as in their lives -- an additional school year can increase a woman's earnings by 14% in Sub-Saharan Africa.

EVENTS: SEEN AND HEARD

Catalyst Conversations: Exploring the Intersection of Gender and Climate Change
In 2019, we convened a diverse group of global citizens in Boston and New York to explore the intersection of gender and climate change, an issue that is increasingly central in the places we work as girls and women are disproportionately impacted by climate change. Using a highly participatory and engaging format, these conversations allowed for a respectful and lively exchange of diverse perspectives using creative dialogue tools that we regularly use in our work across the globe.

The Obama Foundation Summit: Connecting on a Global Stage
This year we were invited to participate in the Obama Foundation Summit. What a fantastic opportunity for our team to connect with other leaders advocating for girls' education globally! We invited one of our EAGLS Mentors, Kansiime Honest Fortunate of Girls to Lead Africa, to join us at the Obama Foundation Summit where she shared her leadership journey as part of a panel discussion. Our Africa Regional Coordinator, Veronica Thamaini had the distinct honor of sharing her leadership journey on stage and introducing Michelle Obama.
2019 PROGRAM PARTNERS

48 Cantones
A Rocha Ghana
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Ministry of General Education, Zambia
Mongu Catholic College of Education
Monogoro Teachers College
Moroto Primary Teachers’ College
Mujeres Artesanas Roatan (MAR)
National Teachers College of Malawi
National Teaching Council, Ghana
Nkowi Junior High School
Nurture Africa
Nyilolwe Initiative
Obbu Methodist Junior High School
OnePlanet
Pippie Anglican Junior High School
Planeta Océano
ProPeten
Pueblos Indígenas Amazónicos Unidos en Defensa de Sus Territorios (PUINAMUDT)
Rafiki wa Maendelelo Trust
RefuSHE
Rwanda Education Board/Ministry of Education
Saphichay
Sarteneja Alliance for Conservation and Development (SACD)
Sega Girls Secondary School
Sociedad Peruana de Derecho Ambiental
St. Joseph’s College of Education
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UNESCO Field Office Kampala, Uganda
UNESCO-IICBA
UNICEF ESARO
UNICEF Liberia
UNICEF Malawi
Water Resources Commission
Wiser International
Young Women Empowered (YWE)
Creative Action Institute continued to maintain diversified sources of income this year. We are grateful to have growing community of foundation, corporate, and individual funders as well as committed partners that make our work possible. Please see the end of this report for a complete list of supporters and partners.

We experienced growth in both direct payment, which is earmarked for specific projects, and individual giving which supports our work, globally. Income exceeded expenses this year, more significantly than in previous years and primarily reflects funds secured for projects occurring in 2020.

The numbers above represent forecasted numbers.

Creative Action Institute’s work supports grassroots and emerging leaders in catalyzing sustainable change in their communities. In both our annual programs and contract work, we align our human and financial resources with the United Nations’ Sustainable Development Goals (SDGs), which were set as global targets for 2050. While all of the SDGs are crucial to building a better planet, we focus our work on those SDGs that advance gender equality and create a sustainable planet. In 2019 we experienced growth in contract work that supports girls’ education as well as our East African Girls’ Leadership Summit and Mentor Program, resulting in increased allocation of our budget to advance gender equality and girls’ education. However, the intersection between gender equality and climate and environment is apparent now more than ever, and as such we have woven both topics into all our programming. (For more details about this intersection, please refer to our feature on page 12.)
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