

2019

ANNUAL REPORT



Women Peace Makers

Reflecting our values in our work!



2019

IN A NUTSHELL



At WPM

**WE TAKE
OUR VALUES
SERIOUSLY.**

And we fiercely put them
into practice during 2019!

**This year we not only grew so much
bigger, but our work reflected our
values and showed others
who we really are!**





OUR VALUES

2019
was a year
of shaping
who we are and
how we want
to be seen.

WPM VALUES

Women are fundamental to positive change

Women's participation is absolutely necessary at every step of positive social change, peacebuilding, decision making, leadership, and sustainable development. We partner together with women, men, and everyone on any spectrum of gender identity, particularly with young people, in the journey towards equality.

Peace is now and begins with us

Finding peace in oneself allows us to contribute towards finding peaceful solutions to all conflicts, big and small, and we ultimately strive to transform conflict focusing on relationship building and through nonviolence.

Mindfulness is key

We use nonviolence principles that are constantly reflected upon to ensure our approach is human and in line with our own value and belief as gender advocates and peacebuilders working in participation with our partners and accountable to those we serve. We continue to learn, reflect and share our approach and commit to making mindfulness part of our work, and the way we work with each other and others.

OUR REACH



2 PROGRAMMES!



Peace and Conflict Transformation



Gender and Women's Issues

12 WPM Projects!

In 2019,
we deepened our
networks, engaged
more people, and
strengthened our
programmes.

1,711

BENEFICIARIES

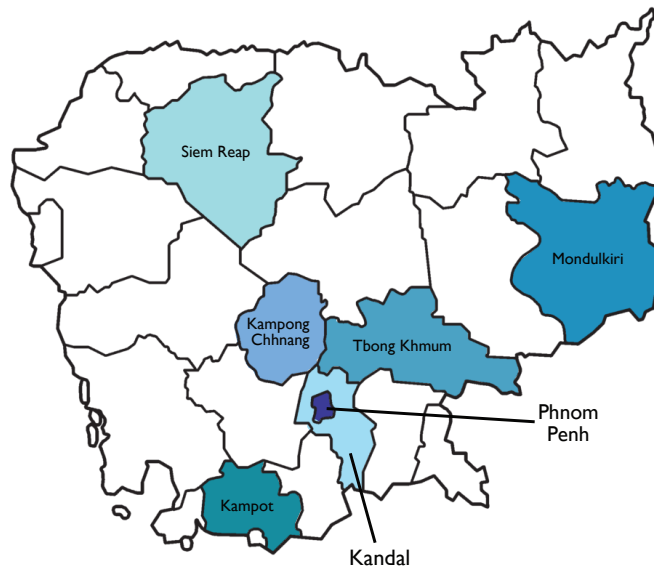


Direct
777 **WOMEN**
Indirect
431 **WOMEN**



Direct
281 **MEN**
Indirect
222 **MEN**

We truly worked
from our hearts
in 2019!



Cambodia

TARGET AREAS IN 2019!



Vietnam



Thailand



OUR TEAM

OUR SHARED LOSS

In July, we felt a profound loss that deeply affected each and everyone of us. Our beloved Board Member, Alain Fressanges, passed away suddenly in Phnom Penh.

Inspired everyday by Alain's commitment to WPM for over a decade, we decided that Alain remains with us as our **Eternal Board Visionary** and have created a very special position dedicated to his memory and our love for him.



OUR BOARD IN 2019



Sokanha In

Board Treasurer
Internal Audit Manager
Population Services
International Cambodia



Kimsrun Chhiv

Chief of Board
Freelance,
Good Governance &
Conflict Transformation



Amanda Hastings Talstra

Country Representative
MCC Zambia



Liva Sin

Deputy Chief of board
Programme Director
Azahar Foundation



In Memory of

Alain Fressanges

Eternal Board Visionary

MESSAGES



CHIEF OF BOARD

Our loss of Alain was felt deeply. In 2019, a year dedicated to Alain, we continued to grow and to evolve in our identity and our role as gender and peace professionals in Cambodia and beyond. I was proud to participate in several activities as a participant myself and felt very connected to the communities we serve. Our strategy has been renewed and we are invigorated by the commitment our staff brings and the powerful energy of our beneficiaries. WPM is moving with momentum and redefining women's leadership in many contexts.

Kimsrun Chhiv



EXECUTIVE DIRECTOR

This year, along with a huge organisational growth, WPM put much energy into programming. We expanded our research, brought in significant art for peace activities, focused on “creative peacebuilding,” and began serious networking efforts to bring together people in Cambodia and in our neighbouring countries. All of this has been done together with our incredible staff, committed funding partners, passionate beneficiaries, and many more who have joined our journey towards peace and gender equality!

Suyheang Kry

NEW STAFF

This year we welcomed many new staff members!
FIVE NEW FACES joined the WPM team!



Kagna Mourng arrived as our new Programme Manager to take the helm of programming and provide leadership for how we implement projects on gender and peacebuilding issues.



Le Sen has joined WPM as a Project Coordinator for our new initiative “Making the Space” to bring together minority girls from across Cambodia to better understand and advocate their needs.



Sreythean Sok is our new accounting assistant to provide the much needed support in our finance team as we grow bigger.



Saoly Ngel starts out as our very own community facilitator based in Chumkiri District, Kampot where she is making WPM’s work on women’s rights happen right in her own community.



Pisey Tim, a long-time volunteer for WPM, joins us as a project assistant in our Peace and Conflict Transformation Programme to help us carry out our work both in Cambodia and abroad.

MCC VOLUNTEERS

This year we bid farewell to our MCC Serving and Learning Together (S.A.L.T) programme “SALTer” volunteer, Renata Toews who returned to Canada. At the same time, we welcome our new SALTer, Morgan Smith who comes from the USA.



Renata Toews



Morgan Smith

NEW ADVISERS

This year WPM welcomed **THREE NEW ADVISERS** to support our work!



Kate Seewald, an Australian, joins WPM as our Gender Adviser. Kate has much expertise in Cambodia and has worked on campaigning with several organisations. Apart from being a PhD candidate at the University of Sydney exploring feminist activism in Southeast Asia, Kate is also the co-founder of Klahaan, a feminist research and campaigning organisation in Phnom Penh.



Leang Sok, a Cambodian civil society leader, comes to WPM in his capacity as our Research Adviser. Leang has a depth of experience in local research, particularly on issues of media, violence against women, and gender issues in Cambodia. With a long list of achievements, Leang wears many hats in his work and we are so pleased to have him join us and share his extensive knowledge to build up our research on the ground.



Sophorn Poch, a Cambodian mediator, joins WPM this year as our Mediation and Conflict Resolution Adviser. With a strong international education background in public policy and mediation, Sophorn is an accredited member of multiple mediation bodies. Having worked in the Cambodian land sector for over 15 years, we are immensely grateful to have him join our team and provide advice and support as we build our mediation and alternative dispute resolution capacity!

NEW VOLUNTEERS

5 NEW VOLUNTEERS gave their generous time and efforts to WPM over the year. These incredible individuals not only provided their skills and abilities to WPM, but also brought in great energy and their spirit of volunteerism!



We partnered with 5 new funding organisations that are supporting creative and innovative programmes at WPM!



Danmission is beginning a partnership with WPM for our exciting new initiative “Making the Space: Voices from the girls of Cambodian minority communities” that employs participatory research, art, and advocacy for minority girls to share their biggest issues across the country.



Voice welcomed WPM into their global community and is supporting our very grassroots initiative 4 Women, 4 Communities, 4 Stories that brings doubly marginalised women together including Indigenous, rural, with disabilities, and those facing violence.



The Niwano Peace Foundation has awarded WPM a grant for our innovative proposal Human-centered storytelling through audio-visual documentary to conceptualise “The Other” to bring our Cambodian, Thai, and Vietnamese teams together to learn how to film their communities and tell their stories better!



The Voices for Gender Equality Project brought new funding to WPM to implement our long awaited alternative dispute resolution research in domestic and intimate partner violence (funded through DCA and the European Union)



The Asia Foundation, through the Australia-Cambodia Cooperation for Equitable Sustainable Services (ACCESS), supported us to review national mediation guidelines and develop its training manual.

OUR SUPPORT

We continued to receive support from our longstanding donors that allow WPM to keep working on the issues that matter the most!

In 2019, WPM was able to secure
\$238,778.88

through the generosity of our funding partners
for 2019 and 2020 programming!



OUR WORK



WPM BECOMES A FILM PRODUCER!

Lights, camera, action! 2019 has been our year to deeply explore the power of looking through a camera lens. Partnering with our friends at the School of Slow Media and the Bophana Audiovisual Center, we trained our Cambodian and regional participants in the art of filmmaking! Teams went out to produce captivating footage in Cambodia, Thailand, and Vietnam on their communities which were then made into short films.

Watch the films!

- [Weaving a Culture](#) (Thailand)
- [One Border, Two Lives](#) (Thailand)
- [Ice Cream on a River](#) (Cambodia)
- [Auntie's House](#) (Cambodia)
- [An Ancestor's Dance](#) (Vietnam)





WHO'S LISTENING? FROM CENTRE TO PERIPHERY

Understanding narratives on interethnic sentiment at the Cambodian border through Facilitative Listening Design

SUYHEANG KRY AND RAYMOND HYMA
EDITED BY MELISSA MARTIN AND KAREN SIMBULAN

First Who's Listening initiative showed that border residents in Phnom Penh about the border with Vietnam was a major concern, a second initiative to confront this head-on. What was it about such anxiety and emotion for those in faraway

Listening Design to four Cambodian provinces diverse group of Khmer, Indigenous, Cham/Khmer, and ethnic Vietnamese went into their own world to learn.

It always match with what had been shared earlier locally. Different ethnic groups living side-by-side have complex relations with their ethnic Vietnamese neighbors. They play a large role in connecting, but also personal stories that push them to reconsider preconceived notions towards "the Other". History, existing narratives, and other continue to sometimes negatively affect community dynamics at the community level.

In the end, we learn from communities along the border that living beside and being exposed to those who we consider as different from us can fundamentally reshape how one group sees another.



NEW BOOK

Consolidating a year of research from 2018 on interethnic relations along the Cambodia-Vietnam border, "Who's Listening? From centre to periphery" showcases the findings and the evolution of our participatory research approach, Facilitative Listening Design. Through the research of our "Listeners" and the stories from our "Sharers," we learn fascinating new things about how our different ethnic groups see each other in the eastern part of our country.

[Read the book online!](#)

ESTABLISHING FLD AND SHARING WITH THE WORLD

Our own homegrown participatory research and conflict transformation methodology, Facilitative Listening Design (FLD) was incorporated into several projects and even for an initiative outside of WPM this year! We also produced a video, “The FLD Story,” that explains the evolution of FLD and the steps for others to carry it out anywhere. We are encouraging everyone to try FLD and to use listening to better understand any issue through the systematic steps we have developed!

[See the video!](#)





4 WOMEN, 4 COMMUNITIES, 4 STORIES

Beginning as an informal conversation among four women passionate about their communities, our talking became real with the introduction of an exciting initiative on double marginalisation and intersectionality specifically in the city of Phnom Penh. Bringing together Indigenous women, women with disabilities, rural women in the city, and women facing violence, this work is breaking barriers and using community listening, skills training, entrepreneurship, and a loud united voice for advocacy to shake things up in our country's capital. Watch out for these ladies, they're determined to change the status quo!

[See the video!](#)

ART FOR IDENTITY AND SENSE OF PLACE

We continue to be more and more convinced that art can contribute to transforming conflict, get us to think outside the box, and allow us to express ourselves more deeply. Returning to a community we have worked with a lot with over the last year in Kampong Chhnang, our staff and advisers put together an art intervention to consider the complexity of what home really means. Teaching photography to residents, they went out to capture scenes they later told stories about, recalling their longtime memories. Accompanying them, our artist used an old boat with a special history to paint their impressions, memories, and hopes - becoming a true canvas that shows insights into one community's experience. Together with the artist and the community, we have big plans for an exhibition next year to bring our collective artwork to the public!

[See the exhibition plan and blueprint!](#)



FILM AND CONVERSATION



WPM explored its role as a film and chat convener at the Bophana Audiovisual Center bringing together its regional participants from minority groups across the borders to screen their film productions and talk about their experiences as minorities. The event captivated the audience and created a very open space for deep dialogue on our perceptions of minority groups not just abroad, but right here in Cambodia. We also held screenings and dialogues of our films in Surin, Thailand and Tra Vinh, Vietnam meeting new people in our neighbouring countries who joined in on the conversation!

[See the event on video!](#)

ENGAGING ON ISSUES FOR MINORITY GIRLS

WPM expanded its beneficiary base by launching a large country-wide initiative to bring minority girls together from Monduliri, Kampong Chhnang, Kandal, and Siem Reap. Exploring issues in their own communities specifically related to girls between the ages of 14-19 years old, this work is injecting more youth into WPM programming and teaching us how ethnic, religious, and cultural minorities, along with being young and a girl, can bring up a whole unique set of barriers we might not even think about in Cambodia. “Making the Space” begins by listening, but will expand to artistic approaches and even a Send Girls to School component to enable individual girls to study.



WEAVING WOMEN'S LEADERSHIP FOR CHANGE

A GRASSROOTS WOMEN'S NETWORK



Very proud to launch our very own network of grassroots women leaders from across the country, WWLC began with 18 incredibly dedicated and passionate women from 13 Cambodian provinces! Paired with 10 women mentors in leadership positions, the fast growing network held transformative feminist leadership training in Kep and Siem Reap and even began “change initiatives” in their own communities. Keep your eyes on this powerful and fast paced network that is bringing together women from all parts of Cambodia to lead and change!



WOMEN'S RIGHTS

This year our recently launched initiative Collective Action to Support Women's Rights hit the ground running in Chumkiri District, Kampot province to bring women and men together for women's rights in the community. Building strong relationships with local authorities and community leaders, the first training sessions were delivered to volunteer trainers who gained skills and knowledge on gender issues. Our programming in Chumkiri is truly implementing our values on the ground with the strong belief that together, women with men, we can overcome gender barriers and change the lives of women!

THE EMPATHY PROJECT

After the previous year of camping and exploring peace in nature, the Empathy Project got even more serious about experiential learning in 2019 and went across the border to Vietnam to stay with families and make new friends. They also did more exposure visits in Cambodia, learning about the lives of different ethnic minority groups. A fascinating survey among participants showed that 95% felt that their opinions towards other ethnic groups had changed after personal engagement with those they considered “the other.”





NIPA

A huge outcome of our interethnic work this year was the formation of the Network of Interethnic Peace Ambassadors organised and self-led by participants themselves. NIPA is an emerging youth-led group that is aiming to change the way people think and positively influence how we perceive different ethnic groups around us in Cambodia. Watch these amazing peacebuilders grow and lead as WPM supports them to reach out to their communities and beyond!



MEDIATION

2019 was a year of major inroads for our mediation work. Beginning the year carrying out research on alternative dispute resolution in cases of domestic and intimate partner violence. We learnt that women in communities across the country face real barriers to access local justice. The findings from this work further informed the government's review of mediation guidelines and we plan on publishing our research in 2020 to share this new knowledge with a wider range of stakeholders involved in dispute resolution.

SOCIAL MEDIA EXPLOSION

Our Facebook page continued to grow finishing off the year with **7,761 “LIKES”** from those who follow our posts and announcements.

[Like us!](#)

In April, we created our own Twitter handle and have been sharing our news with more audiences worldwide! Follow us at [@wpmcambodia](#).



CONNECTING ACROSS THE GLOBE

WPM had a chance to bring its work outside Cambodia and broaden our international audience through several opportunities.

We presented our FLD approach and findings in Hamburg, Germany at the Rotary International Convention.

We connected with Khmer communities in Thailand and Vietnam to talk and learn about what it's like to be a Khmer minority group.





We travelled as a whole group to Vietnam to take the time as a team to reflect outside of Cambodia and think about WPM's future. We met a lot of new friends too!

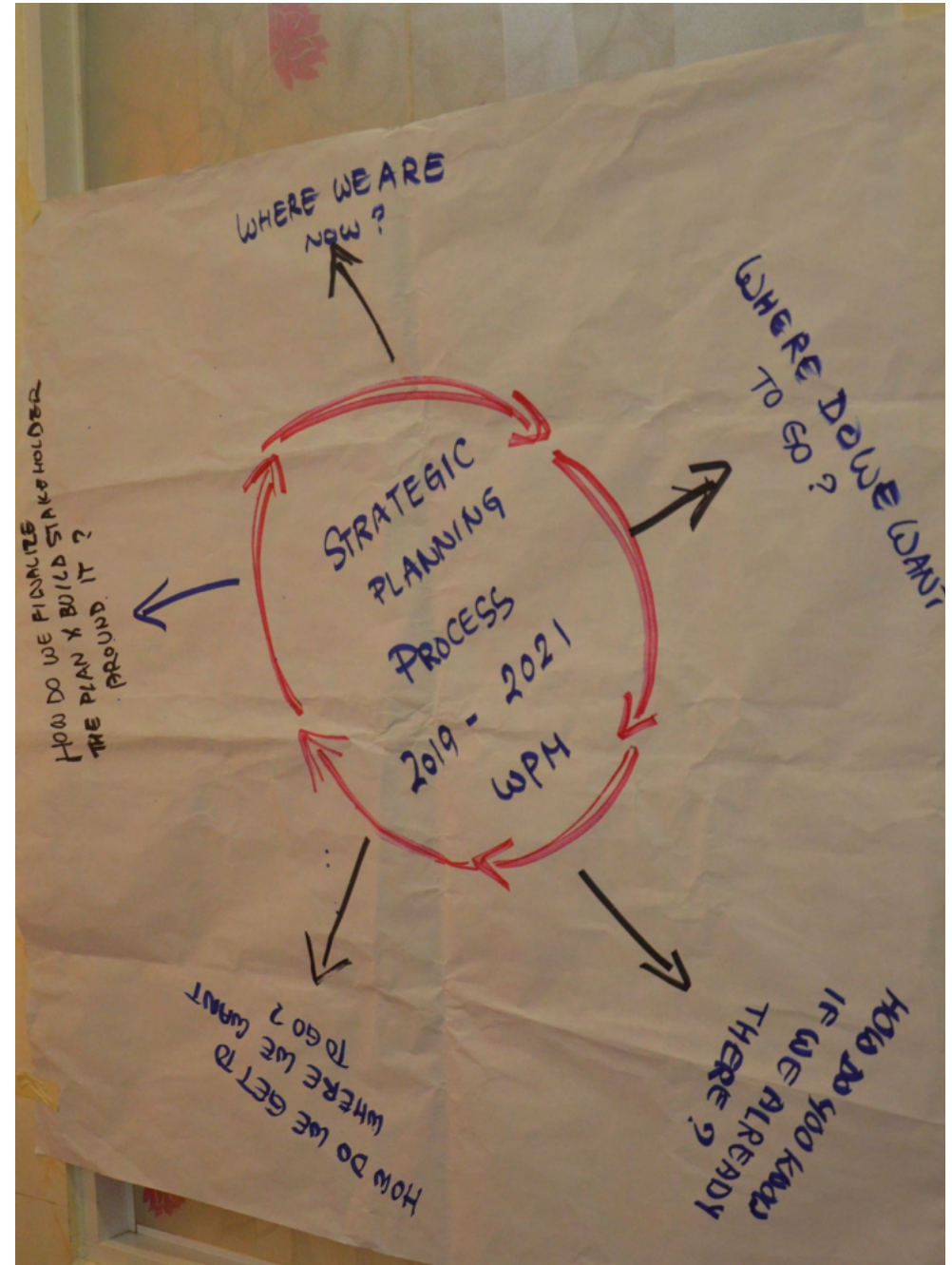
We joined with organisations across Asia through the Civil Society Academy to connect and learn from each other in Nepal and India.

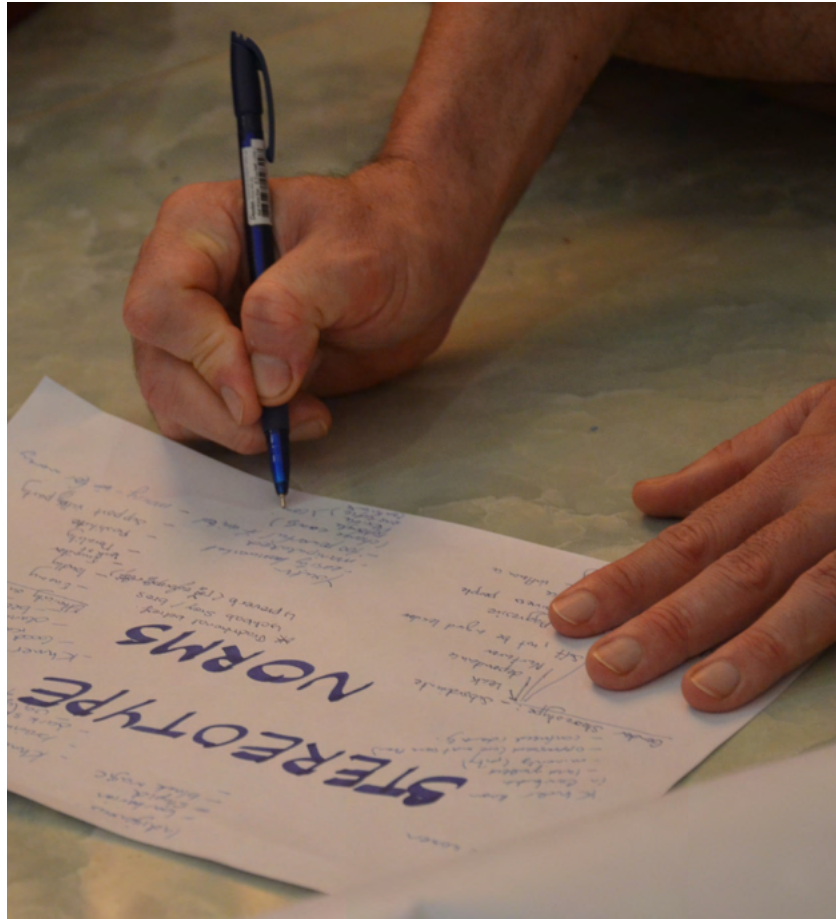
We presented WPM and our work at the Ban Ki Moon Centre in Austria through the Women's Empowerment Program.



ORGANISATIONAL DEVELOPMENT

2019 was a real year to look at how much we have grown and how we see ourselves becoming as we head into the future. Beginning with our staff annual reflection in Vietnam in January, we started the year with a real emphasis on how to shape WPM as we grow in full force. Much of the year was spent listening to our communities, talking with stakeholders, and coming together to develop our 2020 - 2023 Strategic Plan.





Our strategy sets out an ambitious plan to accompany WPM's growth with a clear direction focused on the intersection of gender and peacebuilding. We see very clearly the benefit of strengthening two key programmes, the Peace and Conflict Transformation Programme and the Gender and Women's Issues Program. Our projects are now hosted in one of the programmes but every project has elements of both, and incorporate peace and gender in different ways. We also put more emphasis on creative approaches, leveraging art and other unique activities to deepen dialogue and connections among different people and groups. We also envision a more decentralised structure, where staff can work in teams on initiatives and collaborate across "bubbles" to take advantage of the incredible human resources we have at WPM!

OUR NETWORK



We continued our role as a Steering Committee member for the Gender and Development Network.

WPM stayed strong in its membership in the NGO-CEDAW network working together with others to produce a shadow report on the status of women.

Taking the reins, we joined forces with others to organise the first ever UN-CSO Dialogue to bring together local CSOs with different UN agencies.



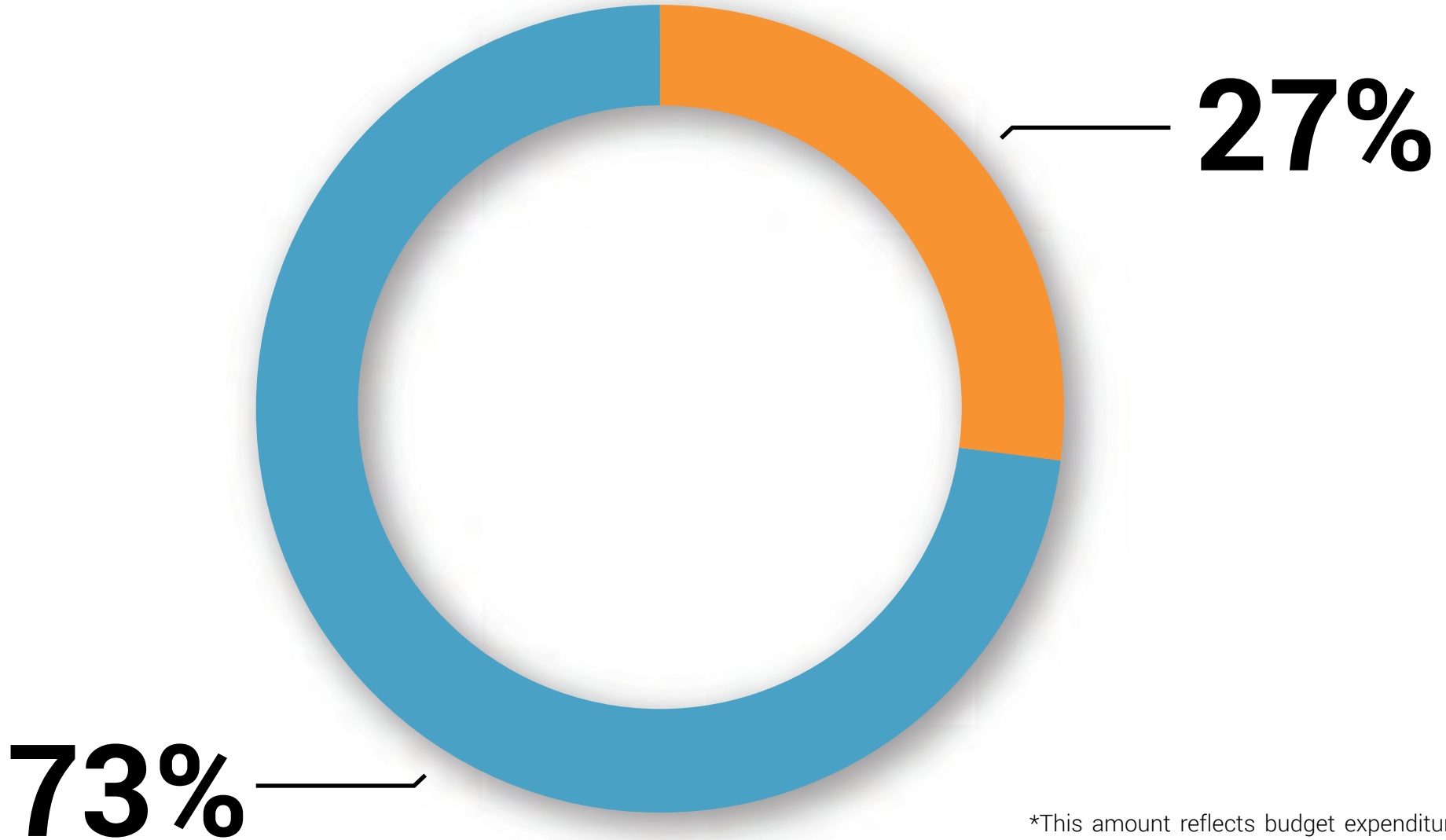
OUR FINANCES



WPM's budget increased over
3 TIMES in 2019!

The 2019 budget of *\$224,707.96*
greatly surpassed our
2018 budget of \$70,996.94!

● Programming 164,448.24 ● Operations 60,259.72



*This amount reflects budget expenditures in USD from January to December 2019.

Values in practice

In a nutshell, 2019 was a year we started by reflecting on our values and then getting to work on expressing them. We worked from our hearts and we made sure our values reached every aspect of our programming and operations.

Thanks to all of you who helped WPM to stay true to its values in 2019! Our work reflects who we are and the positive change we wish to see!

cảm ơn bạn Tak skal du have

លាស់អ្វីស *Danke*

អរគុណ ច្រើន

Thank you!

Dankje شکر ありがとう

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THANK YOU





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