

Changing the narrative from women as victims to real leaders for peace!



2018 Annual Report

WOMEN PEACE MAKERS

2018
IN RETROSPECT

ALL OF US AT WPM DREAM ABOUT
A PEACEFUL AND GENDER-JUST
SOCIETY WHERE EVERYONE, REGARDLESS
OF IDENTITY, CAN REACH THEIR
FULL POTENTIAL AND LIVE
FREE FROM VIOLENCE.



WE THINK WE ARE THE KIND OF
DREAMERS WHO MAKE THEIR
DREAMS COME TRUE!

**2018 connected us to our vision with a growing team
and big success in accomplishing groundbreaking work**

OUR REACH



WE DID A LOT
IN 2018!

2 PROGRAMMES



GENDER AND WOMEN'S ISSUES



PEACE AND CONFLICT TRANSFORMATION

926 BENEFICIARIES

734 DIRECT



34.87% 65.12%

192 INDIRECT



30.06% 60.93%

TARGET AREAS



Kingdom of Cambodia

OUR SPACE





NEW OFFICE

By the end of 2018, WPM found itself growing so much in terms of people and work, it was time to find a new space. We packed up our old office and set up in our new space in the heart of Toul Tompoung, the Russian Market.

OUR NEW OFFICE IS A LARGE 3-STORY BUILDING WITH ENOUGH SPACE AND CHARACTER TO MATCH OUR GROWTH AND ORGANISATIONAL PERSONALITY!

COME VISIT US IN 2019!

FIND US ON GOOGLE MAPS!

[#43E, Street 456, Sangkat Toul Tompoung II, Khan Chamkarmon, Phnom Penh](#)

OUR TEAM



THANK YOU

BOARD MEMBERS

WE CELEBRATED THE WORK OF OUR BOARD MEMBERS SOKHANY PRAK AND THAVORY HUOT, FUNDAMENTAL PIONEERS OF WPM SINCE OUR BEGINNING AS A YOUTH NETWORK!

Although they finish their terms as Board members, they continue to be integral members of our WPM network as we work together on issues of gender and peacebuilding.



We thank you for your service to WPM!

WELCOME

NEW BOARD MEMBERS



WE RECRUITED INCREDIBLE
NEW TALENT TO JOIN
WPM'S LEADERSHIP!

Liva Sin joins us as the new Deputy Chief of the Board. Liva is the Program Director at Azahar Foundation, an international organisation promoting peacebuilding and cross-cultural communication through yoga and arts.

Sokanha In joins us as our Board Treasurer. Sokanha is the Internal Audit Manager at Population Services International Cambodia and brings a wealth of experience in financial administration and systems to WPM.



INTRODUCING OUR
BOARD OF DIRECTORS
DREAM TEAM
FROM 2018 ONWARDS!



Sokanha In
Board Treasurer
Internal Audit Manager, Population
Services International Cambodia



Liva Sin
Deputy Chief of Board
Program Director,
Azahar Foundation



Kimsrun Chhiv,
Chief of Board
Freelancer, Good Governance &
Conflict Transformation



Amanda Hastings Talstra
Country Representative,
MCC Zambia



Alain Fressanges
Senior Adviser
Khmer Community Development



CHIEF OF BOARD



"WPM has grown immensely over the last year. I've seen it go from a training organisation to a much larger network that offers research, transformative activities, and broader public outreach on issues of gender and peace. We've become a recognised NGO in the sector and we're now well-known for our cross-cutting approach."

-Kimsrun Chhiv

EXECUTIVE DIRECTOR



"We initially decided to expand from our domestic violence specialisation to a broader focus on gender and peacebuilding. I think we make the right choice. WPM is now able to provide deeper analysis on important issues affecting society. We have evolved from seeing women as victims of violence to seeing them as a powerful force for peace at all levels. We have gained more expertise in other areas where gaps persist, such as with minority groups and youth. 2018 was another year of learning, and an even bigger year for doing. I'm proud of our team, the communities we work with, our many new funders who have chosen to join our journey, and everyone else who has supported and contributed to who we have become."

-Suyheang Kry



NEW STAFF

THIS YEAR WE WELCOMED MANY NEW STAFF MEMBERS. AS OUR PROGRAMMING AND OPERATIONS BASE GREW, SO DID OUR NEED FOR SPECIALISED STAFF.



Lyhour Heang graduated from the Royal University of Phnom Penh's Institute of Foreign Languages and joined WPM as a full-time staff in 2018. Lyhour had previously participated in many of WPM's activities, especially in FLD initiatives as a "Listener". He now coordinates within our Peacebuilding programme and implements projects involving ethnic minorities both in Cambodia, and in neighbouring countries Thailand and Vietnam.

Sreynich Khat joined WPM as a project coordinator for our new initiative **Collective Action to Support Women's Rights in our Gender & Women's Issues programme**. Before WPM, Sreynich was a Capacity Development Program Officer at Gender and Development for Cambodia, working to promote gender equality.



Mariny Oy joined WPM to lead our new work to document grassroots community mediation practices in gender-based violence cases and help us to set up an upcoming research initiative on these important issues. Prior to this, Mariny was working in education administration.

DREAM TEAM

MCC VOLUNTEERS

S.A.L.T.

Thanks to the wonderful Serving and Learning Together (SALT) programme at the Mennonite Central Committee, we benefited from the commitment and dedication of two "SALTERs".



Thank you, Dona!

After a year designing our publications, organising art for peace events, developing our new website, and much much more, we bid farewell to Dona Park who brought a real artistic component to WPM's work.



Welcome, Renate!

Our new 2018 SALTER, Renate Toews, joined us from Canada where she was a research assistant at Brandon University's Gender & Women Studies Department. An excellent writer, Renate has already contributed to copious amounts of editing and proposal development!

NEW ADVISERS

TWO INTERNATIONAL
ADVISERS JOINED THE
WPM FAMILY!

María Antonia Pérez, art & peacebuilding adviser

Maria joins us all the way from Colombia as our expert in art for peace. She is the International Coordinator for Japan-based Peace Boat and a former peace fellow at the Rotary Peace Center at Chulalongkorn University in Thailand.

Maria is well-known throughout the world for her innovative community art approaches and using social innovation for fostering peace.



Dona Park, communication & visual identity adviser

After a very hard time saying goodbye to former SALTER volunteer, Dona returns to WPM - now as our adviser! An expert in many formats of design and mediums of art, Dona continues to use her creativity to help WPM develop a unique visual identity and visualise much of the work we do. Although based in Canada, Dona continues to help us on so many levels online.

NEW REGIONAL TEAM



Chutikarn Sukmongkolchai (Cartoon)
In-Country Director for Thailand

From Thailand, Cartoon is the program coordinator for the Rotary Peace Center at Chulalongkorn University in Bangkok. With years of experience running an international peace fellowship, Cartoon is an expert at working with people and creating the space for others to learn more about peace work in local contexts. She leads WPM work in Thailand with a team of Khmer minorities in Surin province and Cambodian migrants in Trat province.



Ngoc Ho Huynh
In-Country Director for Vietnam

Ngoc is a lecturer at Tra Vinh University in Vietnam and leads WPM work with her team of Khmer minorities. She has been in numerous regional exchange programmes as a youth and has a passion for bringing people together and exploring different opinions and perspectives. Through her new work with WPM, she says that she is really having the best opportunity herself to learn about ethnic Khmer minority groups in her own country.

A NEW WPM REGIONAL INITIATIVE HAS GIVEN US THE OPPORTUNITY TO RECRUIT TWO INCREDIBLE WOMEN FROM OUR NEIGHBOURING COUNTRIES TO JOIN WITH US IN IMPLEMENTING OUR HOMEGROWN CAMBODIAN APPROACH “FACILITATIVE LISTENING DESIGN” ACROSS BORDERS!

NEW VOLUNTEERS

7 NEW VOLUNTEERS JOINED WPM DEDICATING THEIR TIME AND COMMITMENT TO SUPPORT OPERATIONS IN THE OFFICE.

Many others also volunteered with WPM to carry our research and “Listen” to their communities, to develop their own empathy skills, and to support our programmes.



OUR SUPPORT



DONA PARK

WE PARTNERED WITH 4 NEW
FUNDING ORGANISATIONS
TO BRING EXCITING
NEW INITIATIVES TO WPM
BEGINNING IN 2018!

DONORS

NEW PARTNERS



The Toyota Foundation is partnering with us for our first regional project Understanding “Us” to know “Them” to explore the lives and perceptions of minority groups in Cambodia, Thailand, and Vietnam - and what connects us to each other across a diverse region.



Johanniter International Assistance is supporting WPM’s GROWTH initiative to nurture our organisational development and spearhead a new network of women leaders across Cambodia.



The Japan Foundation, Bangkok supported our Facilitative Listening Design work by funding an artistic component to explore identity among our “Listeners” and publish our 2018 book Hear, Listen. Look, See, Touch, Feel.



USAID is funding our newest initiative, - Collective Action to Support Women’s Rights - to promote the participation and leadership of women and youth in decision-making in Kampot province.



OUR LONGSTANDING DONORS
 CONTINUED TO SUPPORT
 WPM PROGRAMMING AND
 OPERATIONS IN 2018.

Over the year, WPM was able to raise a total of **\$92,634.84** through the generosity of our funding partners for 2018 and 2019 programmes.

OUR WORK





2018

FLD GOES REGIONAL

Apart from Cambodia, our homegrown information gathering and conflict transformation approach, Facilitative Listening Design, is now also being implemented in Thailand and Vietnam!

We are using FLD to better understand the lives of minority groups outside our borders so that we might better understand minority groups within. A large comparative study in the three countries is also giving us the opportunity to work with new people and build networks throughout the region.



WHO'S LISTENING



Border areas in Cambodia

After our findings from Phnom Penh in 2017 showed us that many people in the capital have strong impressions and even fears about the border area, we set out to build a new team and use FLD to confront some of these perceptions head-on by listening to people there.

This time, we worked together with a diverse group including Khmer, Indigenous, Chinese Cambodians, ethnic Vietnamese, and Cham Muslims. In Ratanakiri, Mondulakiri, Kandal, and Kampot, we learnt that people from all ethnicities, in spite of some ongoing negative perceptions, are actually quite connected and have many positive stories of peaceful inter-ethnic relations.



A VIBRANT MULTI-ETHNIC CAMBODIAN IDENTITY

As identity has become an important emerging issue in much of our work, some of our participants decided to explore what they saw as “Cambodian society” - and how their own ethnic identities come to play into it. What they found is that their vision of Cambodia is a mosaic of diverse ethnic communities and that they each contribute to something that is bigger and inclusive of everyone. See the video initiated and produced by our participants exploring who they and how they make up what they call

[*A Cambodian Mosaic.*](#)

IDENTITY



ART

WPM USES ART TO PROMOTE PEACE!

In 2018, we decided to try out an artistic approach in our work for the first time. With our friends from Japan-based Peace Mask Project, 15 "Peace Masks" were made through a long and intensive process with our Listeners and special Cambodian guests. The masks, crafted from delicate Japanese washi paper, were exhibited at Phnom Penh's Meta House, accompanied by participant reflections and dialogue about identity in Cambodia.

Our video, [Art for Peace](#), explores the conceptual process and the public art exhibition. WPM's first project to incorporate art has inspired us to seek out innovative community art methodologies and bring more artistic creativity to our work.



EXPERIMENTING WITH OUR OWN CONCEPTUAL ART

We continued exploring art throughout the year and all found our amateur artists within! We used art in different ways to express ourselves and connect to our feelings in many of our youth programmes.

In one of our projects, we even had our young participants paint clay pots, and we secretly broke them when they left for break! When they returned to find their shattered art, intense feelings, dialogue, and discussion helped us learn more about ourselves and how we react to conflict. Some participants even insisted on taping their pots back together and we found new beauty in the repaired art - which is now proudly displayed at the WPM office!



NEW NEW BOOK TO UNDERSTAND THE "OTHER" BOOK

After months implementing FLD to listen to community views along the border, Listeners reunited in Phnom Penh to discuss what they heard and experience an artistic approach to explore identity.

Their insights and stories were captured and told in the book *Hear, Listen. Look, See. Touch, Feel. Using our senses to understand the Other*. It was launched to the public during an art exhibition in Phnom Penh in May 2018.





THE EMPATHY PROJECT

A project originally started as a camping initiative turned into a full-fledged experiential learning empathy programme in 2018!

Youth participants explored inter-ethnic harmony in nature, experienced homestays with families from different ethnic communities, and even began a self-initiated "Peace Club" in Kandal Province.

Our empathy journey gave us many surprises. There were always bumps along the way, like when our wagon broke down as we were travelling to the north! But we always came together through shared empathy and understanding to overcome any obstacles that popped up!

EMPATHY

WORKING WITH WOMEN AND MEDIATION IN THE PROVINCES

Compared to a man, a woman has a very different experience when she tries to access the legal system in Cambodia. There are many barriers that women face. For example, a woman who is abandoned by her husband often cannot get a divorce issued by the local authority without his presence.

We continued our work in gender-sensitive mediation in Tbong Khmum province carrying out trainings and leading dialogue. We succeeded in raising a lot of awareness on specific issues women face accessing justice through community mechanisms. Inspired and motivated to go further in this area of important gender work, we spent a great part of 2018 preparing the groundwork for a larger research initiative on gender-sensitive mediation.

Stay tuned in 2019 to see our work in mediation grow as we gather new evidence on how rural women face barriers when accessing the legal system in their communities.



MEDIATION

COLLECTIVE ACTION WOMEN'S RIGHTS

In 2018, along with many partners across the country, we began working to connect communities of women and youth to all levels of decision-making in Cambodia by promoting their participation and leadership. Through a new initiative called *Collective Action to Support Women's Rights*, WPM is building capacity, supporting the space for participation, and mobilising a women's network in Kampot province to contribute to national efforts for women and youth!



COMMUNITY STORYTELLING

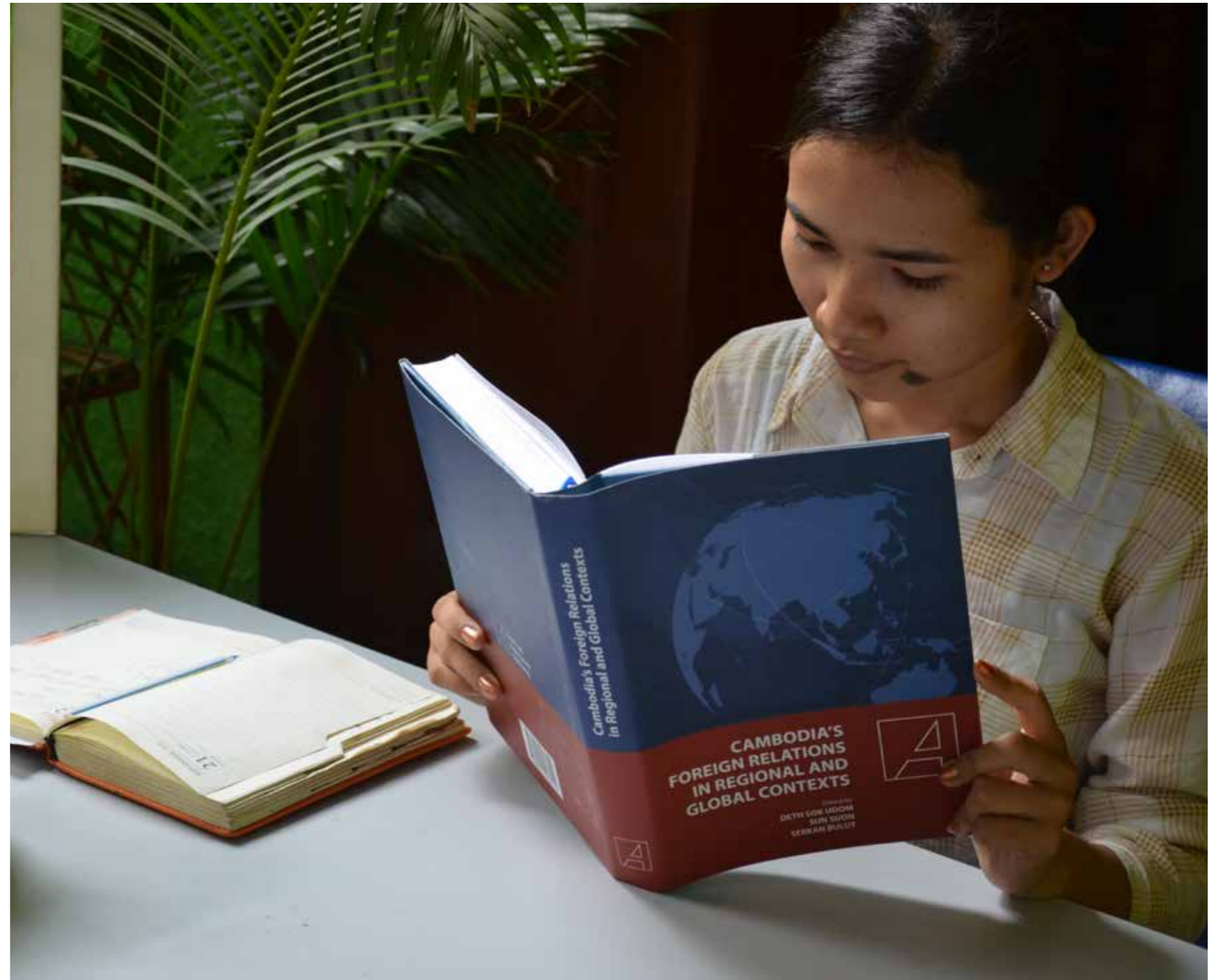
For the first time, WPM partnered with Cambodian Living Arts in its Cultural Season “Exploring Identities”, a three-month programme of performances, panel discussions, film screenings, exhibitions, and workshops. By interlacing a biographical documentary of a young ethnic minority girl and a public talk show with our ethnic minority participants from WPM programmes, we created the space for intimate and personal storytelling. We learnt about the lives of ethnic minority youth, the challenges they face, and the inspiration they share as they explore who they are and what being Cambodian means to them.



ENGAGING IN ACADEMIC AND SCHOLARLY DEBATE

In the Konrad-Adenauer-Stiftung's new 2018 book titled *Cambodia's Foreign Relations in Regional and Global Contexts*, WPM executive director, Suyheang Kry, co-authored the chapter "Cambodia's Relations with Vietnam: Prospects and Challenges".

Providing a thorough analysis of dynamics at the regional and local levels using knowledge generated from WPM work and many others in the field, we have been able to contribute to high-level academic scholarship on international relations that affect everyday lives of communities in all our countries.

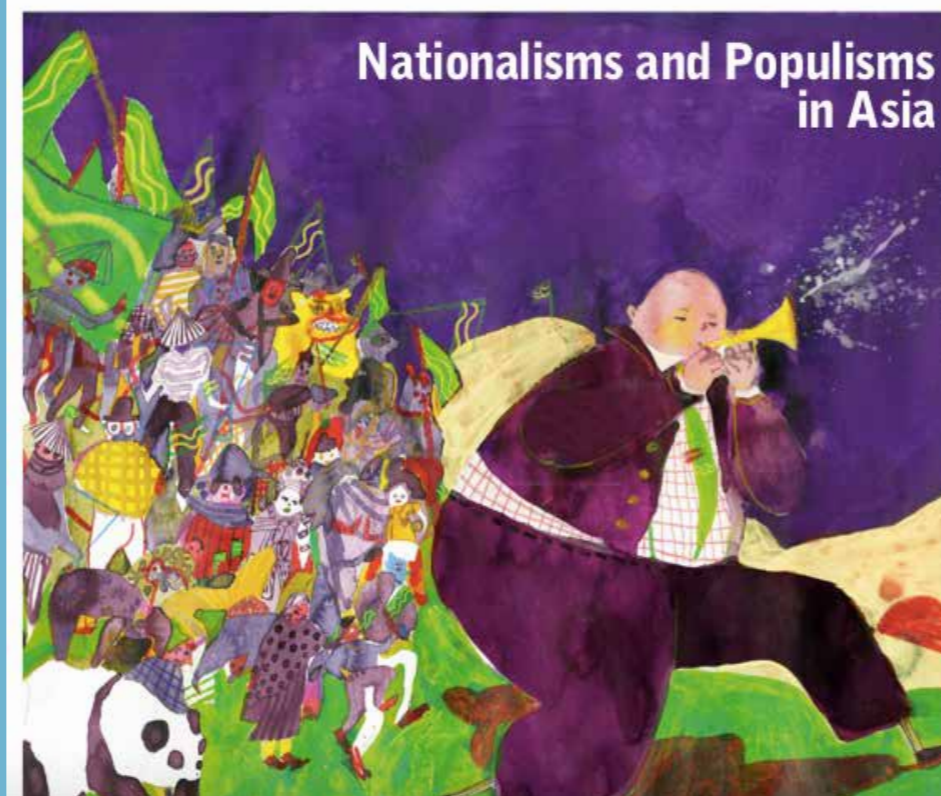


ACADEMIC SCHOLARSHIP

INTRODUCING LESS HEARD NARRATIVES

WPM executive director, Suyheang Kry, and adviser, Raymond Hyma, co-published the article, *Beyond Nationalism: Finding Common Ground in Cambodian Communities*, showcasing the findings of WPM community-based research on ethnic relations between Khmer and Vietnamese. Contributing to the Heinrich-Böll-Stiftung series in [Perspectives Asia: Nationalisms and populisms in Asia](#), they argued that in spite of nationalistic sentiment, there are numerous examples in communities that show kinship and cooperation going beyond nationalism.

Through the voices of communities themselves, WPM continues to share new and less heard narratives into old debates.



Beyond Nationalism: Finding Common Ground in Cambodian Communities

Raymond Hyma and Suyheang Kry

This article reflects upon Khmer nationalism and revisits the history of colonial-era Vietnam as the backdrop for a new generation of Khmer nationalism. It highlights contemporary community-based research that suggests that, despite the rise of nationalist sentiment, there are numerous examples in communities that show kinship and cooperation going beyond nationalism.

Stop! Don't pour that water into my glass.

Why?
It was on the table of those Yuen who get full this afternoon. They were taking the same container to pour water into their cups.

Oh! So, what? It's clean. They didn't even drink from this container.

Well, they were Yuen! You know how Yuen men! Don't you get it?

Get what? You know those personally or something?

Yes... not personally but...

But what? What is the problem with drinking this water?

I just don't want anything to do with them.

Why?
I just feel so uncomfortable. All Yuen people are bad. They stole our land and brought lots of their families to live here illegally. They are going to take us Khmer over...

This conversation unfolded between a young Chinese-Cambodian man and a girl during some action research feedback in 2017 provides some new insight into everyday perceptions that affect day-to-day lives in Cambodian communities. Such a conversation was also informed on ethnic factors, instead of the lack of it. The loss of young men's national identity can be asked by institutions based on historical grievances and other ongoing issues between "us" and "them." Yet, it is particularly interesting that the young man who openly shared his feelings toward ethnic Vietnamese people was known as ethnic Chinese, rather than a "pure" Khmer. This small example reflects the larger aspect of a nation as an imagined political community, where people may not know each other, but are connected through a sense of belonging. Nationalism, therefore, tends to take root in movements aiming to preserve a national identity composed of a cohesive group with a distinctive tradition, culture, religion, language, and where all sovereignty.

For some historians, Cambodian nationalism, made (intentionally) known as Khmer nationalism, established itself over two centuries ago in response to the loss of neighboring countries (Thailand and Vietnam) and French colonization. This movement exhibited, among others, a particular sympathy for Vietnam.

Raymond Hyma is a Cambodian activist in politics and social movements, and development. He works in Khmer and English in Cambodia and has been involved in a number of projects in Cambodia and Vietnam. He has also worked in the field of social justice, gender and political participation. He is currently a research fellow at the Heinrich-Böll-Stiftung in Berlin.

Tracking the Roots of Khmer Nationalism vis-à-vis the Vietnamese

Like other forms of nationalism throughout the world, Khmer nationalism, rooted in seeing Vietnamese people as the "Other," can be



At the same time, our Facebook Page reached over **5,000 likes**, vastly expanding our audience over the year. With frequent messages and updates, our online dialogue is ever increasing and leaving a mark in social media.

facebook.com/Women.Peacemakers



NEW WEBSITE AND SOCIAL MEDIA GROWTH

IN 2018, WE REVAMPED OUR WEBSITE TO ADAPT THE LOOK & FEEL TO BETTER REFLECT WHO WE ARE. THE NEW WEBSITE SHOWCASES OUR WORK, COMMUNICATES OUR MESSAGES, AND REACHES OUT TO A BIGGER ONLINE AUDIENCE THAN EVER BEFORE.

wpmcambodia.org

EXTENDING OUR REACH INTERNATIONALLY

WPM HAD MANY OPPORTUNITIES IN 2018
TO SHARE OUR WORK GLOBALLY WITH
PARTNERS AND STAKEHOLDERS ABROAD.



We presented in Seattle, USA at Global Washington and Pangea Giving, discussing our efforts to build peaceful communities in Cambodia. See the video [Voices from the Field](#).



We shared about our work in Tokyo, Japan at The Toyota Foundation with the global grantee community on our homegrown Facilitative Listening Design (FLD) approach and plans in the region to better understand minority groups.



We gave a presentation at Surindra Rajabhat University in Thailand about FLD and how it could be adapted for university professors and students.

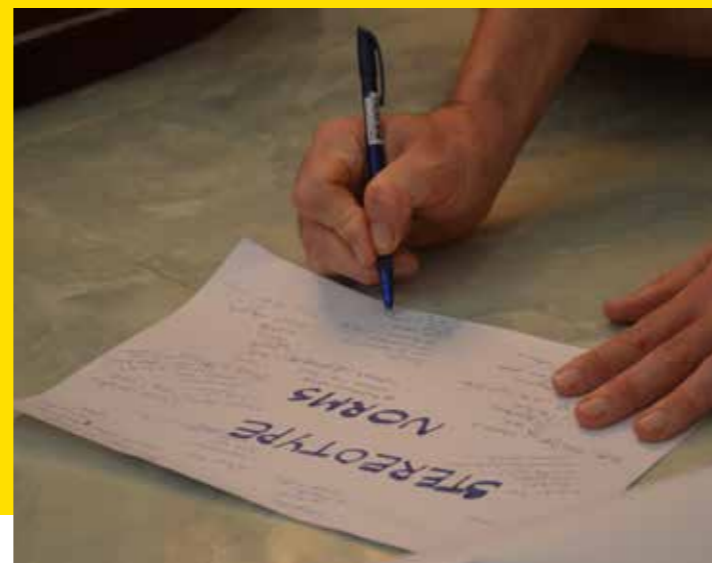
These international engagements connected us to new networks and also allowed us to let people know about WPM and the people we work with.

ORGANISATIONAL DEVELOPMENT

STRENGTH



Through a new grant specifically for organisational capacity-building and development, WPM has taken the reins to begin building from the inside and strengthen our systems, structure, and the way we work. This long-term commitment is a major investment that makes us become a target of our own work and puts the focus on building ourselves so that we can better serve others. We have already begun to work to strengthen our financial system, staffing, communication, and our own capacity.



WATCH US CONTINUE TO GROW
IN THE YEARS TO COME!

OUR NETWORK





In 2018 WPM became a member of the Cambodia NGO Committee on the UN Convention on the Elimination of all forms of Discrimination (NGO-CEDAW). This network monitors and promotes the implementation of CEDAW in Cambodia and includes a focus on women in leadership, gender-based violence and law, and disadvantaged women.

As the Gender and Development Network Steering Committee member, WPM worked with many partners to

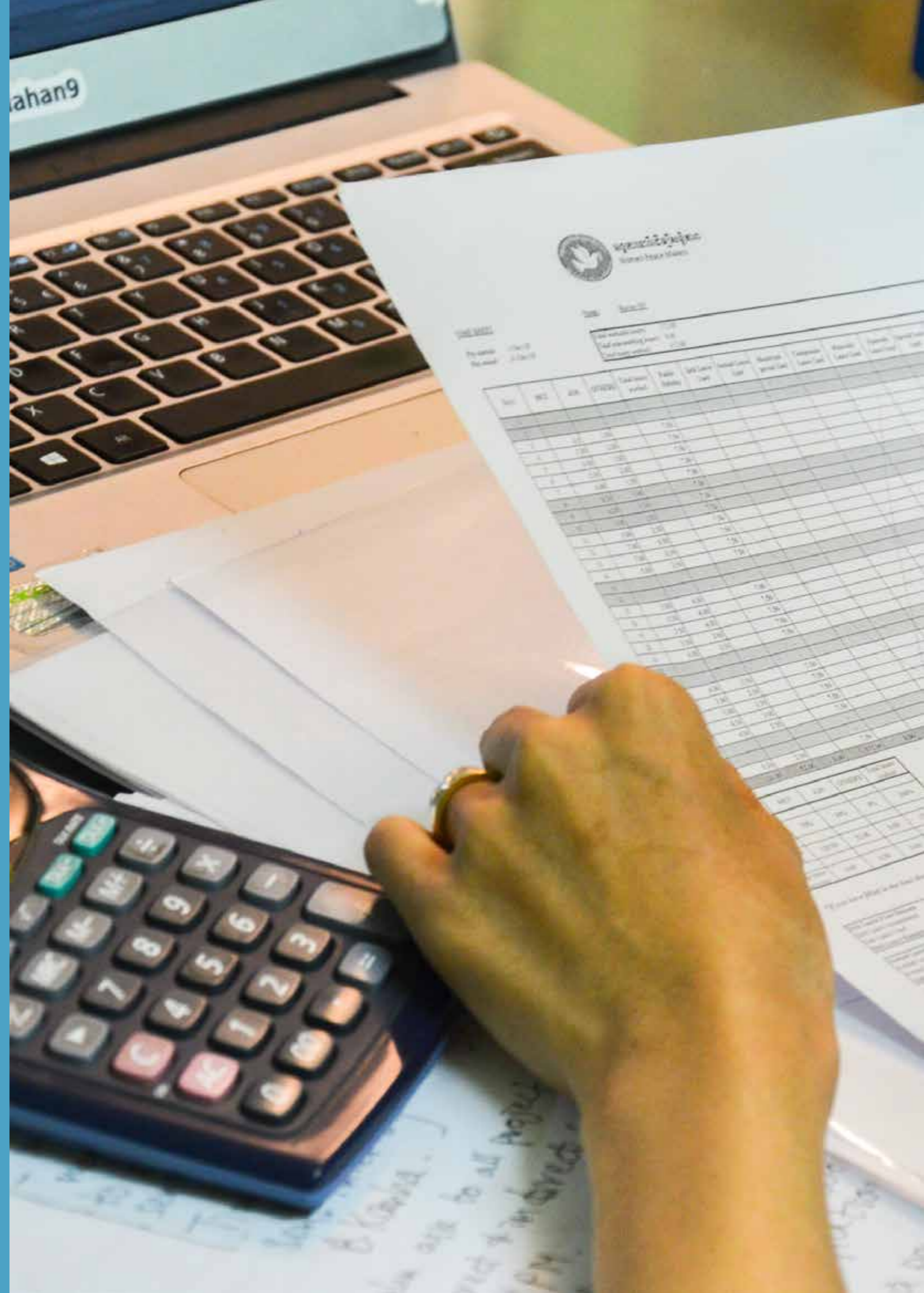
co-host the One Billion Rising movement and lead Cambodia's contribution to the worldwide campaign.

With other civil society organisations and leaders, we co-organised International Women's Day in March, celebrating the Strength of Cambodian Women.

WPM joined the UN Youth Advisory Panel to lead the 16 days Activism Against Gender-based Violence. Taking to social media, we inspired quotes and expressions from women and men on important issues.



OUR FINANCES

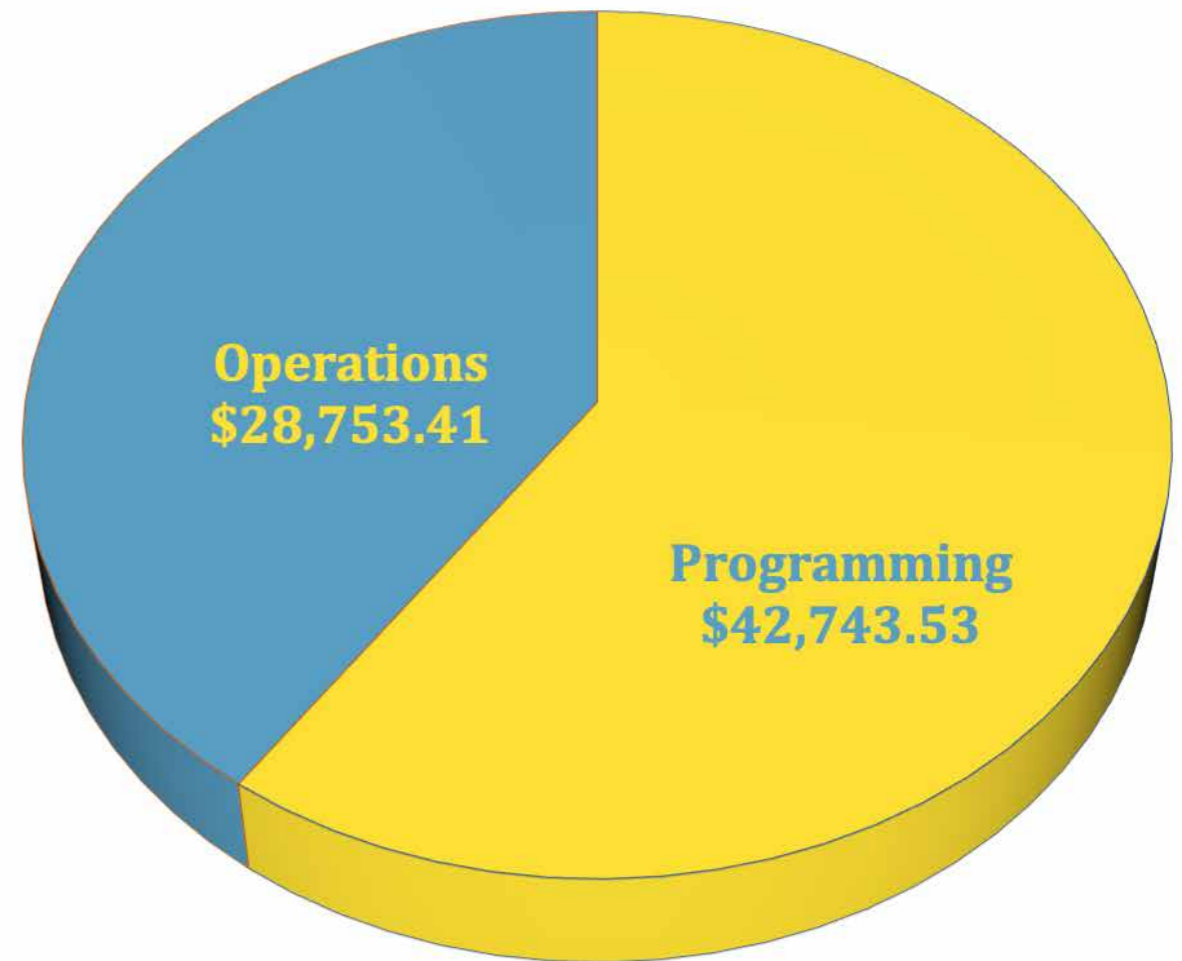


WPM'S BUDGET GREW BY 79% IN 2018!

AS WE INCREASE THE NUMBER OF OUR
PROJECTS AND STAFF, OUR FINANCIAL
GROWTH HAS ALSO BEEN SIGNIFICANT.

↑ 79%

From the 2017 budget of \$39,729.77,
the 2018 budget grew to \$70,996.94.



We invested this money directly into gender and peacebuilding programming throughout Cambodia and in the region through responsible spending and effective budgeting.

*These amounts reflect the expenditures of WPM from January to December of 2018.

GROWTH

2018 WAS ALL ABOUT GROWTH

We grew into our **NEW LARGER OFFICE**.

We grew as a team with **3 NEW STAFF MEMBERS AND 7 NEW VOLUNTEERS**.

We grew our base with **926 BENEFICIARIES**.

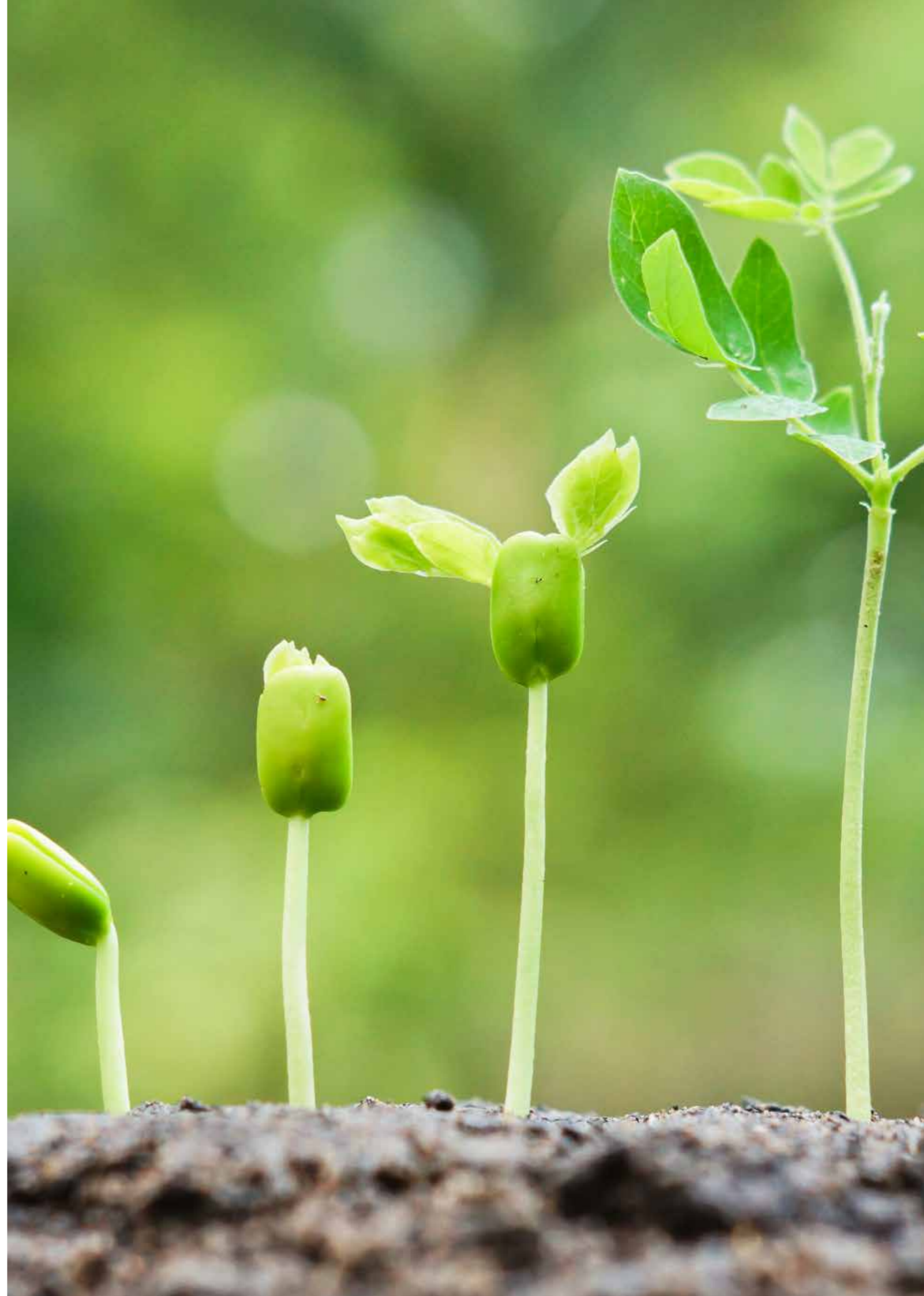
We grew our organisational **CAPACITY AND DEVELOPMENT**.

We grew our programmes in **GENDER & PEACEBUILDING WITH NEW PROJECTS**.

We grew our funding base bringing in **4 NEW PARTNERSHIPS**.

We grew from local to regional, **WORKING NOW IN CAMBODIA & ABROAD**.

We grew our budget from \$39,729.77 in 2017 to **\$70,996.94 IN 2018**.



THANK YOU TO EACH AND EVERY
ONE OF YOU WHO HELPED TO MAKE
OUR DREAMS COME TRUE AT WPM!

ORKUN
CH'RAN





WPM Annual Report

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