



*Documenting Feminist Visions  
Creating Critical Communications  
Strengthening Social Movements*



# Isis International ANNUAL REPORT 2011-2012



## Introduction

In today's globalized world, women are facing new challenges including growing economic and food crises, climate change, natural disasters and the continued growth of fundamentalisms and armed conflicts that are hitting women and children the hardest. At the same time, empowered women constitute an important force to contribute to finding solutions to these challenges. More than ever, women need the kind of advocacy, communications and capacity building activities that Isis International provides.





## OUR MISSION

Isis International has been consistent in its mission to advocate for the realization of women's human rights in the struggle against patriarchal and fundamentalist forces by documenting feminist visions, creating critical communications, and strengthening social movements. Working primarily with women's groups and networks that use communications for women's empowerment, Isis employs feminist analyses, multimedia production, advocacy, networking, and capacity-building strategies.

## OUR VISION

We envision a world where women's access and ability to actively participate in media and information and communications systems contribute to women's empowerment and development.



## Redefinitions

In 2010 the world lapsed into an economic downfall that affected many individuals worldwide. Several large private corporations found themselves gasping for air and some funding agencies were making hard decisions about their missions and redefining their funding priorities.

Isis International was not immune to this global economic meltdown. Isis lost a large portion of expected and committed funds. Cai Yiping, then Executive Director was able to hold Isis' sails as it weathered the rough waters of the time. She did this with strength and leadership and with a team of women who hung in there. Cai Yiping, Isis Executive Director of 5 years returned to Beijing, China, her native home, in 2012.

At this time of cutbacks and mounting requests, Isis had to begin a process of self-reflection, asking the questions: What is our strength? And, how can we work with what we have? As Isis worked to focus on the answers, it entered a milestone. Isis as a whole became more appreciative and aware that its strength lay in its community of women and partners. This stemmed from its 40 years of experience in the women's movements and its consistent commitment to be a feminist organisation that believes in social movement building with women who don't necessarily belong to organized structures, but who are organic to the issues they address. Because of this, Isis felt the need to redefine the meaning of grassroots women to refer to those women affected by the issues at hand, and who are working to change their current conditions. The term grassroots can no longer simply define women from impoverished sectors.

## Taking Stock

At a time when many organisations have gone into specialisation to ensure survival, Isis International continues to focus on its mission of working towards enriching social movements by bringing in current women's issues with a feminist perspective. It continues to use the convergence of mainstream and alternative communication tools to bring women's issues to the local, regional and global arenas with utmost clarity and with a feminist analysis. Through capacity building that starts with analysis of self-empowerment, Isis' long years of using communication tools and the media for advocacy has been turned into training modules to share with groups that may just be starting out.

In order to focus on its strengths - the organisation was able to institute crucial adjustments in governance, actualizing change in 5 different dimensions.

Twenty years ago, Isis had the foresight and funding to purchase its own space. This physical space, better known as Isis International House, or Bahay ni Isis in Filipino, has become an active and safe space where women can lodge, meet and research from Isis' extensive collection of feminist archives.

In 2010, Isis launched what it called the Activist Schools, a project that focuses on Isis' training capacity in the field of Information Communication, as well as feminist analysis in the use of communication. These projects reach women from all over the globe.

Isis International has learned valuable survival skills and important life lessons. For instance, it puts more weight on building matching funds for partner agencies, instead of relying on the full grant to run a project. Its own income generating activities allow Isis to put up a percentage of its operating costs, which ensures basic sustainability of the organisation.

Isis' working style has evolved to use technology in developing a working model of decentralization as it tapped into its larger community of feminist advocates to bring in volunteerism that has enriched the organisation's work and focus. The biggest value gained from this experience will have to be freedom. Isis International today enjoys the freedom to do the few things it loves exceptionally well. The organisation believes that recognition and support will follow the shift to focus on things that really matter.

## Information Communication for Women's Empowerment and Social Movements Building

What sets Isis International's information, publications and social media initiatives apart from most other women's media and from academic organisations is its sharing of information, material and articles directly from feminist activist organisations, grassroots and marginalized communities, unfiltered by mass media or academics. Priority is given to the smaller groups over the larger, more well-funded organisations that already have a wide circulation. Occasionally, the UN and other such sources are used if the information has an important impact on activists, grassroots and marginalized women.

### Women in Action (WiA)

The Women in Action (WiA) magazine is Isis International's long-standing publication, facilitating information exchange among women's movements since the 1970s. It continues to provide a space for feminists and activists in the Global South to articulate and strengthen gender analysis on various issues. It was formerly produced three times a year, printed in 2,000 hard copies and distributed globally to individual subscribers, women's organisations, social movements, media institutions, libraries, academe, information and communication technology advocates, development cooperation agencies, and government bodies.

In 2012, due to limited funds, Women in Action ceased its print publication. It is now produced occasionally in CD format and is available online for download. In 2012, Isis produced in CD format an issue on women and peace. This issue focused on women Peace Builders from around the world who are struggling with the current and long-standing issue of conflict and, for others, the challenges encountered in peace building. This issue contains such features as:

#### **Girls in Fragile Context Join Peace Dialogue**

by Jenny Becker

[http://www.isiswomen.org/phocadownload/print/isispub/wia/wia2012/wia2012\\_01featuresjennybecker.pdf](http://www.isiswomen.org/phocadownload/print/isispub/wia/wia2012/wia2012_01featuresjennybecker.pdf)

#### **Serbian Women Take Steps to Advance Peace Initiatives**

by Vesna Jaric

[http://www.isiswomen.org/phocadownload/print/isispub/wia/wia2012/wia2012\\_02featuresvesnajaric.pdf](http://www.isiswomen.org/phocadownload/print/isispub/wia/wia2012/wia2012_02featuresvesnajaric.pdf)

#### **Meeting the Challenges of Displaced African Women**

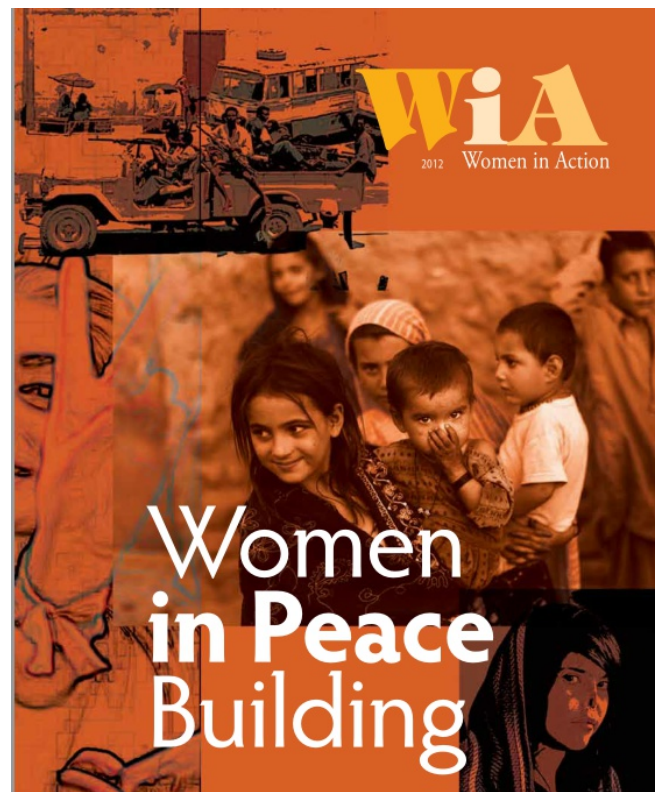
by Marie Anne Zammit

[http://www.isiswomen.org/phocadownload/print/isispub/wia/wia2012/WIA2012\\_03FeaturesMarieAnneZammit.pdf](http://www.isiswomen.org/phocadownload/print/isispub/wia/wia2012/WIA2012_03FeaturesMarieAnneZammit.pdf)

#### **Women Building Peace in Africa**

by Isis Wicce

[http://www.isiswomen.org/phocadownload/print/isispub/wia/wia2012/wia2012\\_04featuresisiswicce.pdf](http://www.isiswomen.org/phocadownload/print/isispub/wia/wia2012/wia2012_04featuresisiswicce.pdf)



[http://www.isiswomen.org/index.php?option=com\\_content&view=article&id=1596](http://www.isiswomen.org/index.php?option=com_content&view=article&id=1596)

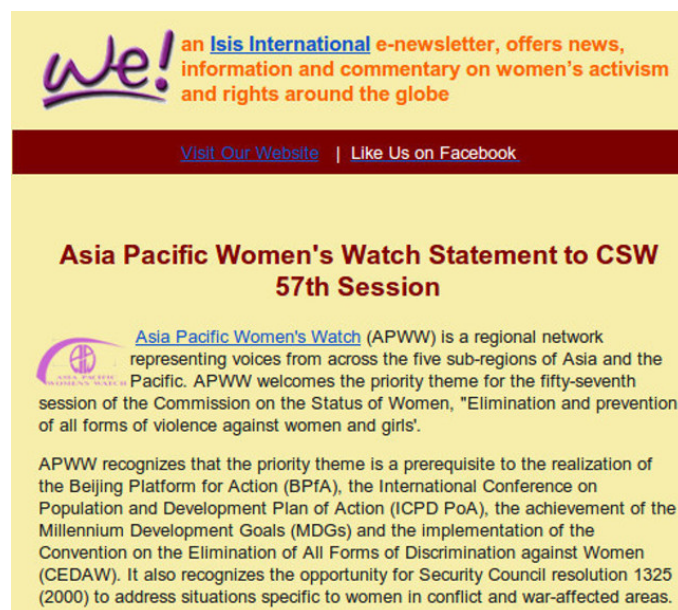
## we!

Isis International's electronic advocacy newsletter provides global news and information on women's activism and women's rights, with a special focus on grassroots women and feminism in the Global South. It is also a vehicle for opinion and commentary from a Southern feminist perspective and from grassroots women. Its overall goal is to strengthen women and women's organisations working for women's rights and empowerment.

we! has been published since 1993. It began as a vehicle to keep women's groups in the Global South informed about the key issues and preparatory events for the Beijing UN Conference and NGO Forum on Women in 1995. It proved to be a much needed and appreciated vehicle for information so Isis International continued to produce it, first in paper format and then electronically.

In 2011, Isis International updated the format and frequency of we! in keeping with the latest research on how people read electronic newsletters. The we! mailing list as of 2011 consisted of 1,025 subscribers, and it keeps growing.

we! was formerly produced on a monthly basis, Since mid-2011, it has been produced at least once a week, and even more frequently when there are urgent news updates and important information to share from grassroots activist groups.



### In 2012, still on a weekly basis, we! highlighted key issues such as:

- 16 Days Broadcast - Campaign to Denounce Gender Violence
- The Future Asia Pacific Women Want
- Asia Pacific Women's Watch Statement to CSW 57th Session
- World Social Forum, Tunis, March 2013
- UN Security Council calls on the International Community to Support the Role of Women's Civil Society Organisations in Peace Building
- Gender, Sexuality and Communications: Towards Strengthening the Leadership of Queer Young
- Women in Francophone West Africa
- Remembering our Feminist History and Roots
- Launch of the Pacific Regional Action Plan on Women, Peace and Security: Women Peace Advocates Laud and Celebrate Historic Framework Agreement
- What Future for Women in Egypt?

### In 2011, we! covered issues such as:

- Zanan TV: Alternative Space of Iranian Women's Movement
- 16 Days of Activism Against Gender Violence 2011: What's Happening Around the World
- Reaching Out from Community to Community with the Voice of Empowerment
- Giving a Voice to the Voiceless Through Community Radio
- Our Bodies, Ourselves 2011 Edition
- Afghan Women Request Your Support



## Isis International's Website



Isis International maintains a regularly updated website on <http://www.isiswomen.org>. The use of the Internet has intensified Isis International's advocacy work and its reach. Its online presence through social media is a rich source of information and frames of analysis, supporting the strategies and activities of activists on the ground, as well as those of the grassroots and marginalized communities. It provides accessible, relevant and timely information and documentation on issues of importance to the lives of women and marginalized people. Regularly updated materials are made available online including past issues of WiA, We!, toolkits and guides, audio and video resource materials, community radio and media capacity building materials and modules, information from and resources produced by the Isis International Activist Schools, and more.

The Isis website averages 15,000 different user visits per month. The following are sample comments from website visitors received in 2011:

*"Hello, I am a university student from Finland and just came across your wonderful webpage. I think you have managed to gather great deal of information here, I've spent few hours just browsing through different articles and it's been very enlightening. Big plus for the versatility of different media formats used – it's great to see you have videos and speeches here too. As a journalism student (and hopefully future journalist) I found especially the publication about engendering peace journalism very interesting. Thank you!"* - Heini Huhtinen Monday, 21 November 2011 | Finland

*"I really found this website informative. I downloaded as much as possible. I would like to thank the Isis team for a job well done in connecting feminists from all over the world. I am the founder of a young feminist organisation in southern Africa and this information that I got from you will be shared among my network."* - Florence Khaxas Monday, 19 September 2011 | Namibia

*"A lot of thanks for all your valuable efforts on this web page. My niece takes interest in making time for investigations and it's simple to grasp why. Enjoy the remaining portion of the new year. You're performing a remarkable job."* - Maxman568 Thursday, 27 January 2011

In 2010, Isis joined the social network arena by creating a Facebook page:

<http://www.facebook.com/IsisInternationalOrg>  
It was originally set up as a venue for communication among the participants in the Activist School training sessions. By mid-2011, about 406 people "Liked" the Isis Facebook page. From mid-2011 to the end of 2011, the number of people "Liking" the Isis page grew to 591, representing people in every continent.

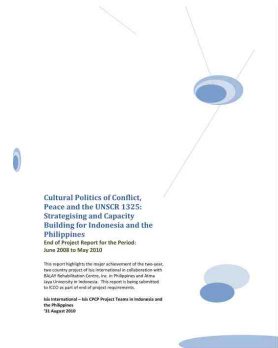
The content of Isis International's Facebook page focuses on appeals for action, calls for papers, announcements of meetings and events, and short articles and notices, including photographs, videos and posters. The announcements, photos and short videos are generally "Liked" by more people than the longer articles, reflecting the way people use social media. Isis' Facebook page has 1180 likes as of December 31, 2012.



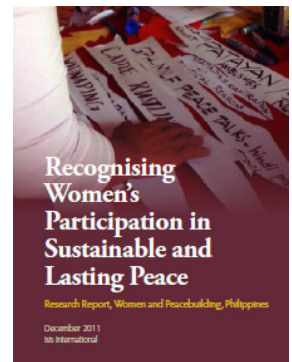
## Research Projects and Special Publications

Affirming the importance of informed advocacy, socially relevant research, and collaborative thinking, Isis engages in action research projects with its partner organizations and networks. The findings from the research projects support the Isis Activist School in building innovative frames for feminist analysis and new ways of knowing. Below are brief descriptions of some of these research projects:

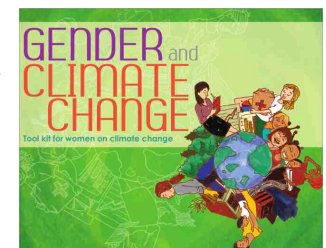
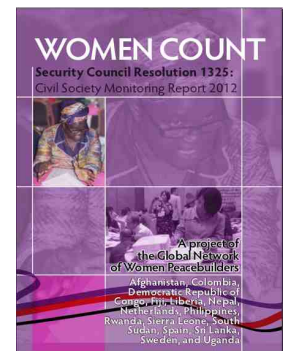
- Isis International, in collaboration with the Kartini Network, embarked on a research entitled “Surfacing Lesbian, Bisexual and Transgendered Women’s Issues in the Philippines: Towards Affinity Politics in Feminist Movements”.<sup>1</sup> Affinity politics, the framework of the study, argues that the basis for coalition-building is affinity rather than identity. It recognizes the specificity of needs and issues of each group and the diversity of forms of oppression each group experiences. A copy of the research report is available on the Isis website.
- Cultural Politics of Peace, Conflict and UNSCR 1325<sup>2</sup> was about women’s participation in peace building. The organisation worked with 30 women from two countries, Indonesia and the Philippines. Funded by ICCO, an inter-church organisation for development cooperation.
- In 2011-2012 Isis International concluded a study on Recognizing Women’s Participation in Sustainable and Lasting Peace in the Philippines.<sup>3</sup> A second study with funding support from ICCO, this project involved working



with 45 women from the community. Isis International realised it is essential to initially find out to what extent, if at all, do peace advocates include or consider women and gender in their peace work.



- The Portrayal of Women in Peace in the Philippines is a survey of one newspaper coverage of women peace builders from 2011-2012. It forms part of a full report titled Women Count 2012 Security Council Resolution 1325: Civil Society Monitoring Report<sup>4</sup>, done in partnership with WeAct, a national network of Women in Peace-Building, and with support from the Global Network for Women Peace-Builders.
- In 2012 Isis launched its Gender and Climate Change: Toolkit for Women on Climate Change<sup>5</sup> at the UNCSW. This toolkit on Gender and Climate Change is part of an important endeavor by Isis International to explore innovative and strategic ways to communicate gender justice and climate justice issues from Southern feminist perspectives. This groundbreaking toolkit was supported by Oxfam Novib.



<sup>1</sup>[http://www.isiswomen.org/index.php?option=com\\_phocadownload&view=file&id=393:surfacing-lesbians-bisexual-women-and-transgendered-people-s-issues-in-the-philippines&Itemid=382](http://www.isiswomen.org/index.php?option=com_phocadownload&view=file&id=393:surfacing-lesbians-bisexual-women-and-transgendered-people-s-issues-in-the-philippines&Itemid=382)

<sup>2</sup>[http://www.isiswomen.org/index.php?option=com\\_phocadownload&view=file&id=394:cultural-politics-of-conflict-peace-and-the-unscr-1325-strategising-and-capacity-building-for-indonesia-and-the-philippines&Itemid=382](http://www.isiswomen.org/index.php?option=com_phocadownload&view=file&id=394:cultural-politics-of-conflict-peace-and-the-unscr-1325-strategising-and-capacity-building-for-indonesia-and-the-philippines&Itemid=382)

<sup>3</sup>[http://www.isiswomen.org/index.php?option=com\\_content&view=article&id=1610:recognising-women-s-participation-in-sustainable-and-lasting-peace&catid=163&Itemid=240](http://www.isiswomen.org/index.php?option=com_content&view=article&id=1610:recognising-women-s-participation-in-sustainable-and-lasting-peace&catid=163&Itemid=240)

<sup>4</sup>[http://www.isiswomen.org/index.php?option=com\\_phocadownload&view=file&id=397:women-count-security-council-resolution-1325-civil-society-monitoring-report-2012-republic-of-the-philippines&Itemid=382](http://www.isiswomen.org/index.php?option=com_phocadownload&view=file&id=397:women-count-security-council-resolution-1325-civil-society-monitoring-report-2012-republic-of-the-philippines&Itemid=382)

<sup>5</sup>[http://www.isiswomen.org/index.php?option=com\\_content&view=article&id=1530:gender-and-climate-change-toolkit-for-women-on-climate-change&catid=163:publications&Itemid=240](http://www.isiswomen.org/index.php?option=com_content&view=article&id=1530:gender-and-climate-change-toolkit-for-women-on-climate-change&catid=163:publications&Itemid=240)



## Training and Capacity Building

In 2010 Isis launched what it called the Isis Activist School. Not intended to be a physical or traditional school, it was envisioned to be a place where Isis could work with activists so they could make use of information to give expression to their own vision of social change. Since its launch in 2010, the Activist School has raised the voices of marginalised women and groups, and strengthened their cause-oriented advocacies including: addressing gender-based violence; peace building; lesbian, gay, bisexual and transgender (LGBT) issues; engendering climate justice, migrant rights; citizen journalism; and other human rights issues.

The school is all about communication for social change. The Isis International Feminist Activist School builds capacities in using media and communications for advocacy, social change and women's rights. This can take the form of in-house or on-site training workshops, seminars, roundtable discussions, and study tours. The training sessions, however, go beyond the development of skills and talents and bring into the mix various political perspectives and analysis of certain topics. Isis infuses the trainings with feminist analysis of the issues and focuses on the users as empowered women.



The School aims to:

- strengthen social movements and advocacies through the strategic use of media and information and communication technologies (ICTs);
- enhance women's skills and knowledge in communication technologies, and create a network of international women communicators.

The school also organizes dialogues, lectures, study groups and discussion foras. In 2011 the Activist School carried out the following:

**Strengthening Young Women's Leadership, Advocacy and Movement Building** was a five-day training programme to learn about strengthening young women's leadership, advocacy and movement building in anticipation of the 55th UN Commission on the Status of Women (UNCSW 55). The five-day training took place on 24-28 January 2011 at the Isis International Women's House. The training was attended by fourteen (14) young women leaders working on the issues of sexuality and lesbian, gay, bisexual and transgender (LGBT), gender-based violence, women with disability, women's political participation

and peace building, and other women's human rights issues. These young women came from seven countries within Asia: Cambodia, China, India, Indonesia, Kyrgyzstan, Philippines and Sri Lanka. Six of the participants were also Global Fund for Women (GFW) Millennium Development Goals (MDG) grant partners, and one participant was a GFW staff.

The workshop began by creating a positive space, emphasizing inclusivity and an open heart and mind that would help them with their learning and sharing. Feminist journalism, interviewing techniques, as well as feminist development communication theories were some of the topics discussed during this training. These sessions were followed by hands-on workshops on audio production and editing for podcasts, as well as video production for advocacy. The practical skills were developed through an in-depth discussion about the possibilities and limitations of social media for feminist advocacy, exploring various social media tools such as Facebook, Twitter, YouTube, and blogging. Towards the end of the workshop, the participants were provided an overview and history of southern feminism and the United Nations Commission on the Status of Women (UN CSW) as a site of historic struggle for women from the Global South. It was stressed that the UN CSW is not the only important forum for women from the Global South to engage in. It was also emphasized that all women, whether physically present at the CSW or not, could support the work of women from the Global South.



**Mama Cash Voice Convening.** Isis International, one of Mama Cash Voice Programmeme's 33 grantees co-hosted the Mama Cash Voice Convening in Quezon City, Philippines on 25-28 May 2011. This convening provided the space for Mama Cash grantees to give direct feedback to Mama Cash and link with each other to share experiences and build alliances. It was considered a major step towards women's movement building. The participants came from Armenia, India, Iraq, Kyrgyzstan, Pakistan, Palestine, Philippines, Serbia, Sierra Leone and Tonga. Isis International was also a participant in this event.

**Basics for Radio with Jagna Community Radio DYJP 100.1** was conducted on 3-5 November 2011 in Jagna, Bohol, Philippines. It has been a long-standing plan of DYJP to have a training for its staff and its old and new volunteers to provide them with the skills and knowledge to not only be able to run the radio station but to also understand the role of community radio, particularly as a medium that is for and by the people and voice of the voiceless. 25 volunteers and staff of DYJP participated in the Isis International Activist School 3-day training on community radio. It aimed to meet the needs of the station and covered the following topics: the medium radio and programme format; interviews, studio techniques and digital editing; and power relations in media. The training also analysed the issue of gender sensitivity and the role of women in media. It discussed how media productions and the role of the journalist can be enhanced by being conscious of the gender aspects of issues and how this can reflect a different perspective that provides the audience with a holistic report of issues and events.



**Launching Community Radio in Sagada, Philippines.**<sup>6</sup> Sagada located in the Mountain Province of the Cordilleras, Northern Philippines is home of indigenous people. By bus from the capital Manila to the rural town is a 12-hour ride along steep mountains and narrow highways. Isis International has been supporting and working with this community towards the realization of their dream of having their own radio station. Isis International conducted the Radio Skills and Community Radio Management training, as well as helped find sources of funding. To date, Bianca Miglioretto, an Isis International Associate based in Switzerland and former Communication Officer of Isis, continues to offer her assistance as consultant of Radyo

Sagada's implementers and partners. Radyo Sagada is one of the few indigenous community radio stations in Asia Pacific that is a member of the World Association of Community Radio (AMARC). Radyo Sagada 104.20 FM (Reaching out to the Community with the Voice of Empowerment) was launched in November 2011.

<sup>6</sup>[http://www.isiswomen.org/index.php?option=com\\_content&view=article&id=1516:reaching-out-from-community-to-community-with-the-voice-of-empowerment&catid=21:cim&Itemid=230](http://www.isiswomen.org/index.php?option=com_content&view=article&id=1516:reaching-out-from-community-to-community-with-the-voice-of-empowerment&catid=21:cim&Itemid=230)

### Citizenship Video Journalism.<sup>7</sup>

Isis International conducted the Citizenship Video Journalism Workshop from 8-16 December 2012 in Bangkok, Thailand. Advocating and fighting for women's human rights within the context of fundamentalisms, eight participants from Afghanistan, Egypt, Libya and Yemen participated in this training that strengthened the work that they already started as citizen journalists. These women use video and filmmaking as a way to document and report the stories and occurrences of women human rights violations in their countries through their own perspectives — perspectives that find very little space in mainstream media. The training was facilitated by Mahboubeh

Abbasgholizadeh, an Iranian activist journalist and filmmaker exiled from Iran and currently taking asylum in Washington D.C., USA, along with an assistant trainer, Aida Ghajar, also an exiled Iranian activist journalist and currently a resident of Paris, France. Feedback from the participants verified the usefulness of the skills and knowledge taught to further the participants' advocacies towards helping them make their voices heard or make it louder for an international audience.



### Sexuality and Communications: Towards Strengthening the Leadership of Young Queer West African Women.<sup>8</sup>

Isis International, together with Queer African Youth Networking Center (QAYN), conducted a leadership training with eight queer, young women leaders from Francophone West African countries: Burkina Faso, Cote d'Ivoire, Togo and Senegal. This was a five-day workshop held on 24-28 September 2012 in Burkina Faso, Ouagadougou. At the end of the workshop, the participants developed a collective action plan to create safe spaces that will facilitate the gathering of lesbians, bisexuals, women who have sex with women (LBWSW) and house their political, personal, cultural and social debates as the first step towards building a community. This plan has been implemented in their respective countries over a six-month period from November 2012 to April 2013. This training marked a new step for Isis as it conducted its first training in Africa using the

French language. All training materials were translated into French, expanding Isis' collection of training materials.

<sup>7</sup>[http://www.isiswomen.org/index.php?option=com\\_content&view=article&id=1588:citizenship-video-journalism-isisinternational-activist-school&catid=22:movements-within&Itemid=229](http://www.isiswomen.org/index.php?option=com_content&view=article&id=1588:citizenship-video-journalism-isisinternational-activist-school&catid=22:movements-within&Itemid=229)

<sup>8</sup>[http://www.isiswomen.org/index.php?option=com\\_content&view=article&id=1593&Itemid=360](http://www.isiswomen.org/index.php?option=com_content&view=article&id=1593&Itemid=360)



## Networking and Participation

Isis International and the women it works with need to be connected with the rest of the international women's movement to be able to share their work as well as obtain information. This communication and connection are crucial in Isis' main task of working with groups to advance feminist analysis, to engage in social movements and to promote women's rights. In the last two years, the organisation made it a priority to participate in selected local and international conferences, training sessions, and meetings that allowed Isis to contribute to the debates, analysis and to carry forth the issues that come from our partners and research.

### United Nations Engagements

As an ECOSOC organisation, Isis attends UN-sponsored meetings and engages in panels upon request of different UN bodies and/or in association with partners from the region.

**United Nations 55th Commission on the Status of Women (UNCSW 55).** Executive Director Cai Yiping<sup>9</sup> and Anna Dinglasan, then manager of the Information and Communication office, represented Isis in this conference. Yiping presented a paper in the panel sponsored by The International Association of Women in Radio Television (IAWRT). She talked about Isis' initiatives towards training women on feminist development communication through the Isis International Activist School. Isis has trained grassroots women in the Asia Pacific region in the use of different media and technologies in advocating for women's rights. She also talked about the challenges encountered by women, such as fear of using these technologies, the lack of user-friendly technology, the need to bridge gaps in the use of traditional media and new ICTs, and the need for effective communication strategies for women's rights.

**UN Human Rights Council Session (March 2011, Geneva).** Isis International presented a paper on The Food Crisis and Women in the Global South in the parallel session on Women,

Right to Food, Food Security and Food Sovereignty. This panel was organised by the Women's UN Report Network (WUNRN). The presentation, written by Marilee Karl, co-founder of Isis International, stressed that grassroots women have the knowledge, skills and experiences to contribute in achieving food security and upholding the right to food. Their voices should be heard not only at the local level but at the decision and policymaking levels as well. Isis International was able to bring the voices and stories of women farmers and indigenous women, rural and urban poor women, women fish workers, women organisers and activists within Isis International's network who speak about the impact of the global food crisis in their lives and communities and how they are coping with the crisis. Isis International expressed its hope for these women to take centre stage more often at international gatherings on food security, and in intergovernmental and civil society meetings. Strong women's organisations, strong women's groups within mixed organisations, strong networks of communication, support and solidarity play important roles in bringing these women to the fore. Voices of these women can be found in the issue of Women in Action (WiA) "Harvest Reaped but Hard to Reach".<sup>10</sup>

**UN Human Rights Council Session (September 2011, Geneva).** Isis International was invited to join the parallel NGO session of the UN Human Rights Council Session on Water on a panel, organised by the Women's UN Report Network (WUNRN), on Women and the Right to Water.<sup>11</sup> Marilee Karl, co-founder of Isis International wrote a paper entitled "Water is not Gender Neutral", which was presented by her daughter, Alice Foubert Hagenbach. Women bear responsibility for the provision of household water in most developing countries, but are often overlooked by development agencies when water projects move up from village level to water provider associations, large scale water projects and privatization of water distribution. Connections are only beginning to be made between the right to

<sup>9</sup>[http://www.isiswomen.org/index.php?option=com\\_phocadownload&view=file&id=312:cai-yiping&Itemid=243](http://www.isiswomen.org/index.php?option=com_phocadownload&view=file&id=312:cai-yiping&Itemid=243)

<sup>10</sup>[http://www.isiswomen.org/index.php?option=com\\_content&view=article&id=1268](http://www.isiswomen.org/index.php?option=com_content&view=article&id=1268)

<sup>11</sup>[http://www.isiswomen.org/index.php?option=com\\_content&view=article&id=1497:womenand-the-right-to-water&catid=22:movements-within&Itemid=229](http://www.isiswomen.org/index.php?option=com_content&view=article&id=1497:womenand-the-right-to-water&catid=22:movements-within&Itemid=229)

water, gender inequalities and the empowerment of women. The paper presented the voices of women speaking about the problems they face in a world where changing climate is making water more scarce in some places and is inundating others. Women's voices and stories on water and climate change can be found in the WiA publication "Women in a Weary World: Climate Change and Women in the Global South".

**The Food Crisis and Women in the Global South, UN Human Rights Council Session (March 2011, Geneva).**<sup>12</sup> Along with groups like Women Organising for Change in Agriculture and NRM (WOCAN), Women's World Summit Foundation, Women's UN Report Network (WUNRN) and FAO, Isis International presented the paper *The Food Crisis and Women in the Global South* in the parallel session on Women, Right to Food, Food Security and Food Sovereignty.

**UN Women East and Southeast Asia Regional Consultation with Civil Society Organisations (March 2011, Bangkok, Thailand).**<sup>13</sup> Cai Yiping, along with other Isis women and feminists from the region, were given by the Regional UN Women Office the opportunity to give comments and suggestions on the new structure of UN Women in the Asia-Pacific region.

Participation in key meetings, presentation of papers and hosting of fora.

In April 2011, Isis hosted an event to share with the public the research results on its study "Lesbian, Bisexual, and Transgender Issues & Proposed Strategies for Strengthening LBT Inclusion in Social Movements".

In May 2011, Cai Yiping attended a number of media-related consultations and meetings where Isis continued to advocate for the need to revisiting peace journalism with a gender lens. Isis developed a manual on peace journalism with partners from Mindanao Philippines, the Mindanaw Women Writers, Inc. (Min-WoW). This project, "Women Making Airwaves for Peace," emerged out of Isis' training sessions on radio. The manual "Engendered Peace Journalism: Keeping

Community Whole – A Guide on Gender-sensitive Peace and Conflict Reportage" continues to serve as a model for media reporting on women in situations of conflict and those engaged in peace building. Isis revisited this manual to update the analysis with the current research and promote its relevance:

**Communicating Gender Justice and Climate Justice.**<sup>14</sup> Represented by Executive Director Cai Yiping, Isis International was invited to the WACC - Asia Region Pre-Assembly Seminar on 15-16 May 2011 in Yogyakarta, Indonesia. The participation of Isis International in this global workshop contributed to the deepening of Isis' analysis on this imperative global issue of climate change. It's an analysis that ranges from the broader and human-centered perspective to the mounting resistance and to the corporate-driven false solutions that would only serve to further aggravate the catastrophe. Most importantly, Isis had the opportunity to come together with other groups to claim climate justice and explore the innovative and strategic way to communicate it through its paper presentation on *Communicating Gender Justice and Climate Justice*.

In May 2011, Isis International was invited to attend the Asia Media Summit held on 24-25 May 2011 in Hanoi, Vietnam. There was also a pre-summit workshop on "Broadcasting for All: Focus on Gender." Both the Summit and the pre-summit workshop were sponsored by the Friedrich Ebert Stiftung (FES). Isis International was invited to speak in the pre-summit workshop on the topic of media gender policy.

**Gender Equality and Aid Effectiveness Meeting.** Prior to the 4th High Level Forum on Aid Effectiveness held in November 2011, Isis International attended and actively participated in a meeting on Gender Equality and Aid Effectiveness in Brussels, Belgium sponsored by AWID, WIDE and APWLD in June 2011. The talk on aid effectiveness and the high-level discussions around development aid agreements between OECD governments have been ongoing for the past 7 years. This gender equality and aid effectiveness meeting was organised to get the

<sup>12</sup>[http://www.isisinternational.org/index.php?option=com\\_content&view=article&id=1450:the-food-crisis-and-women-in-the-global-south&catid=178:presentations&Itemid=28](http://www.isisinternational.org/index.php?option=com_content&view=article&id=1450:the-food-crisis-and-women-in-the-global-south&catid=178:presentations&Itemid=28)

<sup>13</sup>[http://www.isisinternational.org/index.php?option=com\\_content&view=article&id=1505:revisiting-peace-journalism-with-a-gender-len&catid=22:movementswithin&Itemid=229](http://www.isisinternational.org/index.php?option=com_content&view=article&id=1505:revisiting-peace-journalism-with-a-gender-len&catid=22:movementswithin&Itemid=229)

<sup>14</sup>[http://www.isisinternational.org/index.php?option=com\\_content&view=article&id=1504:no-climate-justice-without-genderjustice-the-urgency-of-engendering-climatejustice&catid=22:movementswithin&Itemid=229](http://www.isisinternational.org/index.php?option=com_content&view=article&id=1504:no-climate-justice-without-genderjustice-the-urgency-of-engendering-climatejustice&catid=22:movementswithin&Itemid=229)

input of feminist and women activists on gender equality-related language in preparation for the 4th High Level Forum (HLF4) in Busan, South Korea.

Isis, in partnership with Women Human Rights Defenders Network (WHRD) and Association for Progressive Communicators (APC), hosted a regional training on online security in July 2011. This training titled “Secure Online Communications Workshop for Women Human Rights Defenders-Asia” brought women from different areas of advocacy in the region to train them on how to protect themselves and organisations from exposure to violence and online attacks as they carry out women’s rights agenda. Isis has expanded this training and incorporates this module into the Activist School training when working with activists and feminists who are in vulnerable situations.

In January 2012, the Activist School started the year with a project with Global Fund for Women where Isis developed a video and photo documentation of the GFW visit with grantee partner organisations in the Philippines. This meeting was co-hosted by MasterCard.

**WHRD International Coalition Meeting.** Isis sits on the International Committee of the network Women as Human Rights Defenders (WHRD). In addition, Isis is the fiscal manager of WHRD and attends WHRD international committee meetings. In April 2012, Isis attended the WHRD International Coalition Strategic Planning meeting in Istanbul, Turkey. Isis played an active part in this planning session.

**United Nations’ 56th Session of the Commission on the Status of Women (UNCSW 56).** At this UNCSW meeting, Isis participated in the Side Event: Gender and Disaster in Asia and the Pacific. Mavic Cabrera-Balleza, GM member of Isis, discussed the intersection of natural disaster and conflict-affected communities. Current responses to disaster in the media portray women as victims: “What we see is the victim, not the resilience.” She ended by reminding us all that CSW is the only global forum to discuss women’s policy, and that the event was all about bringing

these messages to influence the outcomes and essentially, the lives of women.

At this UNCSW meeting from February 27 to March 9, 2012, Isis also sponsored one panel (Rural Women and the Right to Water) in collaboration with The Women’s UN Report Programme & Network (WUNRN). Because Isis’ paper at the UN Human Rights Council panel was so well received, Isis was asked to give an updated paper on “Water is not Gender Neutral.” Prepared by Marilee Karl, the paper was presented by Lalen de Vela.



Isis also presented in 3 other panel sessions — Rural Women, Food Sovereignty, Conflict–Peace<sup>15</sup> — sponsored by WUNRN. Sharon Bhagwan Rolls represented Isis.

Isis, through Lalen de Vela, presented its paper on “Putting Poor Rural Women at the Centre of Communications for Development”<sup>16</sup> during Rural Women: Poverty, Crises, Rights, another high-level session by WUNRN.



Mavic Cabrera Balleza represented Isis in “Gender and Disaster in Asia and the Pacific,”<sup>17</sup> sponsored by APWW.

<sup>15</sup>[http://www.isiswomen.org/phocadownload/print/isispub/wia/wia2012/wia2012\\_09cimsharonbhagwanrolls.pdf](http://www.isiswomen.org/phocadownload/print/isispub/wia/wia2012/wia2012_09cimsharonbhagwanrolls.pdf)

<sup>16</sup>[http://www.isiswomen.org/index.php?option=com\\_content&view=article&id=1532:putting-poor-rural-women-at-the-center-of-communications-for-development&catid=22:movementswithin&Itemid=229](http://www.isiswomen.org/index.php?option=com_content&view=article&id=1532:putting-poor-rural-women-at-the-center-of-communications-for-development&catid=22:movementswithin&Itemid=229)

<sup>17</sup>[http://www.isiswomen.org/index.php?option=com\\_content&view=article&id=1535:asia-pacific-womens-watch-at-the-commission-on-the-status-of-women-csw-56-2012&catid=22:movementswithin&Itemid=229](http://www.isiswomen.org/index.php?option=com_content&view=article&id=1535:asia-pacific-womens-watch-at-the-commission-on-the-status-of-women-csw-56-2012&catid=22:movementswithin&Itemid=229)



## Isis International Women's House (Bahay ni Isis)

Isis International Women's House (Bahay ni Isis) is a women-friendly space providing lodging, meeting rooms and facilities for workshops, conferences and events. It also houses two organisations: Isis International and the Women's Global Network for Reproductive Rights and is a gathering place for many non-governmental organisations.

This is a fund-raising initiative of Isis International, a non-profit organisation. By staying or using the facilities at the Isis International Women's House, you support through your donations the various projects of Isis International for the advancement of women's empowerment and human rights.

To help Isis upgrade Bnl operations, Lyn Ward, a consultant from the Australian Professional Business Volunteers, stayed at Isis for 5 months to provide in-house training for the Isis International House (Bahay ni Isis) staff members. She facilitated workshops on how to develop a business model, systematize operations, and standardize costs. She also re-modeled the studio units into a model unit.

For more information go to  
<http://accommodation.isiswomen.org>

### Staff Training Sessions

In the last couple of years, Isis focused on keeping its services and projects going. Staff development was one of the areas where funding had to be tightened since institutional funds had to cover the basic costs. However, Isis' Activist School Coordinator Lalen de Vela attended a training programme on developing monitoring and evaluation tools for use by the Activist School. The Participatory Monitoring and Evaluation Workshop



Bnl staff with Lyn Ward



sponsored by the UP College of Social Work and Development on 15-17 August 2012 at the University of the Philippines. This training brought in the new and empowering concept of participatory processes where participants or stakeholders of a project are also involved in the development of the monitoring and evaluation process. Isis also believes that involving participants in the monitoring and evaluation process gives them a sense of ownership.

## Fundraising and Funding Partners

Isis has found that it has the capacity to generate a fair amount to fund for its own sustainability. It is now in the position to seek matching funds to what it already generates and will continue to focus on its capacity building skills. Isis is thankful to its funding partners for the support and belief in Isis work.



**Mama Cash** an international fund that supports women's, girls' and trans people's movements around the world. Mama Cash support

women's rights initiatives around the globe. Isis and Mama Cash are partners with the Feminist Activist School providing trainings to women activists on such issues as leadership development, use of media for advocacy, creating advocacy movements on issues affecting women.

<http://www.mamacash.org>



The **Global Fund for Women** 'a fund to advance the rights of women and girls worldwide by increasing the resources for and investing in women-led organizations and

women's collective leadership for change'. GFW has supported Isis International in trainings for the Activist School and efforts in movement building.

<http://www.globalfundforwomen.org>



ambassadeurs van het zelfdoen

**Oxfam Novib** is a Dutch development organisation com-mitted working for justice in 93 countries around the world. Oxfam supported Isis resource materials on gender and climate change.

<http://www.oxfamnovib.nl/en-home.html?language=engels>



**ICCO** is the interchurch organiza-tion for development

cooperation. They work towards a world in which people can live in dignity and well-being, a world without poverty and injustice.

<http://www.icco-international.com/int/>

## Awards and Recognition



Hildegarde Awards. St. Scholastica's College Manila, Philippines honored Isis International with its 2012 Hildegarde Awards for Women in Media and Communication on March 10.

This award is given in honor of St. Hildegarde von Bingen of Germany, the controversial

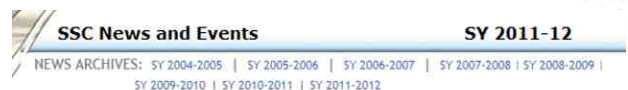
medieval Benedictine abbess who, in the 11th century, was a counsellor to popes and princes. Considered as a prototype feminist in the patriarchal milieu of medieval Europe, Hildegarde was an outspoken advocate of ethical virtue who encouraged her congregation of religious women to articulate their own voices.

The Hildegarde Awards are given to women in media and communication who echo Hildegarde's fearless spirit and vision in today's information age. Isis International was chosen as recipient of the award for its engagement in critical feminist media.

*Isis International was selected as a site for the gift giving of the Peace Pole on December 14, 2012.*

*Every Peace Pole proclaims the prayer "May Peace Prevail on Earth" in the language of the country and often several other languages as well.*

<http://www.peacepoleproject.org/>



### St. Scholastica's College honors Women in Media via the 6th Hildegarde Awards

By: Prof. Johnathan L. Rondina, Sharmaine Anne B. Villanueva & Charlene Tanya Yu Long Wah  
Posted: Tuesday, March 6, 2012



On the left, Gilda Cordero- Fernando, a multi-awarded fictionist and publisher along with ISIS International (right), an NGO advocating for women's rights are the lifetime awardees of this year's 6th Hildegarde Awards.

St. Scholastica's College Manila is set to stage the 2012 Hildegarde Awards for Women in Media and Communication on March 10.



## Partnerships/Networks/Volunteers and Interns

Isis International works with different partners to empower women the world over. These include funding agencies, partner organisations, volunteers/interns and beneficiaries. Here is a list of Isis' partners for the years 2011 to 2012.

### Asia Pacific Women's Watch (APWW)

Isis is a founding member of the Asia Pacific Women's Watch, a network of Asia Pacific women who monitor the implementation of the Beijing Platform for Action, convene and host the Asia-Pacific Caucus at all UN-sponsored fora and meetings. (<http://www.apww-slwnhof.org/>)



### Australian Volunteers International (AVI)

AVI is an independent not-for-profit organisation, that works with people-centered development project and programs. Providing expertise through volunteers to support a variety of programs and focus in such areas, gender equality, promoting rights and education services. Isis has been recipient of professional volunteers. (<http://www.australianvolunteers.com/volunteer.aspx>)



### Center Asia-Pacific Initiatives (CAPI) - University of Victoria

Two young women interns were placed at Isis in 2011. Read about their experience at Isis from their blog — (<http://www.capi.uvic.ca/blogs/leah-staples/social-media-feminist-activism-good-bad-ugly>)



### Global Network of Women Peacebuilders (GNWP)

Isis along with the Global Network of Women Peacebuilders work towards increasing the awareness of United Nations Security Council Resolution 1325. This is a collaborative project among the women who use media to increase awareness about this important UN Security Council Resolution. The Executive Director of GNWP is a former Isis staff member and General Membership member of Isis International. (<http://www.gnwp.org/members>)



### International Lesbian, Gay, Bisexual, Trans and Intersex Association - ILGA-Asia

Isis in partnership with ILGA-Asia and ILGA bought feminist analyses into LGBTIQ spaces and bought LGBTIQ issues into feminist spaces such as the APNGO Forum and AWID as an attempt to engage in intermovement dialogues between LGBTIQ movements and feminist movements as a way to develop 'affinity politics' (<http://ilga.org/ilga/en/organisations/ILGA%20ASIA>)



### Isis-WICCE

Isis-WICCE is an Isis International sister organization based in Kampala, Uganda. Isis-Wicce is at the forefront of addressing women's issues in conflict and works with women to re-create peace in their communities and countries. Isis-Wicce's mission "to ignite women's leadership, amplifying voices and deepen their activism in re-creating Peace." Isis International sits on its Board of Trustees. (<http://www.isis.or.ug>)





## Kartini

The Kartini network is made up of women's/gender studies centres or institutes and feminist organizations in Asia and elsewhere. Kartini aims to create synergy between women's/gender studies and feminist activism in the region through the use of research. Isis partnered with Kartini in 2011 on research regarding LGBT issues in the region as well as serving as theme consultant on sexuality. (<http://www.kartiniasia.org/convenors/15/teresa-casal-de-vila/>)



## Volunteers Australia Youth Ambassadors for Development

The (AYAD) Program provides skilled young Australians the opportunity to volunteer overseas in Asia, the Pacific and Africa. The AYAD international volunteer program is an Australian Government. Isis has benefited from one of their committed interns. (<http://www.ayad.com.au>)



## World Association of Christian Communications (WACC)

WACC's key concerns are media diversity, equal and affordable access to communication and knowledge, media and gender justice, and the relationship between communication and power. A long time partner of Isis, WACC often engages with Isis on issues of communication and gender rights. (<http://waccglobal.org>)



## Women Human Rights Defenders International Coalition (WHRD IC)

The WHRD IC is a resource and advocacy network for the protection and support of women human rights defenders worldwide. An international initiative created out of the international campaign on women human rights defenders launched in 2005, the Coalition calls attention to the recognition of women human rights defenders. The Coalition involves women activists as well as men who defend women's rights and lesbian, gay, bi-sexual, and transgender (LGBT) defenders and groups committed to the advancement of women's human rights and sexual rights. The Coalition is currently composed of 25 members. (<http://www.defendingwomen-defendingrights.org/about.php>)



## Women Engaged in Action on 1325 (We Act 1325)

WeAct 1325 is a network of women's groups and peace organisations in the Philippines that led the consultations towards the formulation of the National Action Plan (NAP) to implement UN Security Council Resolutions 1325 and 1820. Their current focus is on implementing the NAP. Isis as a member engages in trainings for its members and partners on research for women and peace issues in the Philippines. (<http://weact1325.org/category/members/>)



## Governance and Management

The overhead costs within the organisation are being kept at a minimum with volunteers from the Board of Trustees, General Membership, and the women working with Isis doing so in a decentralized mode. This brings into Isis a collective and broader scope of ideas from women around the world. This inter generational, multicultural and broad breadth of expertise is intended to keep the organisation relevant and organic to the issues of the women's movements and those that affect women in general.

### Isis Strategic Goals for 2012-2014

As the last strategic plan comes to an end, Isis has developed a new plan that will guide the organisation from 2012 to 2014. In focusing and building upon the accomplishments of the past, Isis was able to create a strategic plan that includes four main organisational goals:

#### GOAL 1: NETWEAVING FOR MOVEMENT BUILDING

To strengthen alliances among activists working with marginalized women and communities in the Global South through interactive media and critical feminist analyses. This is what the first goal is about, and Isis International does a big part of this work through its website and its various communication materials.



#### GOAL 2: SKILLED ACTIVISM FOR WOMEN'S EMPOWERMENT

As an inter-generational organisation that engages both young and older feminists in its programmes, Isis International offers training to women of all ages through the Isis International Feminist Activist School. The goal is to build the women activist's capacity on the ground to generate their own communications and alternative media forms to strengthen the visibility of their narratives and perspectives, document their issues, and develop advocacy initiatives and their diversity analysis. Coming out of the training sessions, participants are able to come up with radio programmes, video and theater productions, feature or news articles, visual artworks, and other communication materials.

#### GOAL 3: KNOWLEDGE MANAGEMENT

The Isis International Historic Women's Resource Center carries one of the largest collections of feminist writings and materials in the Global South. This Resource Center caters to students, researchers, development workers and activists looking for materials about the women's movement.

#### GOAL 4: WEAVING LEARNING INTO ORGANISATIONAL SUSTAINABILITY

The Isis International House (BnI) has become one of Isis International's main resources. It has been providing accommodation and meeting spaces to individuals and organisations from guests across Europe, North America, South America, Asia, Australia, the Pacific and the Philippines. Those who use BnI work on the issues of human, women's, children's, migrants', LGBT and reproductive rights; health; micro-financing; VAW; environment; justice; housing; election and political reforms. In 2012, with assistance from the Australian Professional Business Volunteers, the Isis House staff members received professional instruction in the field of bed and breakfast management to standardize its operations and develop its staff members in accordance with standards in the industry. Through its key partners and feminist networks, Isis will continue to provide its services and agenda that are shaped by the women who are on the ground and in the know.

Most definitely, the work of the school does not stop at a certain point but continues the story of development in many places the world over. For the future, Isis International's Activist School aims to go where the needs are: a follow-up training on Leadership and Management in West Africa; a follow-up training on community radio in Bohol, Philippines; Citizenship Video Training in places like Indonesia, Africa and India; continuing to build the media capacities of women peace-makers and the promotion of women and peace agendas. It is committed to further the analysis and advocacy work of the LGBT women in complex situations.

## A special area of focus and attention for the coming years will be the preservation of Isis International's Women's Movement Heritage Collection

Throughout its history, Isis International has played an internationally recognised role in the growth and development of feminist and women's movements around the world, especially in the Global South. As a documentation and information tool, its resource collection has made an indisputable impact and has helped women's groups, other civil society organisations and social movements enhance the content of their advocacy agendas, campaigns, analyses, participation and policymaking. It has raised awareness on gender issues and validated the work of women's organisations in demanding their rights. While its primary impact has been on women's movements, the collection has also been of use to academics, government institutions and international organisations.

Isis International has an extensive, unique and historic collection of feminist and women's resource materials: books, periodicals, articles, audio-visual materials, posters and ephemera dating back to the early 1970s. This rich collection documents the rise, evolution and ongoing activism, struggles, theory and practise of feminism from as early as the 1970s, with a special focus on the Global South. Many of these resources are from small grassroots and feminist groups in the South, and are unique materials not found in other libraries or institutional collections. It has been processed and stored in the Isis International Resource Center, first in Rome, Italy until 1990 when the organisation was transferred to Manila.

There is an urgent need to preserve and safeguard this collection, which is the heritage not only of Isis International but of the women of the world. Much of this collection is in danger of deterioration, from the aging process of paper and from natural elements. Because many of the resource materials are unique and rare, the deterioration or accidental destruction of the materials would be an irreparable loss to the women's movement and its documentary history. At the same time, new technologies make it possible to preserve these materials in digital format and to make them accessible to women's groups and organisations, other civil society organisations and social movements, researchers, historians, governmental and international organisations, among others. Isis International has developed a plan to scan and preserve the Isis International heritage resource collection and databases, and make them available online in digital formats.

### Beneficiaries

369 individuals and 81 groups through the Isis International House

12,156 people/groups received information

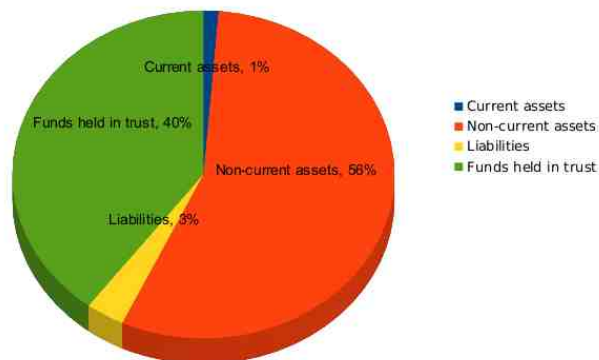


# Financial Report

## Statement of Financial Condition December 31, 2012

	Amount in US\$
Current Assets	5,173.62
Non-Current Assets	228,285.86
Liabilities	13,367.46
Funds held in trust	162,915.17
Total Assets	409,742.11

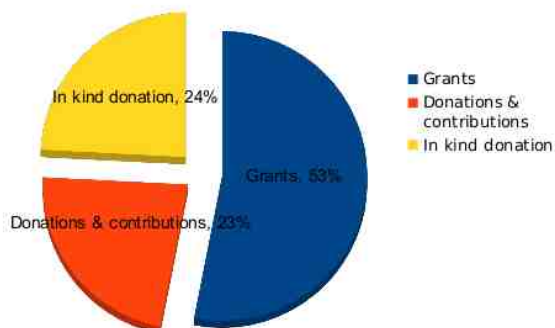
## Statement of Financial Condition



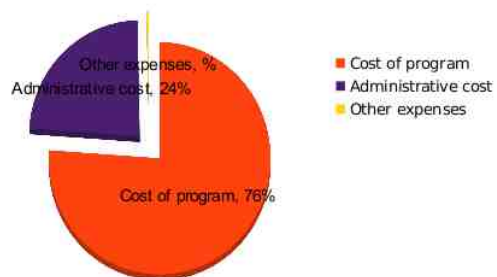
## Statement of Financial Operations For the Year ending December 31, 2012

REVENUE	REVENUE in US\$	EXPENSES in US\$	Excess (deficiency) of income
Grants	76,940.45		
Donations & contributions	32,928.66		
In kind donation	35,054.00		
EXPENSES			
Cost of program		123,553.75	
Administrative cost		38,218.21	
Other expenses		547.80	
Excess (Deficiency) of revenue	144,923.11	162,319.76	-17,396.65

## Statement of Financial Operations (Revenue)



## Statement of Financial Operations (Expenses)





## ISIS INTERNATIONAL BOARD OF TRUSTEES 2011-2012

**Luz Maria Martinez**, BOT Chair Philippines  
Chairperson, Social Work Department Miriam  
College

**Aida Santos**, BOT Vice-Chair Philippines  
Executive Director, Women's Education,  
Development, Productivity and Research  
Organisation, Inc (WEDPRO)

**Mary Jane Real**, BOT Vice-Chair (term effective  
April 2012) Philippines  
Former Coordinator of Women Human Rights  
Defenders, International Coalition  
Women's human rights advocate

**Carolyn Sobritchea**, BOT Secretary/Treasurer  
(term ended April 2012) Philippines  
Dean, Center for Asian Studies, University of the  
Philippines, Diliman

**Elizabeth Enriquez**, BOT Member (2010-2011),  
BOT Secretary/Treasurer (2012) Philippines  
Vice Chancellor for Student Affairs, University of  
the Philippines, Diliman

**Anita Gurumurthy**, BOT Member (term ended  
2012) India  
Director, IT for Change

**Susanna George**, BOT Member Malaysia  
Board Member, Asia Pacific Resource and  
Research Centre for Women (ARROW)  
Member, All Women's Action Society (AWAM)

## GENERAL MEMBERSHIP 2011-2012

**Aida Santos**, Philippines  
**Aileen Familara**, Mauritius/Philippines (term  
effective April 2012)  
**Anita Gurumurthy**, India (term ended on April  
2012)  
**Bianca Miglioretto**, Switzerland (term effective  
April 2012)  
**Carole Shaw**, Australia  
**Carolyn Sobritchea**, Philippines  
**Elizabeth Enriquez**, Philippines  
**Isis Santiago**, Chile Special Member  
**Isis WICCE**, Uganda, Special Member  
**Jasmine Trice**, USA (term effective April 2012)  
**Luz Maria Martinez**, Philippines

**Maria Theresa de Vela**, Philippines  
**Marilee Karl**, Honorary Member, Italy  
**Mary Jane Real**, Philippines/USA  
**Mavic Cabrera-Balleza**, USA  
**Mira Ofreneo**, Philippines (term effective April  
2012)  
**Olivia Cantor**, Philippines  
**Ritchie Ybanez**, Philippines  
**Sharon Bhagwan Rolls**, Fiji (term ended April  
2012)  
**Sonia Randhawa**, Malaysia/Australia  
**Supinya Klangnarong**, Thailand (term ended  
April 2012)  
**Susanna George**, Malaysia  
**Sylvia Estrada-Claudio**, Philippines

## INTERNS AND VOLUNTEERS 2010-2012

Center Asia-Pacific Initiatives (CAPI)  
**Kathy Aedy**  
**Leah Staples**

Australian Professional Business Volunteers  
**Lyn Ward** (2012)  
**Marj Abenoja** (2012)

Australia Youth Ambassadors for Development  
**Nicole Hutchison** (2012)

Other Volunteers  
**Alice Vrinat** (2012)  
**Sara Aguirre** (2012)  
**Victoria Talon** (2012)

## STAFF 2011-2012

**Anna Dinglasan**, Community and Independent  
Media (CIM) Programme Coordinator  
**Elizabeth delos Reyes**, Administrative Officer  
**Cai Yiping**, Executive Director (until May 2011)  
**Clarissa Almoquera**, Bahay ni Isis (BnI)  
Assistant  
**Elvira Colobong**, Finance & Business Officer  
**Erika Rosario**, GCD Programmeme Staff  
**Lalen de Vela**, Resource Development Officer  
**Lea Aviles**, Bahay ni Isis (BnI) Officer-in-Charge  
**Luz Maria Martinez**, Managing Trustee  
**Marion Cabrera**, Governance, Citizenship and  
Democracy (GCD) Programmeme Coordinator  
**Precy Obja-an**, IT and Development Officer