

# We Can Do It!

យើងអាចធ្វើបាន!

*Fiercely feminist in the  
face of a pandemic*



WPM  
ANNUAL  
REPORT **2020**



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# 2020 IN REFLECTION



**2020 WAS  
NOT A  
NORMAL  
YEAR...**



*FIERCELY FEMINIST IN THE FACE OF A PANDEMIC*



**BUT WE GOT  
THROUGH IT  
TOGETHER, AND WE  
BECAME STRONGER.**

**This year showed us that we are resilient and we can work through the biggest global challenges together, through peace, empathy, and a strong feminist spirit!**

Covid-19 shook the entire world to its core and redefined every aspect of our lives and our connections with others.

Every person was affected. WPM was impacted in so many ways. We went through the shock together, we changed the way we worked, and we became clearer on how we can contribute to our beneficiaries and everyone else we work with.

2020 forced us to reflect deeply, and what we discovered is that we are a strong feminist organisation. Though we have focused so deeply on conflict transformation and providing space for others to advocate, we found out that we do have our own values and positions that are worth voicing out. We are more confident than ever that we can engage all actors and still share our feminist values on issues that need a grounded gendered perspective.





**2020 WAS A YEAR  
OF RESILIENCE AND  
DEFINING OUR  
POSITION TO  
ADVOCATE FOR  
THE EQUALITY OF  
ALL SEXES AND  
GENDER IDENTITIES.**

# OUR REACH

In 2020, we deepened our work with women, explored the true meaning of intersectionality in practice, and jumped into the Covid-19 pandemic to serve others in any way we could.

We adapted and we responded in all our programmes and projects to tackle the global crisis!



# 2 PROGRAMMES!

☰ Peace and Conflict Transformation

♀ Gender and Women's Issues

# 10 WPM Projects!

**2,032**  
BENEFICIARIES



Direct  
1,180 **WOMEN**  
Indirect  
177 **WOMEN**



Direct  
392 **MEN**  
Indirect  
283 **MEN**

# TARGET AREAS IN 2020!





# OUR TEAM





## **OUR BOARD GAINED A NEW MEMBER**

Welcome to **Sophiep Chat!** Joining us from WaterAid, Sophiep is the Country Director and has worked in community development for over 20 years. A strong believer in humanity and social justice, he studied international relations and development and is also a speaker to youth groups and social entrepreneurs in Cambodia. We believe Sophiep's inclusion as a Cambodian man at WPM is important and reflects our commitment to engage men at all levels of programming to contribute to real change in society.

# OUR BOARD IN 2020



**KIMSRUN CHHIV**  
**Chief of Board**  
Freelance, Good Governance &  
Conflict Transformation



**LIVA SIN**  
**Deputy Chief of board**  
Programme Director  
Azahar Foundation





**SOKANHA IN**  
**Board Treasurer**  
Internal Audit Manager  
Population Services International  
Cambodia



**AMANDA HASTINGS**  
**TALSTRA**  
**Board Member**  
Country Representative  
MCC Zambia



**SOPHIEP CHAT**  
**Board Member**  
Country Director  
WaterAid



*In Memory of*  
**ALAIN FRESSANGES**  
**Eternal Board Visionary**



### CHIEF OF BOARD

For many, 2020 is a year they wish to forget. It was certainly a shock to Cambodia and to everyone around the world. The Covid-19 pandemic has changed everything and has forced us to look at how we work and where we can contribute, especially when face-to-face is no longer possible. The WPM team rose to the challenge seriously, with their hearts and minds ready to try new ways to reach our beneficiaries. From Zoom meetings to sanitisation protocols, WPM worked very quickly to ensure the safest and most effective programming in the wake of a global crisis. As we finish 2020 off with uncertainty, we also look towards the future with hope. Through that hope, we also look back at what we have learnt and how strong we have become.

*Kimrun Chhiv*



## **EXECUTIVE DIRECTOR**

Covid-19 has proven that WPM staff, board members, funders, and most importantly, our beneficiaries, are resilient! Although the pandemic initially brought much of our work to a standstill, it helped us see the bigger picture and how we fit into responsive grassroots peacebuilding and gender equality. I also think it forced us to step back and look at ourselves more critically. As we have worked so hard to provide space for others to speak out on important issues, bring conflict actors together to talk, and to mediate complex and divisive arguments, we have often put aside our own views in order to facilitate dialogue. Our neutrality and open mindedness has been productive to transform conflict. However, we have become more and more clear that we are a feminist organisation built on and building up feminist principles. Watch us add more voice into debates on gender equality and feminism in the years to come!

*Suyheang Kry*



# Transitions

After nearly three years at WPM, we bid farewell to two staff members, **Soklin Uy** and **Lyhour Heang**. Both joined us in 2017 initially as volunteers in our listening work and went on to become important builders in our Peace and Conflict Transformation Programme. We are proud of Soklin and Lyhour's contributions to WPM and excited to see them go forward in their peacebuilding journeys beyond!



# New Staff

**THIS YEAR WE WELCOMED SOME IMPORTANT ADDITIONS TO OUR OPERATIONS!**



**Sopheap Koch** took the helm as our finance manager to oversee not only our finance operations, but also to help us continually develop new policies and ensure our systems reflect our transparency and effectiveness.



**Sirisim Say (Sim)** has joined our team as a finance coordinator to support our day-to-day transactions and work with our multiple donors in grant management and financial execution.



**Molynin Kheang (Lynin)** is an exciting new addition to the public side of WPM coming in as our communications and outreach officer. An artist and a graphic designer, Lynin helps to improve our visual identity and develop communication products that really reach our target audiences.

# MCC Volunteers

In a sudden departure due to Covid-19, we had to say good-bye to MCC Serving and Learning Together (S.A.L.T) programme “SALTer” volunteer, Morgan Smith who had to return to the USA in March at the beginning of the pandemic. Morgan contributed to many projects and initiatives during her seven months in Cambodia and continues to support us online from her home in Seattle.





# New Advisers

**THIS YEAR WPM WELCOMED THREE CREATIVES AS NEW ADVISERS TO SUPPORT OUR WORK IN THE ARTS!**



**CARRIE HERBERT** joins us as our Therapy and Self-Care Adviser, particularly in the scope of art therapy. Originally from the UK, Carrie has spent decades in Cambodia as an Arts Psychotherapist, Clinical Supervisor, Trainer, Celebrant, and Consultant here and around the world. Integrating creativity and mental health based at her own organisation, Ragamuffin International, Carrie has already introduced therapeutic arts in our work with sensitive issues and trauma, and is providing our staff with much emotional support as we navigate the complexity of working in gender and conflict.



**POLEN LY** brings his incredible creative talents and experience to WPM as our Documentary and Filmmaking Adviser at a time we build our expertise in using film and media to tell more stories. An award-winning filmmaker, Polen has made many short films and documentaries shown internationally and in Cambodia. Having quit his medical schooling and beginning a self-taught journey in filmmaking 2012, he is now an internationally recognised independent filmmaker who inspires his audiences. Polen is working with us to improve our capacity in film and documentary activities and providing invaluable coaching and support to our staff and participants who are testing their own talents in capturing stories through video.

# New Advisers cont.



**MALIA IMAYAMA** is a Japanese-American graphic designer who has officially joined us as the Visually Identity Adviser after a few years of already being involved with WPM. A current student of graphic design in Nagoya, Japan, Malia is putting to practice her budding skills at WPM through design and layout projects, including this annual report! Besides supporting our design efforts, Malia also advises on branding, visual identity, and other elements of how we look to the public through our multiple tools and products.



# New Volunteers

3 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!



# OUR SUPPORT

We continued to receive the generous support of our donors, most of which was adapted to the Covid-19 crisis and the new context we began to work in. Our very special thanks to all for their flexibility and understanding as our programming dramatically changed in the wake of the pandemic.







In 2020, WPM was able to secure

**\$382,999.07**

through the generosity of our  
funding partners for 2020 and 2021  
programming!

# OUR WORK



**អំពីកូវីដ ១៩**

**មិនមានករណីវិជ្ជមានកើតឡើង  
ប្រមាណករណីរ៉េម៉ែរ៉េប៉ាះ មិនមែនមាន  
ន័យថាយើងស្ថិតនៅក្នុងស្ថានភាព  
សុវត្ថិភាពពីកូវីដ ១៩ ឡើយ**

លេកទី២នៃជម្ងឺកូវីដ ១៩  
នេះអាចនឹងកើតមានឡើង  
គ្រប់ពេលវេលាប្រសិន  
បើយើងធ្វេសប្រហោស  
មិនគោរពតាមវិធានការ  
ការពារត្រឹមត្រូវ។

១.៧ ម៉ែត្រ បន្តរក្សាគម្លាតសុវត្ថិភាពបុគ្គលពីម្នាក់ទៅម្នាក់  
អោយបានយ៉ាងតិចណាស់ ១.៥ម៉ែត្រ

រក្សាទំលាប់អនាម័យដៃស្អាតជានិច្ច

បន្តការប្រើប្រាស់ម៉ាស់ កន្សែង ក្រម៉ា ឬ ក្រដាសជូតមាត់  
ដើម្បីខ្ជប់មាត់និងច្រមុះពេលក្អកឬកណ្តាស់។

ប្រភព៖ ក្រសួងសុខាភិបាល, ថ្ងៃទី៧ ខែមិថុនា ឆ្នាំ២០២០

### COVID-19 RESPONSE

The reality of 2020 called on us to act and respond on issues as they emerged in our communities and among the many beneficiaries we work with. The year proved to be unstable, with periods of isolation and at times, with careful face-to-face engagement. We modified our programming to bring important Covid-19 prevention messaging and awareness into the communities we work in. We held an online campaign sharing information as it came in on how to protect ourselves from the deadly virus, making the information accessible to

people across the country. This work was recognised by Facebook who awarded us with a social media grant to use its interface for critical communication on Covid-19 information. We held virtual events in Cambodia and across the world, gaining more expertise in online platforms and communication from our computers. We held public events employing strict protocols to bring people together in the safest possible way to connect with all of our stakeholders in times it was feasible.

**ORIGINAL SONG**

និពន្ធនិងច្រៀងដោយ៖  
កញ្ញា ជីវ រេងហិរាង

**បំណាច់**  
INVISIBLE KNOT

“...មានសម្លេងនិយាយមិនឮ  
ភ្នែកភ្លឺតែមើលមិនឃើញផ្លូវ  
មានតែផ្ទះតែគ្មានភាពកកក្តើ  
ទ្រាំនៅទាំងគ្មានជម្រើស...”

សូមរង់ចាំសប្បុរសការព្រោះយុវជនជាតិកម្ពុជា

**៣១ កក្កដា ២០២០**

ដំណើរដោយ៖ គាំទ្រដោយ៖

# A TOP HIT! WPM DIPS INTO POP CULTURE

How to bring a very serious issue for women to the public? This year we tried out a new role as a music video producer! Bringing together a Cambodian music star, an award-winning filmmaker, and our staff and friends, WPM launched its first music video “Invisible Knot” into the contemporary music scene. Invisible Knot is a song written from the stories of our many participants and beneficiaries about intimate partner violence and takes listeners and viewers into the dark world of abuse - but also through the hopeful journey of empowerment. By breaking the chains of violence, women can change their destinies and untie the invisible knot.

[See WPM’s first ever music video Invisible Knot!](#)





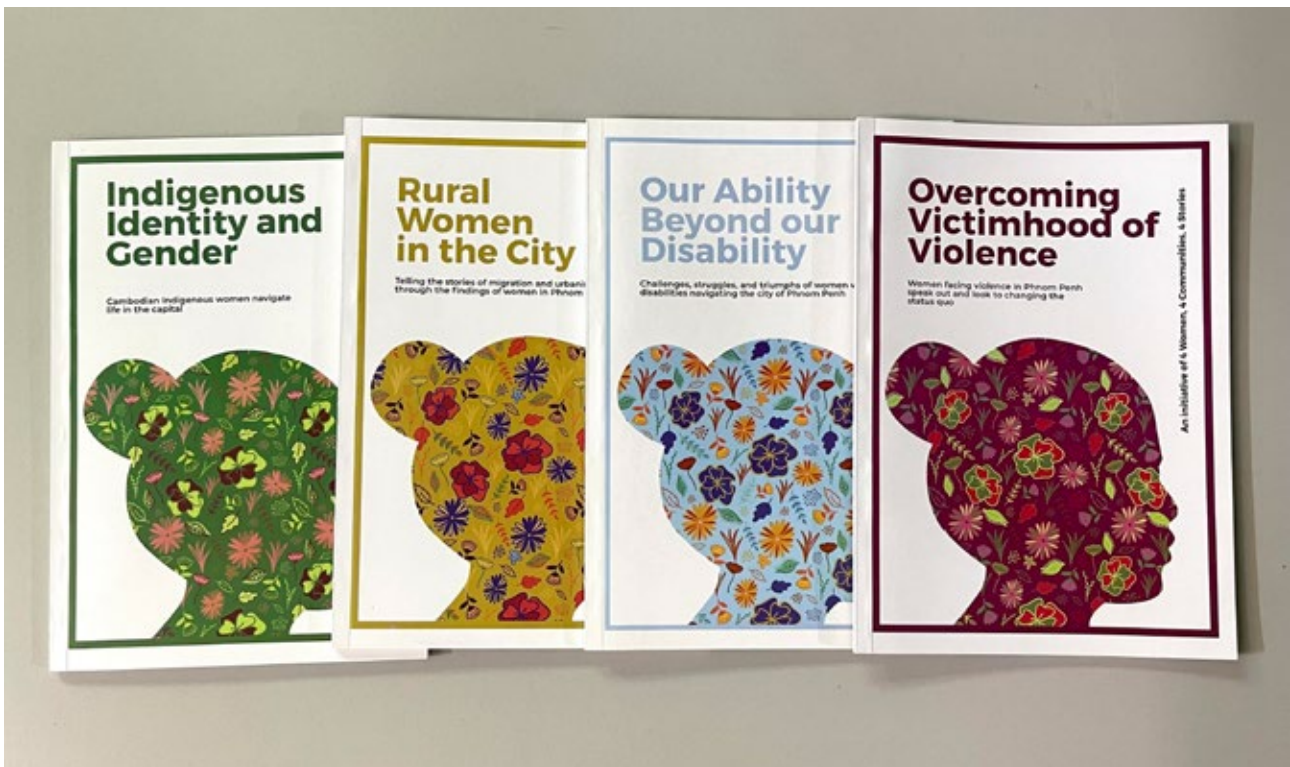
## **INTERSECTIONALITY**

WPM dove into complex issues of double marginalisation and intersectionality in 2020 to better understand the multiple barriers that women face when coupled with identity in other vulnerable groups. Women with disabilities, Indigenous women, and girls from ethnic, religious, and cultural minority groups engaged in various projects to share their lives and show how society can often leave them behind. What we hear is that doubly marginalised girls and women often fall through the cracks of gender programming and development initiatives. This space is incredibly important to WPM and watch us continue to put more focus on intersectionality to work towards recognising and acting on the gaps in current gender work.



## **WEAVING WOMEN'S LEADERSHIP FOR CHANGE - A NETWORK IN FULL DRIVE**

Our WWLC network expanded rapidly with much interest from participants who applied from across the country to join our movement to bring feminist change in their communities. 15 new members joined, bringing our membership to 32 women from 14 Cambodian provinces! One of the major focuses in 2020 during a difficult global pandemic was on sisterhood and the power of each woman's story.



## **A GROUNDBREAKING BOOK SERIES ON DOUBLY MARGINALISED WOMEN**

Through our exciting 4 Women, 4 Communities, 4 Stories initiative, a series of four books was published to share research findings from our work with Indigenous women, women with disabilities, rural-to-urban migrant women, and women facing violence. The series brings findings from participatory research using Facilitative Listening Design (FLD) and the stories of doubly marginalised women who led the research as well as those who participated in it. Each book speaks to stakeholders and advocates for change in Phnom Penh in overcoming barriers that these women face in everyday life.

Read the books!

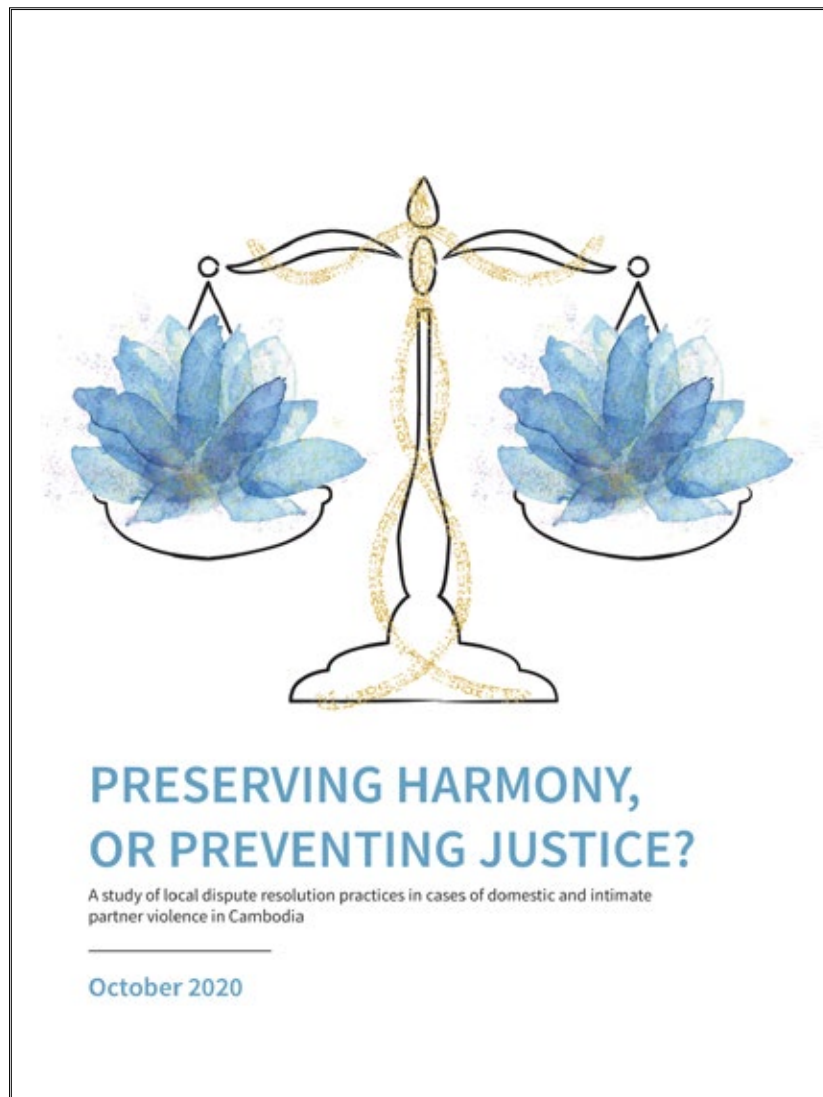
[Our Ability Beyond our Disability](#)

[Rural Women in the City](#)

[Overcoming Victimhood of Violence](#)

[Indigenous Identity and Gender](#)





# **HARMONY OR INJUSTICE? EXPOSING THE REALITY OF WOMEN WHO ACCESS LOCAL JUSTICE**

Our work in mediation culminated with important research findings! After an extensive year of research on women who go to local dispute resolution for issues of violence in provinces across the country, *Preserving Harmony, Or Preventing Justice* is a report that sheds light on how the system works in practice. Local forms of alternative dispute resolution do not serve the best interest of women and frequently fail to protect them. The report looks at real cases and includes data collected from 167 respondents and focus group participants proving that a survivor-centred approach is critical in addressing violence faced by women in Cambodia.

[See the report \*Preserving Harmony, Or Preventing Justice!\*](#)





## **FLD EVOLVES AND USED TO CAPTURE IMPORTANT INFORMATION**

This year WPM used FLD in three major initiatives with very different objectives. It was used to start off some work to listen to communities before beginning other research approaches. It was used to focus more on individual stories to better understand real narratives that could help explain important issues of exclusion. It was also used as a way to bring different ethnic groups together to understand different perspectives on history. FLD also adapted to blind women participants, developing new tools and corresponding practices to ensure they could lead their own initiatives. FLD has shown itself to be highly flexible and an excellent approach to gather information and transform relations in diverse situations. Watch us use FLD more and more to provide the important act of ‘listening’ to each other in a systematic way to better convey and understand what we hear.



## **A NEW BOOK ON WPM EXPERIENCE IN ART AND PEACE!**

We published a major contribution to the field with “Navigating the Nexus of Art and Peace.” With the participation of our author group of expert peacebuilders and artists, the book explores how to bring the arts into peace and peace into the arts whilst being aware of the tensions that persist. Honoured with a foreword contribution by our inspiring conflict transformation mentor, John Paul Lederach, the book has been well received around the world. We even partnered with new friends at Fundación Cambio Democrático in Argentina and have published a Spanish language edition for Latin American readers.

[Read Navigating the Nexus of Art and Peace in English!](#)

[Read Navigating the Nexus of Art and Peace in Spanish!](#)



## **LIFE AFLOAT, FOSTERING DIALOGUE THROUGH ART**

Having spent the previous year working with communities living in floating communities along the Tonle Sap, we brought our art to the public in a dazzling exhibition over the month of March at the Bophana Audiovisual Center's gallery. Incorporating the masterpiece of our featured artist and the photography taken by community members themselves, the Life Afloat exhibition took viewers into a mysterious world in which few were familiar with. Exploring the dimensions of a community living on the margins, the exhibition provided a visual array of art and fostered deep conversations on important issues of identity and sense of place - all within a beautiful artistic backdrop.

[See the exhibition Life Afloat on video!](#)





## **GENERATIONS THROUGH FILM**

This year we continued our work on participant-led filmmaking, taking the opportunity to understand how our older generations in diverse ethnic groups saw their lives and recounted their history in Cambodia. Our young filmmaking participants not only were able to gain practical skills using cameras and equipment, but also got to listen to the inspiring stories and journeys of their grandparents and elders.

[See the collection of short-films they produced!](#)





## ***THE THERAPEUTIC ARTS***

Much of WPM's work takes place in the complex intersection of gender and conflict. As we navigate complicated dynamics, we often enter sensitive areas involving trauma and pain. This year, we engaged in the therapeutic arts for the first time to explore more personal dimensions of ourselves and those we work with. Through using art as a medium along with psychological accompaniment, we worked through different aspects of trauma to better understand our beneficiaries, our colleagues, and especially, ourselves.



## **MAKING THE SPACE FOR MINORITY GIRLS TO SPEAK**

Jumping into the Making the Space project, we worked with **248** minority women to connect with minority girls across the country. With the goal to understand more about the issues that ethnic, religious, and cultural minorities face, we heard from **160** respondents, sharers, and focus group participants in Mondulkiri, Kampong Chhnang, Kandal, and Siem Reap. What we heard was that minority girls do indeed face very particular and complex issues related to identity and barriers they encounter in everyday life. Findings from the research will be released in 2022!





## **SENDING GIRLS TO SCHOOL!**

Our initiative to seek out real barriers that prevent girls from studying - and then squashing them with support to overcome the obstacles has come to life! Send Girls to School is our way to help girls get to school and learn. This year we supported **11** girls from different ethnic minority groups to be able to study.



## WOMEN'S RIGHTS

2020's focus on women's rights centred on the Covid-19 response - the issue most affecting Cambodian women over the year. Our work in Chumkiri District continued strong, raising important issues on gender-based violence during the "shadow" pandemic. In collaboration with the Ministry of Women's Affairs, WPM used radio and social media to ensure women knew how to seek help and report violence. Our broadcasts reached **16** provinces and our work in raising awareness was recognised by Facebook, Inc. who approached us to provide further support in our online dissemination efforts. We also travelled extensively and provided personal protective equipment and sanitation supplies in our efforts for Covid-19 prevention.





## **EXPLORING HISTORY AND HOW IT AFFECTS US**

Cambodia's infamous history is well known around the world. As Cambodians, we grow up in a culture that acknowledges both a vibrant history of Khmer civilisation and ancient wonder, alongside a darker conflict that changed every part of our fabric and being in the 1970s to present day. Working with a group of enthusiastic participants from multiple ethnic backgrounds, we explored history and how it has shaped both how we perceive "the other" and how we internalise it in ourselves. Have a look back at history but also how we have the tools to shape our future's history.

[See Their History, Our Future](#)



## **NIPA**

A second year as our Network of Interethnic Peace Ambassadors grew, increasing its membership to **26** members. After having recently established the network, NIPA members decided to formalise roles and positions, electing two coordinators and bringing together a voluntary core team to support operations. Working together with WPM, NIPA representatives became recruiters and facilitators in The Empathy Project. Taking a leadership role, they also joined third cohort participants in their fieldwork and homestays and shared their knowledge and expertise on interethnic peacebuilding. **They also initiated 9 peace activities in 2020 engaging over 95 direct participants in their communities and made plans for future growth.** Keep your eyes on this network that is moving fast and gaining traction in the peace sector!

# SOCIAL MEDIA EXPLOSION

Our Facebook page continued to grow finishing off the year with **10,494** “Followers” from those who follow our posts and announcements.

Like us!



Women Peace Makers  · 25 May 2020 · 

What does self-care mean to you?

Another element of the Weaving Women's Leadership for Change (WWLC) program is focused on "Self-Care". One of the participants of 2019 WWLC, namely [Fang Chompey Jarai](#), shared her ideas that " Before joining this program, I found my mind constantly thinking about work, which caused me to overlook caring for myself. Today, I have taken the meditation practice as a routine that can help me solve problems, fall asleep faster, and find my center.... [See more](#)



Self-Care Activity



  You, Hieu Kien, Ah Sëy and 55 others · 2 comments 10 shares

 Like  Comment  Share 



## WPM ANNUAL REPORT 2020



## CONNECTING ACROSS THE GLOBE

In spite of the Covid-19 pandemic, WPM did have a chance to engage globally prior to border closures and lockdowns from March.

We presented our Understanding ‘Us’ to know ‘Them’ documentary work in Japan at the University of Tokyo’s International Symposium Mutual Learning and Exchanges with the Toyota Foundation.

We also went to Nepal and joined the United Nations Regional Centre for Peace and Disarmament in Asia and the Pacific and Members of Parliament from 17 countries to represent Cambodia and explore gender dimensions on gun violence and illicit small-arms trafficking.





## **SOCIAL ENTREPRENEURSHIP AND SUSTAINABILITY**

One of our big organisational focuses in 2020 was exploring sustainability in alternative ways. Social entrepreneurship played a large part in that both in our programming and as an organisation. Partnering with SHE Investments, we looked at ways that WPM and our partners could leverage income generation. Through the development of a sustainability plan and reflective coaching with experts, we are looking to the future with exciting ways we can create more sources of revenue and bring innovative products and services to the market. Stay tuned for WPM's future in this space!

# OUR NETWORK



WPM carried out another year in its role as a Steering Committee member for the Gender and Development Network.

Continuing our membership in the NGO-CEDAW network, WPM joined 36 organisations to publish a joint-statement to express concerns on draft laws violating women's rights to choose what they wear in public.

This year, we continued our leading role in designing, presenting, and facilitating the second Annual Dialogue on Sustaining Peace that took place online to bring together local CSOs with different UN agencies.

We became members of the International Action Network on Small Arms, a global movement that unites hundreds of organisations working to stop gun violence.

WPM supported the establishment of NIPA's membership to represent interethnic youth at the United Nations Youth Advisory Council.

Our own Weaving Women's Leadership for Change (WWLC) network expanded further across the country, bringing new members in and fostering deep mentorship and connection for women in Cambodia.

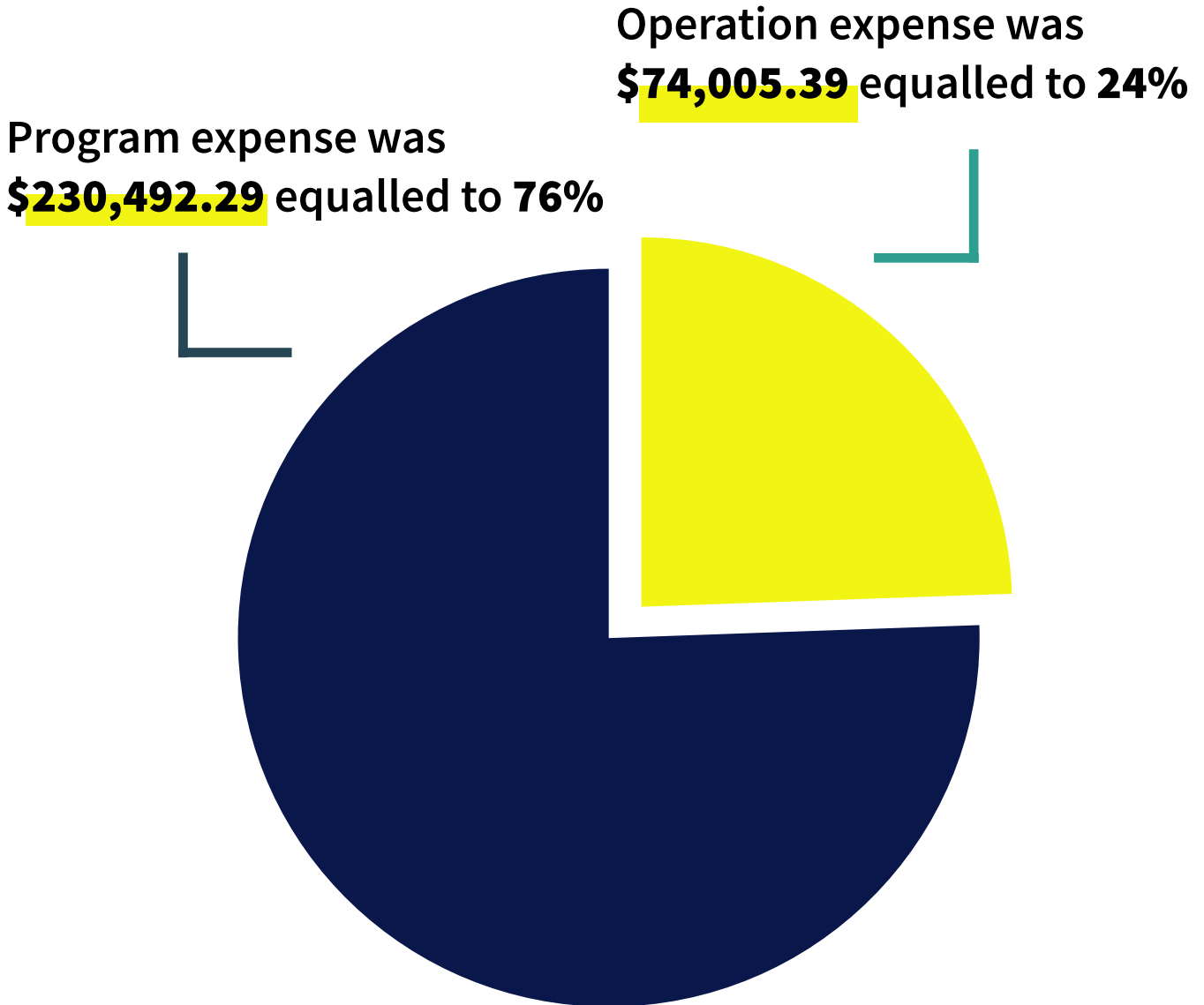
# OUR FINANCES

WPM's budget increased over **58.67%** in 2020!

2020's total annual budget of **\$382,999.07** outpaced 2019's of \$224,707.96







**TOTAL EXPENDITURE FOR 2020  
WAS \$304,497.68**

\*This amount reflects budget expenditures in USD from January to December 2020.

# **Finding ourselves in a crisis**

2020 was an incredibly challenging year for the entire world. As the Covid-19 pandemic affected every aspect of our work and lives, we changed direction over and over as we navigated uncertainty.

Through it all, we hung on to our strength and we pursued. We continued to support our beneficiaries, connected outward in new formats like online, and deepened our commitment to becoming fiercely feminist in the face of a pandemic.

Thank you to everyone who stood with us and accompanied us through a year we will never forget. The pandemic has taught us that we are in this together and together we can work through the challenges.





**ORKUN  
CH' RAN!  
THANK YOU!**



**WOMEN PEACE MAKERS**

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