

WPM

# ANNUAL REPORT

MAKING A COMEBACK, STRONGER THAN EVER

2021



Designed by **Malia Imayama**

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# TAKING A LOOK AT 2021



**2021 WAS  
THE YEAR  
OF A GREAT  
COMEBACK**





# **A YEAR INTO THE COVID-19 PANDEMIC, WPM CARVED OUT ITS OWN PATH AND ITS WAY OF WORKING.**

**This taught us that our resilience is our most powerful strength and that we are a creative, innovative, and uniquely human force for peace and gender equality!**



Although Covid-19 had already hit the world hard during the previous year, 2021 was the year it truly arrived in Cambodia and affected every community and every individual personally. The first death from COVID in Cambodia was March 2021 and the first lockdown began in April.

As we dealt with the shock of its onslaught in February, we had to learn how to proactively protect ourselves while mourning our losses. From moving work online, to finding ways to connect with our communities offline, WPM leveraged its skills in outreach and increased its capacity in new ways to communicate.

With the arrival of Delta and finishing the end of the year with Omicron, WPM navigated Covid-19 and its variant outbreaks with the same values and human characteristics that have defined us for nearly two decades!

# WPM ANNUAL REPORT 2021





**2021 WAS A YEAR  
OF DEEPENING OUR  
RELATIONSHIPS  
AND EXPLORING  
CONNECTIONS  
BETWEEN  
GOVERNMENT  
OFFICIALS,  
CIVIL SOCIETY,  
INTERNATIONAL  
PARTNERS, AND OUR  
TARGET GROUPS.**

# OUR REACH

In 2021 we broadened our work with women and youth, transformed powerful and resilient women and youth to be drivers of change, and despite Covid-19, we expanded our regional and international cooperation.



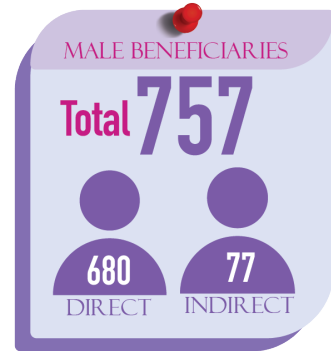
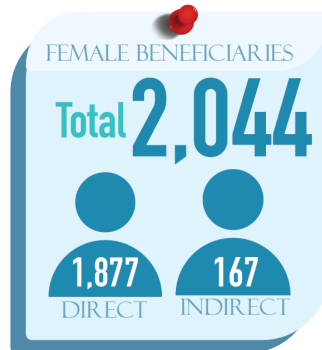
2 Programmes!

2,801  
BENEFICIARIES

 Gender and Women's Issues

**9 WPM PROJECTS!**

 Peace and Conflict Transformative



TARGET AREAS  
IN 2021!



# OUR TEAM





# OUR BOARD IN 2021



**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

As we entered into another year of the Covid-19 pandemic, WPM continued to keep connecting to communities across the country and engage in international initiatives. Having had the opportunity to personally join the first day of the WPM Annual Reflection at the end of the year, I was deeply impressed to see the cohesiveness of the team and how far they have come over the year. With strong staff capacity, deep commitment to our causes, and new leadership at all programming and operational levels, WPM has truly grown into a team of young, active, passionate, and highly skilled professionals.

*Kimsrun Chhiv*





## EXECUTIVE DIRECTOR

As we continue to plough on during the pandemic, WPM’s essence has shone through over this difficult time. We have learnt so much and we continue to grow and evolve to keep tackling some of the most important issues in Cambodia and beyond. I’m especially proud of how we have been able to directly help some of the most vulnerable groups who suffered the most during pandemic lockdowns and the economic downturn. I’m also proud that we continued expanding our programmes and have engaged in new projects both in Cambodia and abroad. For me, the biggest learning of the year is that WPM is an adaptive organisation with an incredibly diverse and strong staff base. We are now confident how we can work through crises and stay true to our commitment to deliver some of the most impactful programming at the intersection of gender and peace in the region.

*Suyheang Kry*

# Transitions

This year we said farewell to two very inspirational staff members that both greatly contributed to the growth of WPM over the years. Kagna Mourng and Sreynich Khat played pivotal roles in creating our Gender and Women’s Issues programme and have left their mark on its development. Both have taken up new roles in likeminded civil society organisations working on gender issues and we look forward to continue working with them in new capacities!



# New Staff

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



**Rattanak Ly** jumped into WPM leadership as the Peace & Conflict Transformation programme manager. With longstanding experience working with communities across the country, he has over seven years of experience in conflict transformation in issues related to past grievances, interethnic conflict, and peacebuilding in diverse societies. Rattanak recently graduated from a master programme in peace and conflict studies at the University of Queensland in Australia and has already spent a large part of 2021 building a strong and diverse programme with his team!



**Ester Pisey James** joined WPM's mediation efforts in 2021 and has quickly become a rising star taking the lead for the Gender & Women's Issues programme! Not only has Ester taken on multiple projects and initiatives, but she has also been quite taken by her team who have expressed their respect and adoration for her leadership style. Ester has over seven years of experience working on land, human trafficking, and labour issues in a gender equality context and received a master's in international business from the Universite Libre de Bruxelles in Belgium.



**Chakriya Chhun** transformed from an intern to our Gender Project Officer. Her passion for wanting to see changes in communities is unstoppable. Chakriya has been using all of her knowledge and skills to support gender team. She graduated in International Relations from Royal University of Phnom Penh in the same year she joined WPM. She has participated in a variety of programs and is currently a member of the CAM-MEET Corner Toast Master Club, where she can hone her leadership, speaking, communication, and confidentiality skills. With her charismatic nature, she wishes to share her knowledge and abilities to others. She enjoys assisting people and watching them develop.



**Thonea Bi** originally came to WPM as a full-time intern for three months and has since become a new Project Officer. He recently graduated with a Bachelor of Social Work from the Royal University of Phnom Penh and is very passionate working for gender and women issues at the community level. Thona is also a member of our Network of Interethnic Peace Ambassadors (NIPA).



**Kimchhy Chhen** joined us as a Peace Project Officer. She is a passionate young peacebuilder from Banteay Meanchey and has been very active in youth civic engagement and other social work related to youth, leadership, interethnic peacebuilding, human rights, gender equality, and LGBTQI+ related issues. With seven years of civic engagement experience, Kimchhy co-founded a Peer of Civic Engagement youth group and has been serving as a Coordinator of Network of Interethnic Peace Ambassador (NIPA). Kimchhy holds a Bachelor of Social Work from the Royal University of Phnom Penh.

# New Advisers

THIS YEAR WPM WELCOMED TWO NEW INTERNATIONAL ADVISERS TO THE TEAM!



**DANA WALLACK** joins WPM as the Legal and Women Right's Adviser, bringing feminist law into the sphere of our programming. Holding a juris doctor degree from Columbia University with over 20 years' experience working in human rights law, Dana has worked in the United States as a lawyer in mediation, domestic violence, housing, and anti-discrimination. An expert on gender issues, she has over six years of professional experience in Cambodia working to mainstream gender sensitivity and responsiveness in Cambodian labour law and gender-based violence. A consultant at Cambodian NGO Committee on CEDAW (NGO-CEDAW), we are very happy to welcome Dana to the WPM family as we work on legal issues for women across the country!



**KAREN PIMENTAL SIMBULAN**, a native of the Philippines and an expert on peacebuilding and conflict sensitivity in Myanmar, joins WPM as a Conflict Analysis and Sensitivity adviser. Although Karen joined officially in 2021, she has worked with us for many years contributing to our publications on Facilitative Listening Design. Karen is an expert in conflict sensitivity and the Do No Harm approach, having worked extensively in Rakhine state with communities and actors regarding the situation with the Rohingya.

# New Volunteers

WPM relies on our volunteers. This year we had three new volunteers, two of whom became staff members above, who contributed much to our organization. They gave their time, skills, and efforts to WPM and we are so thankful to have them!



# OUR SUPPORT

WPM is so grateful to have received continuous support from our longstanding donors. Although a lot of our projects faced challenges due to the Covid-19 pandemic, we still managed to expand our reach and make impact.



**Mennonite  
Central  
Committee**



**THE TOYOTA FOUNDATION**



MAKING A COMEBACK, STRONGER THAN EVER



**JOHANNITER**



**USAID**

ជំនួយពីពលរដ្ឋអាមេរិក

**DANMISSION** 



**OXFAM**



**The Asia Foundation**

In 2021, WPM was able to secure

**\$460,951**

through the generosity of our  
funding partners for 2021 and 2022  
programming!

# OUR WORK





## **COVID-19 RESPONSE**

This year in response to Covid-19 we adapted many of our activities from face-to-face events to online. In addition, WPM staff raised funds to support two families of our core participants during the challenging 14 days quarantine enforced after a member of each family tested positive for Covid-19.

In an additional project called “Collective Action to Support Women’s Rights,” WPM distributed 2,200 fabric face masks and 1,800 bottles of sanitiser to communities in 32 villages and 7 communes in Chumkiri District and Kampot province as a small contribution to the community during the spread of Covid-19.

ក្រែកឡើង  
LIFT UP

THE KEY TO A  
COLORFUL WORLD IS  
EMPATHY

A STORY OF A BOY WHO FOUND HIS POWER IN  
DISCOVERING DIVERSITY



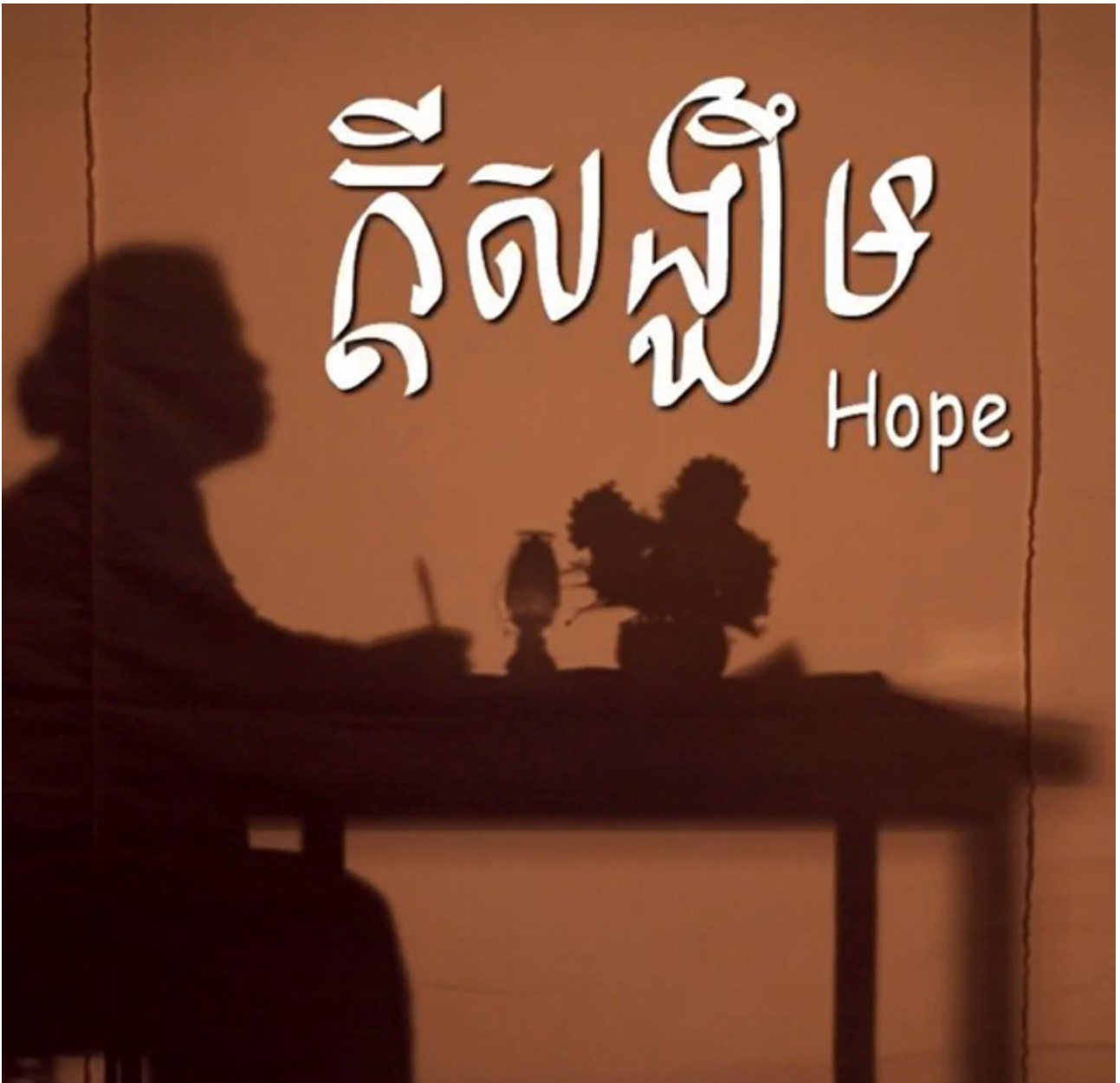
## **WPM BECOMES A PRODUCER OF ANIMATION!**

The reality of Covid encouraged us to seek out new and creative ways to reach people we normally would through face-to-face contact. Animation became our newest tool to share important information and practise storytelling in a meaningful way. Our doubly marginalised women worked together to create a character, Chommasokvun, who integrated aspects of all their lives including having a disability, being Indigenous, coming from a rural area to live in Phnom Penh, and facing violence in her family. Her story touched audiences around the world. Another animation brought the real story of one of our participants Taisong, to the screen! Having taken WPM's empathy work into his own community, the story charts the incredible growth of our Network for Interethnic Peace Ambassadors (NIPA) and how our participants transformed it from a small group to a nation-wide network to challenge discrimination!

Watch "The Key to a Colour World is Empathy" here:

[https://www.youtube.com/watch?v=wpYc\\_VGDilo&t=14s](https://www.youtube.com/watch?v=wpYc_VGDilo&t=14s)

Watch "Lift Up" here <https://www.youtube.com/watch?v=eKuFpKxsZZw&t=9s>



## **WPM CREATES DRAMA...**

WPM continues to find ways to reach wider audiences! Visual arts can speak differently to more groups of people. In our drama called “Hope” we tell the powerful story of a dreamer who wants to be a published author. Unfortunately, due to her disability and Indigenous background, shortly after graduating high school her uncle forces her to marry instead of going to university. During this forced marriage, we see our heroine constantly blamed for things outside of her control, such as having a miscarriage. Despite these challenges, her dream to become a writer continues and she soon publishes a novel and receives an “outstanding writer” award. Through this drama, her story inspires people to reach for their dreams, despite difficult obstacles.

**NATIONAL DIALOGUE FORUM**

**4 WOMEN COMMUNITIES STORIES**

Women who face multiple barriers navigate life in Cambodian cities in unique ways.

This event showcases the work of a year of research and mobilisation on issues for women with disabilities, Indigenous women, rural women in the city, and women facing violence.

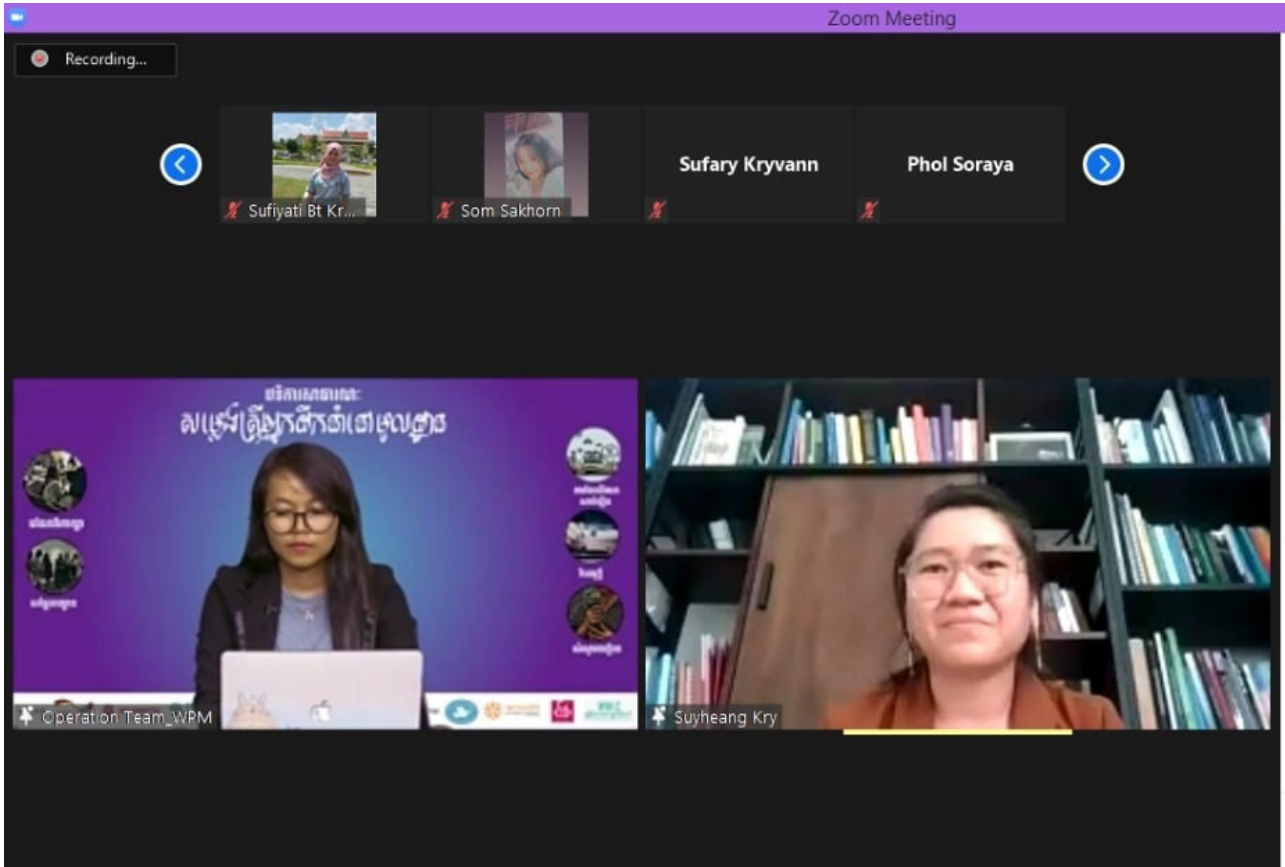
**JOIN US TO HEAR THE VOICES OF THESE INSPIRING COMMUNITIES**

Prepared by: Co-prepared by: Supported by:



## 4 WOMEN, 4 COMMUNITIES, 4 STORIES

The culmination of last year’s research, dialogue, and deep friendships resulted in a National Dialogue Forum where representatives of Indigenous women, women with disabilities, rural-to-urban migrant women, and women facing violence joined forces to voice out to the world! Attended by high level policy-makers, national and international civil society representatives, and members of the general public, the event brought the realities of doubly marginalised women to life in presentations, performances, and discussions.



## **WEAVING WOMEN'S LEADERSHIP FOR CHANGE – A NURTURING NETWORK**

Our WWLC network continues to expand with growing number of applications from young women seeking support and mentorship from women who know what it is like to face societal obstacles. This year, there were ten sisterhood mentors who are women leaders in their own field and volunteered to join us. The 15 WWLC participants impactfully conducted 6 initiatives in their community and were able to reach over to over 151 local authority and community members in Battambang, Ratanakiri, Kampong Cham, Pursat, Prey Veng, and Siem Reap province. 15 new members joined, bringing our membership to 32 women from 14 Cambodian provinces! Although many sessions were held on-line, the relationships created by this network flourished.

WWLC remains one of WPM's most significant network.



## **A DEEPER LOOK INTO LEGAL IDENTITY**

Like many countries in Asia and around the world, Cambodia is a place that still has people who live in precarious legal identity, do not have proper identification documents, or are even at risk of statelessness. This year, WPM made a decision to engage more deeply on these issues and joined up with Human Rights Working Group (HRWG) in Indonesia and Nationality For All (NFA) in Australia to explore how citizenship, or the lack thereof, affects people's lives. We are working on research and knowledge mobilisation to better understand both the context and the real impact that legal identity issues play out on those in Cambodia and across the region.





## **PEER MEDIATION TO TACKLE COMMUNITY CONFLICT IN SCHOOLS**

The launch of our initiative “Finding Common Ground” was well received by schools in Cambodia who agreed to participate in this action-research to pilot peer mediation with teachers and students in three high schools. With a new peer mediation peace education training manual and many workshops carried out both in person and online, peer mediation has taken off and is becoming a powerful tool for extracurricular programming in the education system!



## **FLD BRINGS PEOPLE TOGETHER ACROSS DIVIDES**

Our ongoing commitment to continue the evolution of our homegrown inquiry approach, Facilitative Listening Design (FLD), paid off in 2021 providing us with fresh insight and proven ability to use it as a methodology to bring different groups together. Working together with international organisations, civil society, and government, WPM facilitated a meaningful process on perceptions of one another. One of the most exciting outcomes was the recognition of participation to see the actual implementation of the work as a connecting force to come together, cooperate, and use the FLD practice as a way to have a deeper dialogue around issues that affect relationships. FLD continues to be one of our strongest tools to bring people together with the purpose of gathering information and subsequently understanding dynamics more deeply through collaboration.



## **MINORITY GIRLS SPEAK UP!**

This year we took our art space around the country, engaging with our minority girls in Mondulkiri, Siem Reap, Kampong Chhnang, and Kandal! This was in conjunction with our Making the Space project that connected 268 women and girls. The girls jumped deep into their own guided processes to reflect on their perceptions of gender and identity and produced works of art that were later exhibited in their communities. Their work served as a creative way to share their own expressions to their families, neighbours, and elders. We heard 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!



## **SEND TEAV TO SCHOOL!**

Our Send Girls to School commitment was unsurprisingly made difficult due to school closures and the Covid-19 pandemic. But even still, we were able to help Teav overcome many social, and economic challenges and go to school. Teav is a young Bunong Indigenous girl from Mondulakiri. Like many girls in Indigenous communities, Teav was discouraged to stay in school when her father began pressuring her to drop out in grade 5. Determined, she refused the pressure and stayed in school. Through our Send Girls to School initiative, WPM is supporting Teav to stay in school by providing her a financial stipend every month.

“I’m grateful for who I am becoming. Back then, if I had obeyed my dad about quitting my studies, I would have ended up being a farmer. I’m so happy with the decision I made at that time. I hope I can inspire others to work hard on getting an education.”

Teav is carefully charting her path to go to university in Phnom Penh. She dreams of becoming a history and geography teacher and going back to her community one day to teach children.

# គ្រោងទៀតកម្រិតថ្មី



## PROMOTING WOMEN’S RIGHTS

This year we celebrated our biggest 16 days Campaign ever! One of our biggest events took place in Chumkiri, Kampot where we had over 150 community members join us. We put out the challenge for everyone to join forces to end violence against women and promote women.

We also made enormous progress in our Collective Action to Support Women’s Rights: led by Gender and Development for Cambodia (GADC). to link government to communities and civil society by increasing women and youth participation and leadership in political processes in Cambodia.

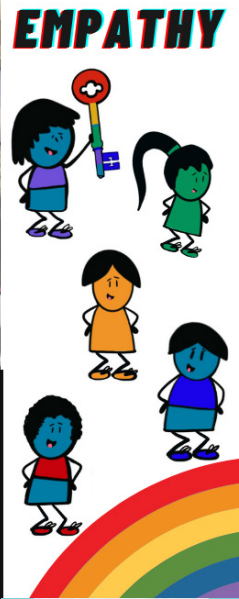
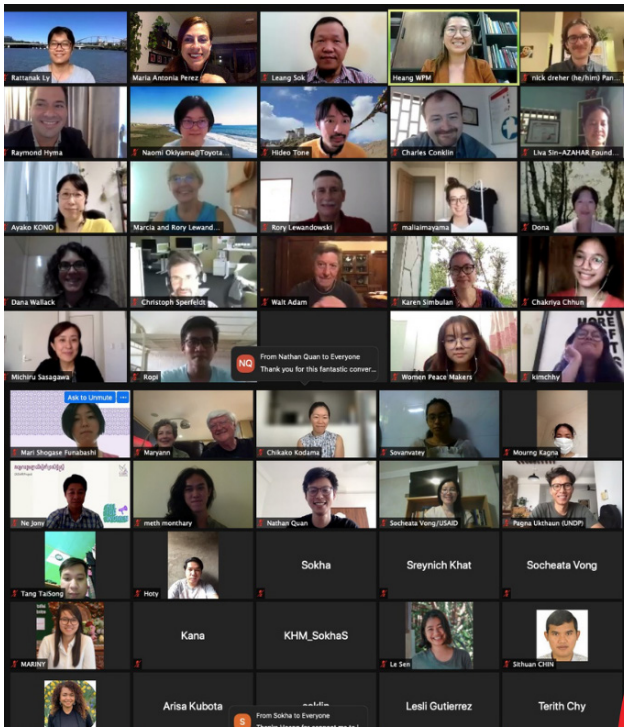


## WOMEN'S RIGHTS THROUGH COVID-19

One of our most important roles throughout the COVID-19 pandemic has been to counter the “Shadow Pandemic.” As women around the world have been forced into lock-down, sexual abuse and gender-based violence have skyrocketed. This phenomenon makes our Gender Responsive Mediation more important than ever and we continue our work to build the psychosocial services provided by the community, strengthen the existing local mediation services provided by the local authorities, ensure higher quality service provision to vulnerable individuals affected by Gender Based Violence in 8 districts of 3 provinces (Kampot, Kampong Chnang and Tbong Khmum).

We have partnered with Asia Foundation through ACCESS Cambodia Program to raise awareness of the shadow pandemic and promote a hotline service as a recourse to women facing gender-based violence (GBV) through social media. Our awareness raising extended to FM 102 radio station which covers about 60% of the country. The goal of this project was to give recourses to women facing GBV all across Cambodia. Our broadcast was re-broadcasted for a total of 25 days in 8 Provinces and was translated into Indigenous languages as well.

Watch our radio show here: <https://fb.watch/jp0AkalwO6/> ,  
<https://fb.watch/jp0JbkEkSe/> , <https://fb.watch/jp0PbdrXjl/>



# WORKING FOR A VIBRANT MULTIETHNIC CAMBODIAN SOCIETY

This year, we continued connecting marginalized youth on a deeper level than ever. Despite the pandemic, we managed to organize several important gatherings! We had visits to ethnic minority communities and extensive conflict transformation training. Building off of what youth participants learned through the program and with a focus on empathy, they co-created a video and a poster promoting the International Day of Peace!

View their video here! <https://fb.watch/jp0pab3Ob7/>  
<https://fb.watch/jp0rBxizrG/>

WPM will continue to learn and employ such creativities and best practices to foster empathy and interethnic peacebuilding in our future peacebuilding work.



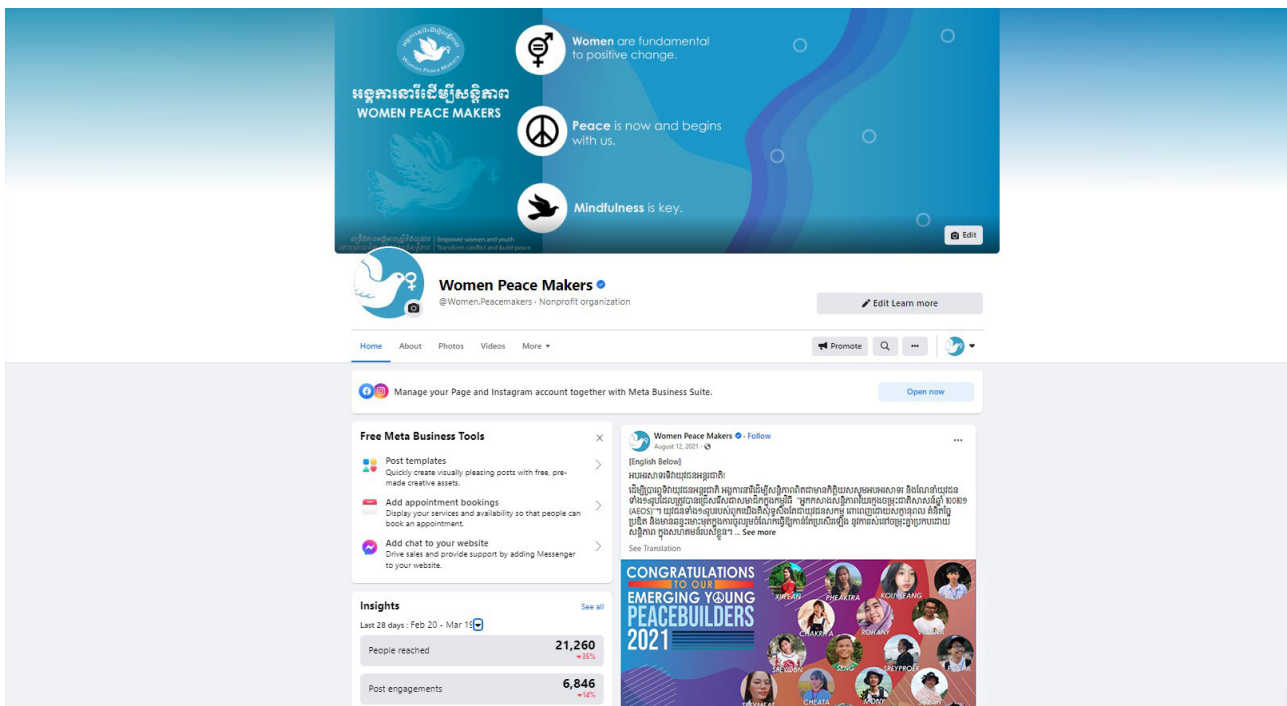
## ***NIPA COLLABORATES***

Our work with the Network of Interethnic Peacebuilders (NIPA) deepened as we hosted their representative at the WPM office and continued to work together to foster harmony among all ethnic groups in Cambodia. NIPA continued building its momentum. It joined the United Nations Youth Advisory Panel of UNFPA to organize an online Facebook Live dialogue on “Youth and interethnic peacebuilding”. The live event was viewed by over 5,100 people and shared by 33 viewers. These young stars are raising key issues for minority groups across the country and growing their network at an incredible pace!



# GROWING ON SOCIAL MEDIA

Our Facebook page continued to grow, finishing off the year with **12,916** “Followers” from those who follow our posts and announcements. Like us!



**GLOBAL PEACE CONFERENCE**  
JUNE 19, 2021

Le Sen      Suyheang Kry      Dona Park      Maria A. Pérez  
Moderator

**The Role of Minority Girls in Positive Peace**  
JUNE 19, 2021. 8:45am Indochina Time (GMT+7)

WEAVING A SHARED FUTURE Together | Rotary Peace Fellowship Alumni Association

## CONNECTING ACROSS THE GLOBE

This year all our global interaction took place online, providing us with a unique space to exchange and connect with people around the world.

In April, we hosted a conversation on empathy in peacebuilding and launched a new animation with participants from across the region and around the world.

In June, we led three sessions at the Global Peace Conference with the Rotary Peace Fellowship Alumni Association reaching 2,000 participants globally. Our sessions included: Gender Sensitive Approaches to Mediation, The Role of Minority Girls in Positive Peace, and a screening of Invisible Knot.

We partnered with organisations around the world to the global Learning Exchange on Culture as Sustainability.

We connected with the East-West Center in Hawaii and hosted an exchange on inclusive leadership taking participants through listening and creative dialogue.

**GLOBAL PEACE CONFERENCE**  
JUNE 19, 2021



Suyheang Kry



Mariny Oy



Kate Seewald



Leang Sok

## Gender Sensitive Approaches to Mediation

JUNE 19, 2021. 10:30am – 12:00pm Indochina Time (GMT+7)

**GLOBAL PEACE CONFERENCE**  
JUNE 19, 2021



Chheng Heang Chive



Suyheang Kry

## Invisible Knot Screening

JUNE 19, 2021. 8:30am – 8:45am Indochina Time (GMT+7)

# OUR NETWORK GROWS



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, we took part in 8 local joint statements with more than 40 other organizations, and one global joint statement with over 70 other organizations. These statements addressed the increasing concern for violence against women during the pandemic, women's rights within the workplace, the global issue of statelessness and more.

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

We have taken a role as a member of the Advisory Commission on the Implementation of the Safe and Fair: Realising Women Migrant Workers' Rights and Opportunities in the ASEAN Region coordinated by Ministry of Women's Affairs (MOWA) and Ministry of Labor and Vocational Training. In addition, WPM is also active member of MOWA's technical working group on the development and review of the Guidelines on the Limited Use of Mediation as a Response to Violence against Women as well as continue to be a member of the Technical Working Group on Gender Based Violence.

WPM continues to support the strengthening of Network of Interethnic Peace Ambassadors (NIPA) as a network and its membership to represent interethnic youth at the United Nations Youth Advisory Panel.

# OUR FINANCES

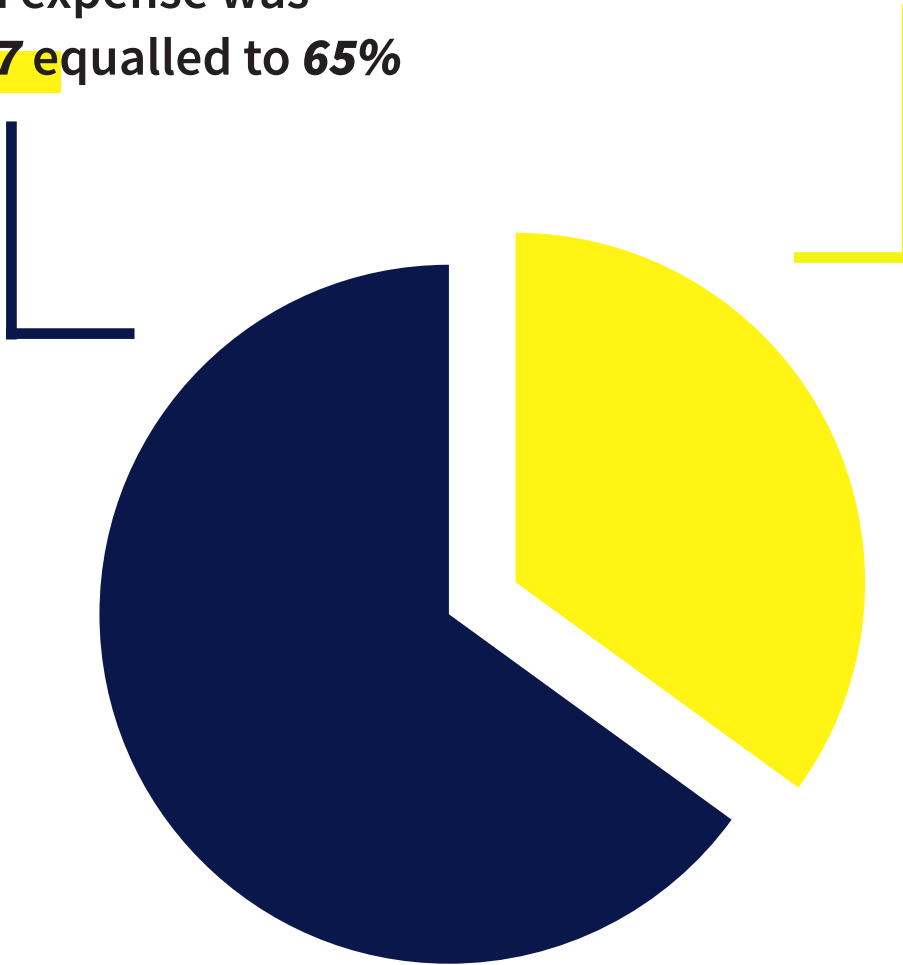
WPM's budget increased over **20%** in 2021!

2021's total annual budget of **\$460,951** outpaced 2020's of \$382,999



Program expense was  
**\$233,187** equalled to **65%**

Operation expense was  
**\$127,805** equalled to **35%**



**TOTAL EXPENDITURE FOR 2021  
WAS \$360,992**

\*This amount reflects budget expenditures in USD from January to December 2021.

# **Living in crisis mode**

2021 remained a time of challenge and uncertainty. The Covid-19 pandemic hit Cambodia harder than ever and affected our programming.

However, WPM took this time to try new ways of working. We engaged internationally, we mobilised our communities, and we supported our beneficiaries in the way they needed.

An enormous thank you to everyone who stood with us and kept hope in our cause. We have come out of the pandemic stronger than ever.







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



**Women Peace Makers**  
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