

2018 ANNUAL REPORT

PREPARED BY:

AWAM STAFF AND INTERNS



Your generous support will help us sustain our work to help those who face violence and discrimination on the basis of their gender and to build a more just and equal society for all. We are a registered non-profit organisation, and all cash donations are tax-exempt. To make a donation to **AWAM**, you may do one of the following:

- Send a bankers draft or cheque made payable to “**All Women’s Action Society (AWAM)**” to us at 85, Jalan 21/1, Sea Park, 46300 Petaling Jaya, Selangor, Malaysia.
- Do a direct bank-in to our account number 3201760214 at Public Bank Berhad. Please fax the bank-in slip to us at 03-7874 3312, along with your contact details after the payment has been made, or email the above to finance.awam@gmail.com
- Send cash payments directly to our office.

Please ensure you provide us with your contact information in order for us to issue your receipt. For further information, email or call Camelia at 03-7877 4221.

AWAM@AWAM.ORG.MY

03-7877 4221

85, JALAN 21/1, SEA PARK,
46300 PETALING JAYA,
SELANGOR

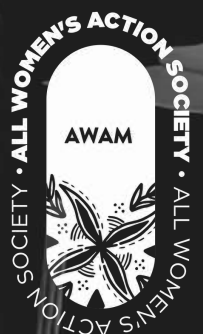




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VISION, MISSION AND OBJECTIVE

AWAM envisions a just, democratic, and equitable society where all persons, in particular women, are treated with respect and are free from all forms of violence and discrimination.

Based on feminist principles, we seek to achieve our vision by building a movement that informs, connects and mobilises towards: securing women's rights, bringing about gender equality, building capacities for women's empowerment and social transformation; and, supporting women in crisis.

AWAM operates on the strength of a dynamic and dedicated group of members and staff who shape the direction and policies of the organization.

As a collective, AWAM strongly believes in having an inclusive participatory and empowering organisational culture.

We are guided in our work and decision making by five core values:

- Collectivism
- Compassion and Respect
- Courage
- Equality and Justice
- Integrity

We welcome anyone interested in working towards justice and equality. We are a tax exempt, non-profit organisation established in 1985.



PARTNERS

Joint Action Group for Gender Equality (JAG)

All Women's Action Society (AWAM)
Association of Women Lawyers Malaysia (AWL)
Foreign Spouses Support Group (FSSG)
Justice For Sisters (JFS)
Perak Women for Women (PWW)
Persatuan Kesedaran Komuniti Selangor (Empower)
Persatuan Sahabat Wanita Selangor (PSWS)
Sabah Women's Action-Resource Group (SAWO)
Sarawak Women for Women Society (SWWS)
Sisters in Islam (SIS)
Tenaganita
Women's Aid Organisation (WAO)
Women's Centre for Change (WCC)

Gabungan Bertindak Malaysia (GBM)

1. The Kuala Lumpur and Selangor Chinese Assembly Hall (KLSCAH)
2. Tamil Foundation Malaysia (TF)
3. Pertubuhan IKRAM Malaysia (IKRAM)
4. Majlis Perundingan Malaysian Agama Buddha, Kritisian ,Hindu, Sikh dan Tao (MCCCHST)
5. Negeri Sembilan Chinese Assembly Hall (NSCAH)
6. Penang Chinese Town Hall (PCTH)
7. The Federation of Chinese Association Johore State (FCAJ)
8. LLG Cultural Development Centre (LLG)
9. United Chinese School Alumni Associations of Malaysia (UCSAAM)
10. Muslim Professionals Forum (MPF)
11. Persatuan Aliran Kesedaran Negara (Aliran)
12. Suara Rakyat Malaysia (SUARAM)
13. Pusat Komunikasi Masyarakat (KOMAS)
14. Saya Anak Bangsa Malaysia (SABM)
15. Persatuan Masyarakat Sel dan Wilayah Persekutuan (PERMAS)
16. National Indian Rights Action Team (NIAT)
17. Anak Muda Sarawak (AMS)
18. All Women's Action Society (AWAM)
19. Partners in Community Organising (Pacos Trust)
20. Persatuan Bekas Siswazah Universiti dan Kelej di China, Malaysia (LiuHua)
21. Nanyang University Alumni Association Malaya (Nanda)
22. Japan Graduates Association, Malaysia (JAGAM)
23. The Federation & Alumni Associations Taiwan University, Malaysia (FAATUM)
24. Islamic Renaissance Front (IRF)
25. Kumpulan Aktivistis Mahasiswa Independen (KAMI)
26. Tindak Malaysia (TM)
27. ENGAGE
28. Merdeka University Berhad (MUB)

Reproductive Rights Advocacy and Alliance Malaysia (RRAAM)

Women's Aid Organisation (WAO)
Federation of Reproductive Health Associations, Malaysia (FRHAM)
Sisters in Islam (SIS)
Asian-Pacific Resource and Research Centre for Women (ARROW)
Health Equity Initiatives (HEI)
All Women Action Society (AWAM)
Association of Women Lawyers (AWL)

Individual members who are doctors, lawyers, researchers, academics and women's rights activists are:

Mr S. Radhakrishnan
Dr. Fathilah Kamaluddin
Datuk Dr Ravindren Jegasothy
Assoc. Prof. Dr. Wong Yut Lin
Dr. SP Choong (Co Chair of RRAAM)
Rashidah Abdullah (Co Chair of RRAAM)
Ms Shoba Aiyar
Dr Subatra Jayaraj
Dr John Teo

EXECUTIVE SUMMARY BY THE HONORARY SECRETARY

The year 2018 has been a tumultuous one for AWAM, yet the organisation has preserved and is moving forward, with spanking new ideas and plans. We saw the ending of some programs and welcomed structural reforms. As always, AWAM continues to learn from past experiences and build upon them. This short piece on last year's highlights serve as reminder of the great work done and the great people who served AWAM. Before I progress, I would like to thank all the people who made last year's objective and activities possible, from staff to interns, from members to volunteers, from sponsors and funders to participants. Without all of you, there would be no basis to write a summary.

2018 marked the end of the PERpaduan programme. AWAM carried out two youth workshops for activists and also a Training for Trainers workshop. The PERpaduan workshops are significant as they provide an alternative to the mainstream narrative where ethnicity and religion are so often politicised. The workshops introduced the concepts of diversity, stereotypes, discrimination, power and privilege and connected them to the bigger picture of politicisation of ethnicity and religion, as well as patriarchy. These workshops were very well received, and AWAM will continue to use the PER training manual in our future work.

Fighting against Gender-based Violence (GBV) is a big objective in AWAM's work and this was reflected in our activities in 2018. AWAM was fortunate to have had major donors who supported our work under GBV. Funding from the Women's Learning Partnership (WLP) enabled us to carry out a National training of trainers for indigenous women from Semenanjung, Sabah, and Sarawak from Jaringan Orang Asal SeMalaysia (JOAS). AWAM achieved two big wins here. Firstly, the training was done for a community for whom such trainings are rarely available and secondly, the participants comprised of community workers and leaders who would be able to bring the learning to the fundamental stakeholder, ie communities on the ground in remote areas. Women's Fund Asia (WFA) provided monies that enabled AWAM to produce two manuals on patriarchy and gender based violence, which we are now able to use as a valuable resource for our future work.

AWAM faced some challenges in membership retention. While this has resulted in us losing some active members, it has also served as a lesson for us to enable better future planning of activities to be more geared towards member engagement.

The biggest change in 2018 was the restructuring of the organisation that saw the dissolving of thematic-based committees and introduction of project-based committees. This new structure of AWAM will see more staff empowerment in managing projects and decision making. This decision was made at the Evaluation and Planning meeting in December. AWAM is grateful to the valuable support that was given to us by the members of these committees and cherish the advice and work provided. Looking forward, with the new structure, we hope to develop a cohort of staff members with effective leadership and, decision-making skills and are adept at project management. These are the future leaders of AWAM.

The year ahead will no doubt bring its own set of challenges. With our new structure, and more streamlined strategic focus on impact monitoring, we will no doubt be seeing some changes. We have already started the implementation of exciting new projects and are learning new skills and lessons as we go along. We look forward to 2019 and AWAM creating even more meaningful impact in its aims for gender equality, the eradication of gender-based violence and a world that is just and fair to all.



PRESIDENT'S FOREWORD

This year marks my ninth year in AWAM. It has been a beautiful journey for me, one with many ups and downs. Some years were happy, some were not. One aspect that remains consistent is our AWAMites' commitment to the never-ending fight for women's rights in Malaysia. I would like to express my profound gratitude to our dear staff and members who have been with the organisation through thick and thin. For me, our staff is the backbone and our members the soul of organisation. Without one or the other, it would be impossible for AWAM to thrive. Admittedly, it is not an easy journey. However, it is a journey worth fighting for.

2018 has been quite a pivotal moment in AWAM. We embraced many changes, which included bidding farewell to our long-term Manager and welcoming a new one. Changes can be scary, yet is able to produce many positive results that encourage us to re-evaluate our work, organisational culture and how we exist within the mapping of the Malaysian women's rights movement. Hence, change is necessary for the survival and continuation of AWAM. We have also introduced a new AWAM logo to indicate and recognise this turning point.

We seek to contribute to the movement in more meaningful ways this year. The focus of our work includes a campaign to push for the Sexual Harassment bill and our monthly Feminis Buatan Malaysia series. Consistent with our vision, that is to work towards a just, democratic and equitable society, we aim to provide a space safe enough for individuals to initiate important conversations and to participate in narratives that may or may not align with the mainstream ideology, through this series. I believe that this is very instrumental in bridging the gap between different sections of the society that are divided by age, gender, class, language, culture and religion in a discursive and critical manner. Intersectionality remains our focus for our values must be applied in the context of our local Malaysian society.

True to many human rights organisations in the world, particularly a feminist one, there were, are and will be many challenges that lie ahead of us. However, one word that comes to mind is perseverance. We may give up at times. That happens. What we must do next is stand up and continue our work. However, we must also remind ourselves to never deny or deprive another of their rights in championing our own. No man is an island and no one is free when another is oppressed. Therefore, I would like to echo one of our core values which guide us in our work – compassion and respect. To work towards an inclusive society, we must treat each other with kindness and understanding.

Allow me to end my words with a quote by the author bell hooks which illustrates why we do what we do.

“There will be no mass-based feminist movement as long as feminist ideas are understood only by a well-educated few.”

Sincerely,
Rabiatul Adawiyah binti Yusoff
President



People of AWAM

Office Bearers [April 2018 – April 2020]

President:

Rabiatul Adawiyah binti Yusoff

Deputy President:

Subatra Jayaraj

Hon. Secretary:

Nooradila binti Abdull Aziz

Hon. Treasurer:

Wong Pui Yan (resigned in November 2018)

Mayna Ramesh Patel (since December 2018)

Ordinary Council Members:

Yuhaniz Sazlin Mohd Aini

Syarifatul Adibah bt Mohammad Jodi

Mayna Ramesh Patel (up to December 2018)

Ng Nee Kee (since December 2018)

Staff

Senior Programme Manager:

Lee Wei San (resigned 30 August 2018)

Programme and Operations Manager:

Jothy T. Govindan (August–October 2018)

Nisha Sabanayagam (joined 20 December 2018)

Finance & Admin Officer:

Camelia Sulaiman

Programme Officers:

Deepa Chandra

Louise Tan Min Yue

Information and Communications Officer:

Rizq Herinza Syadza binti Sofian (joined September 2018)

Consultants:

Financial Consultant: Punitha Rajamanikam

Working Collective

Lee Wei San (resigned 30 August 2018)

Louise Tan Min Yue

Wong Pui Yan (resigned November 2018)

Rabiatul Adawiyah Yusoff

Subatra Jayaraj

Yuhaniz Sazlin Mohd Aini

Nooradila binti Abdull Aziz

Syarifatul Adibah bt Mohammad Jodi

Mayna Ramesh Patel

Ng Nee Kee (since December 2018)

Committee members, Interns, and Volunteers: Refer to relevant sections in the annual report.

POLITICISATION OF ETHNICITY AND RELIGION (PER)

COMMITTEE:

STAFF COORDINATOR: Deepa Chandra

MEMBER COORDINATORS: Lim Chin Chin (Stepped down in May 2018)

MEMBERS:

- Adila Aziz (stepped down in August 2018)
- Cecilia Ng
- Lee Wei San (stepped down in August 2018)
- Yuhaniz Sazlin Mohd Aini

Note: The committee was inactive for most of the year and was officially dissolved in December 2018

Overview

In 2018, we continued carrying out the PERpaduan workshops with limited resources, both human and financial. This was the fourth year for the PERpaduan workshops to be carried out and the second year the workshops were conducted in two levels.

The Level 1 workshops covered the core concepts of the PERpaduan manual, while the remaining three sections that features case studies and an analysis of politicisation of ethnicity and religion in Malaysia, was covered in Level 2. This year, one Level 1 and one Level 2 PERpaduan workshops were held for members of AWAM and activists. We also conducted a Training of Trainers workshop to increase our training pool.

The feedback has continued to be positive, with participants appreciating the space to discuss issues that they are unable talk about openly because it is deemed 'sensitive' and 'taboo' In fact, about 50% of our participants attended the Training the Trainers workshop to equip themselves with the tools to create awareness and encourage conversations on politicisation of ethnicity and religion.

We also finalised a case study that will go into the PERpaduan manual, to be used at workshops.



HIGHLIGHTS OF ACTIVITIES AND OUTCOMES

PER Youth Workshop Level 1 | 10-11 February



AWAM's first PER Youth workshop of the year was held with 13 young adults from various Malaysian civil society organisations, on 10 - 11 February 2018.

This Level 1 PER Workshop covered core concepts around diversity, stereotypes, prejudice & discrimination, gender, power and privilege. The workshop was held at Crystal Crown, Petaling Jaya with Wei San and Ruby as facilitators. The workshop not

brought about meaningful sharings but also allowed participants to form friendships with like-minded people. A participant shared that they *"Enjoyed my time during this workshop; I learnt, unlearned, made friends, went back on memory lane. Great workshop."*

PER Youth Workshop Level 2 | 14 April



Level 2 of the PERpaduan workshop took place on 14 April with 10 participants (Level 1 was held in February). The workshop was facilitated by Wei San and Deepa. The participants engaged critically in the discussions, making connections with the Malaysian reality and the activities in the workshop. Participants were able to unpack the messages that were politicised and suggested helpful ways to

build bridges with various stakeholders. Participants left feeling optimistic and encouraged, with a participant saying that *"We have the inherent power to make a change. We just have to focus and be brave. A better Malaysia to ... within our needs."*

HIGHLIGHTS OF ACTIVITIES AND OUTCOMES

PER Training of Trainers | 28 - 30 September



AWAM organized a two and a half- day PERpaduan training of trainers workshop from 28th to 30th of September to equip participants with tools to educate youths on the reality of PER in Malaysia. Participants were made up of past participants, in addition to some members of the civil society movement across Malaysia. The workshop focused on the hands-on approach, where participants

where participants got to facilitate activities on diversity, stereotypes, pride/ prejudice, power/ privilege and politicisation of ethnicity and religion, and received immediate feedback and pointers from the facilitators Wei San and Syar. Participants shared that they felt more confident and encouraged to talk about the issues, with a participant saying that *“I’m feeling pretty good about my abilities to lead discussions. Feeling good about my knowledge on issue.”*

FUTURE PLANNING FOR 2019

The PER committee was dissolved in December 2018. The PERpaduan workshops will not be carried out in the year but the activities will continue to be used in other programmes and workshops. AWAM will still continue to talk about the politicisation of ethnicity and religion and how this system of patriarchy cloaked in religiosity shuts down women’s voices and justifies violence against women.

GENDER BASED VIOLENCE (GBV)

COMMITTEE:

STAFF COORDINATOR: Louise Tan

MEMBER COORDINATORS: None

MEMBERS:

- Thency G.
- Betty Yeoh
- Lee Wei San (stepped down August 2018)
- Mayna Patel
- Lochna Chandra Menon
- Kuek Yen Sim

The committee was officially disbanded in December 2018.

Overview

The GBV Committee committed to fulfilling all funding requirements from the Women's Fund Asia and Women's Learning Partnership in 2018. This included the running of various workshops, TOTs, and production of two training manuals.

The GBV Committee disbanded at the end of 2018, as part of the effort to streamline work and communications in AWAM. One of the other issues the GBV Committee hopes to achieve is better integration with the work of Politicization of Ethnicity and Religion (PER), bringing intersectionality of gender and ethnicity in Malaysia into sharper focus.



HIGHLIGHTS OF ACTIVITIES AND OUTCOMES

Pilot Testing for The 'P' Word (12-14 January 2018)



The GBV committee kicked off 2018 with a successful Pilot Testing for the 1st Patriarchy Manual: The 'P' Word in January. The 13 participants aged 18-27 came from as far as Perlis and Sarawak for the 2.5-day residential workshop held in Armada Hotel.

The workshop was facilitated by thency and Betty, and introduced participants to concepts of power, privilege, sex, gender, and patriarchy.

The response from participants was overwhelmingly positive. Many of them had excited reactions to the material, and expressed gratitude that they were able to attend the workshop. One reaction that stayed with us was a participant who yelled, "Kepala bom!!" ("My head exploded!!") after the workshop on Unpacking Gender.

The funding for this workshop came from Women's Fund Asia (WFA).

Jaringan Orang Asli Se-Malaysia (JOAS) National Training of Trainers (4-7 July 2018)



Building off the work done with JOAS since 2016, AWAM co-organized another NTOT with JOAS for indigenous women from Semenanjung, Sabah, and Sarawak. The workshop was attended by 12 participants (4 from each region), and facilitated by Betty.

The workshop focused on how to plan and run campaigns and workshops, and facilitation skills. One positive

unanticipated outcome was that the senior workshop participants took it upon themselves to mentor the less experienced participants during the workshop downtime.

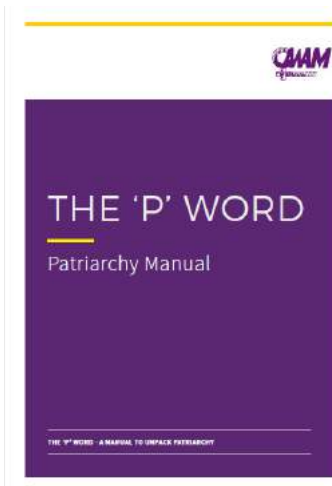
Workshop participants reported that they had made connections with other women's community groups. They also said that they would share what they had learned at the workshop with their communities.

HIGHLIGHTS OF ACTIVITIES AND OUTCOMES

Since the workshop, one of the participants was appointed as Ketua Wanita for her region. She was also a speaker during the Women's March for International Women's Day in Kuala Lumpur.

The JOAS NTOT was funded by the Women's Learning Partnership (WLP).

The Patriarchy Manuals



In 2017, AWAM applied for and received funding from the Women's Fund Asia to produce two manuals on gender-based violence, collectively referred to as the "Patriarchy Manuals".

The writing for the first manual, The 'P' Word, was completed at the end of 2017. The pilot testing was carried out in January 2018. Editing, proofreading, and design and layout work wrapped up in September 2018. The 1st manual has been printed.

The second manual, GBV 'Oh' GBV is currently in the design and layout stage.

AWAM is grateful to thency g. and Betty Yeoh for their invaluable work on these Patriarchy Manuals.

FUTURE PLANNING FOR 2019

The GBV committee was dissolved at the end of 2018, as part of the restructuring of AWAM to streamline work. However, as with the PER committee, the work will persist in various forms. For instance, the manuals will be used to train a new generation of activists on the patriarchy at the National Training of Trainers in July 2019.

MEMBERSHIP DEVELOPMENT

COMMITTEE:

STAFF COORDINATOR: Deepa Chandra

MEMBER COORDINATORS: Susanna George (stepped down in May 2018)

MEMBERS:

- Lee Wei San (resigned in August 2018)
- Yuhaniz Sazlin Mohd Aini

Note: The committee was officially dissolved in October 2018

Overview

In 2018, the Members Development Committee held one Members Orientation. A total of 20 people attended the Members Orientation, of which some applied to be members and others volunteered. Activities in AWAM were reduced significantly due to the lack of resources and capacity. The committee faced a number of challenges in the year, including the resignation of the member coordinator and the shrinking number of active members.



HIGHLIGHTS OF ACTIVITIES AND OUTCOMES

Members Orientation | 4 August 2018



AWAM held its Members Orientation for potential members on 4 August 2018. The turn out was one of the biggest so far, with 20 people attending. The staff shared about AWAM, its history and work, in addition to creating awareness on feminism and gender roles. Since the orientation, we have added new members and volunteers into the organisation.

FUTURE PLANNING FOR 2019

The Membership Development Committee was dissolved in October 2018 but the activities that were conducted by the committee will be subsumed into the programmes that will be organised in 2019.

SERVICES

COMMITTEE:

STAFF COORDINATOR: Louise Tan

MEMBER COORDINATORS: None

MEMBERS:

- Betty Yeoh
- Lee Wei San (stepped down August 2018)
- Adila Aziz (joined September 2018)

Note: The committee was officially dissolved in October 2018

Overview

There is never a dull moment in Services. 2018 was a year of adapting quickly to difficult situations using what limited resources we had at our disposal.

Documenting the work we do is one of the greatest challenges we face. In 2018 we had 200 documented cases, and dozens more crisis cases with limited documentation. We conducted 4 NGO-LAC (legal aid clinic) Trainings for about 100 lawyers-in-training, aimed at making them more gender-sensitive. We also produced a number of new case studies to be used in training and advocacy work.

AWAM is grateful to the intern counsellors, legal pupils, and interns for their work with clients, without whom these achievements would not have been possible.



TELENITA STATISTICS 2018

Overview

All Women's Action Society (AWAM) recorded a total of 168 clients, including a number of 25 crisis calls in 2018. There were 89 legal cases, 65 counselling cases and 14 cases that needed both services (see Chart 1).

Referring to Chart 2, the number of clients identifying as women amounted to 78% of the overall total. AWAM had 9 male clients (5%), while another about 16% did not declare a gender. According to the pie chart, women made up majority of the clients, which is consistent with the statistics of the previous years.

This information reflects the fact that women are more likely to experience gender-based violence, but also that women tend to be more open to seeking help on cases involving violence. Men are less likely to seek help for gender-based violence cases. This might be due to the stigma against male vulnerability, which prevents them from seeking help.

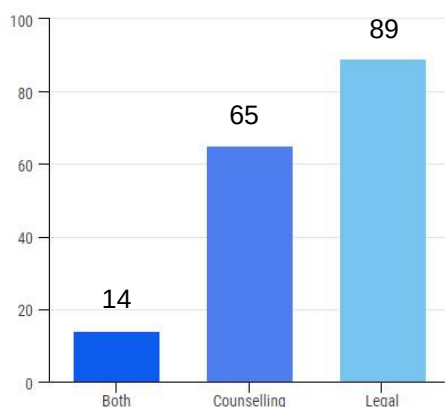


Chart 1: Total Number of Cases in 2018

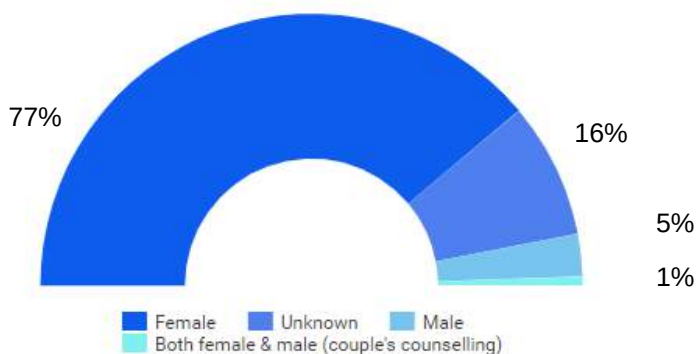


Chart 2: Breakdown of Clients by Gender

AGE GROUP

21% of AWAM's clients are aged 31 to 40, the largest age group. 18% are between 18 and 30, 7% aged 41 to 50, 5% aged 51 to 60. Just 3% were above the age of 60 and 1% below the age of 18.

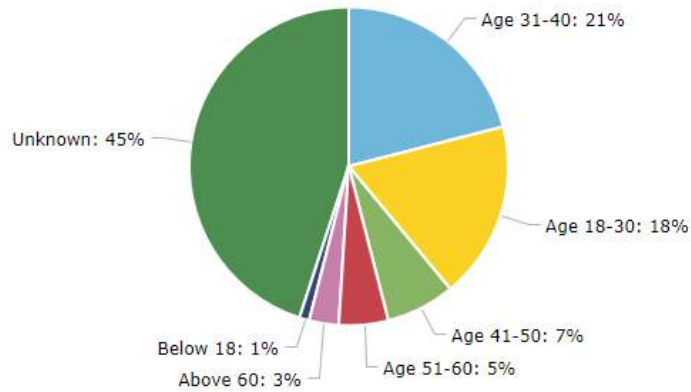


Chart 3 : Age Group

TYPES OF INTERVIEWS

The vast majority of client interaction happens through phone calls (48%), followed by face-to-face (FTF) interviews (39%), emails (9%), phone calls + emails (2%), FTF + phone (1%) and lastly FTF + emails (1%).

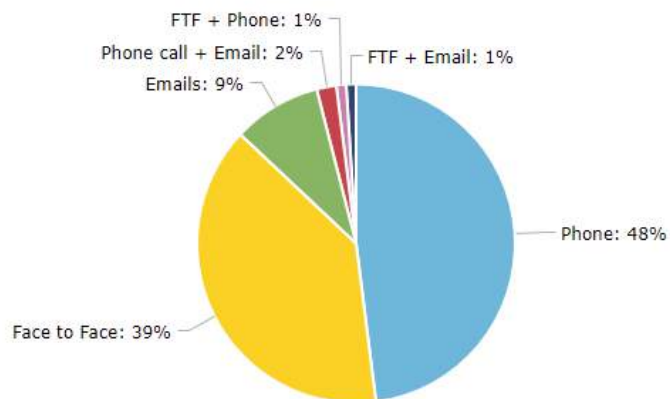


Chart 4 : Types of Interviews

AWAM'S ANNUAL REPORT 2018

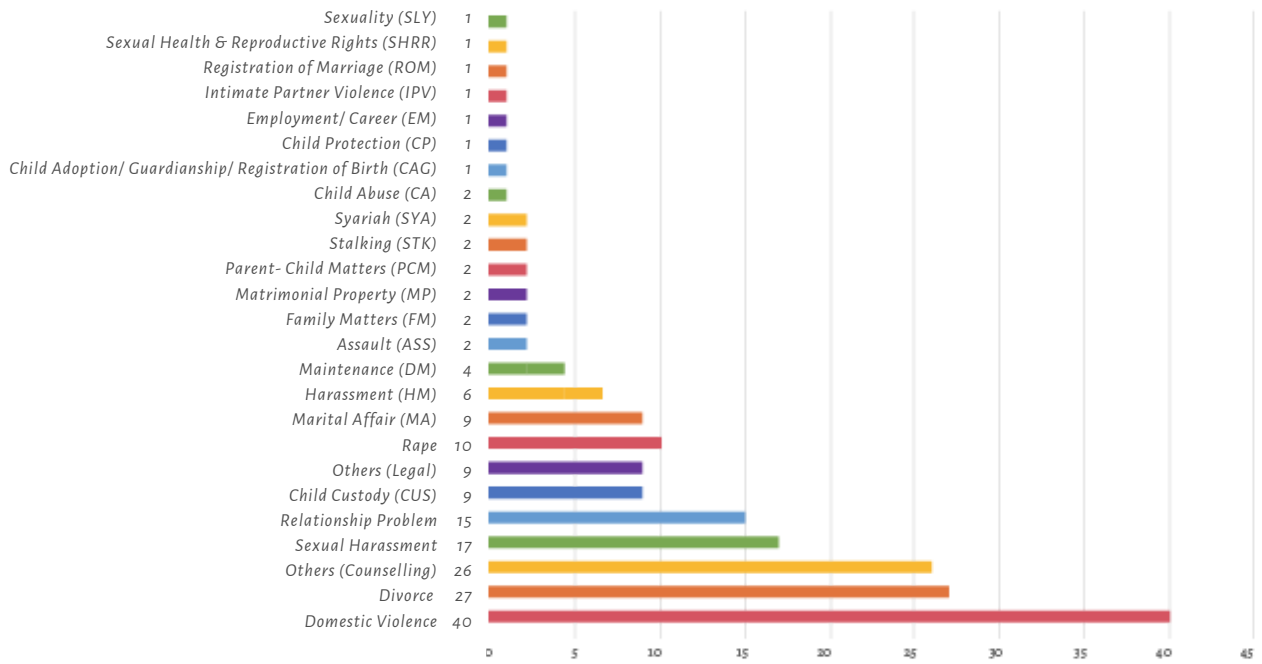


Chart 5: Breakdown of Case Types in 2018
(includes both counselling & legal cases)

STATISTICS & ANALYSIS ON TYPES OF CASES IN 2018

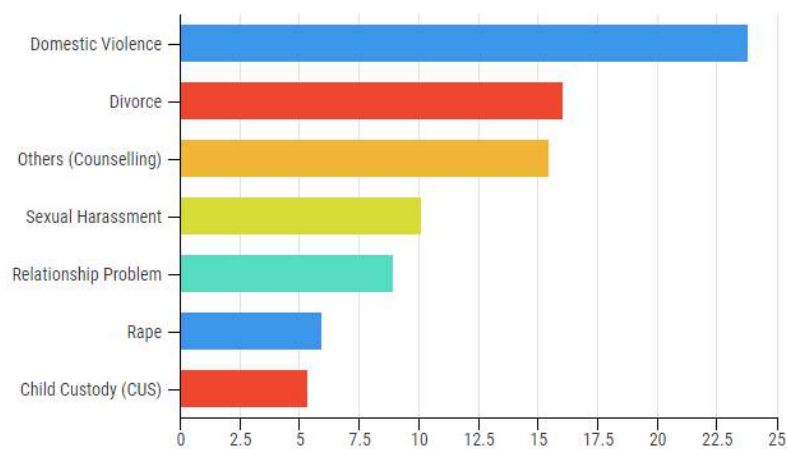


Chart 6: Percentage of Top 7 Cases

Continuing the trend from previous years, domestic violence and divorce cases made up the vast majority of recorded Telenita cases. Domestic violence alone made up almost a quarter (23.81%) of the overall cases. Divorce cases made up (16.07%) of all clients, reflecting the continued need for access to legal information on marital issues. Counselling for general psychological issues made up (15.48%) of total cases.

According to our intern counsellors, issues they have encountered include (but are not limited to) childhood trauma, relationship issues, self-esteem issues, suicidal ideation, irrational thoughts/beliefs, lack of motivation, anxiety, and depression.

Some of the cases were handled smoothly with cooperation from both sides in working together to solve the underlying problems faced by the clients. Clients' willingness to be open and honest while sharing their issues helps with the process as well. The ability of the counsellors to help their clients through grieving, exploring strategies and listening skills also plays an important role in dealing with these cases.

For 2019, the Services Committee is working on improving our data collection and using the information to generate more insights that can be used for trainings and advocacy workshops.

PUBLIC EDUCATION AND TRAINING (PET)

PEOPLE:

STAFF IN CHARGE:

Jointly managed by Deepa Chandra, Camelia Sulaiman, and Lee Wei San. A list of trainers is set out further below.

Overview

In 2018, we conducted 26 talks and workshops with 700 participants. The participants were made up of employees of corporations, university students and young working adults. Some of these trainings were requested, while others were organised by AWAM. The corporations and organisations include MISC Berhad, AIG Shared Services, UTAR, Monash University, Multimedia University, KL Bar, Buddhist Gem Fellowship, Pertubuhan Pembangunan Kendiri Wanita dan Gadis (WOMEN:girls).

The topics of our talks and trainings include Sexual Harassment, Women in Work, Domestic Violence, Unity and Equality, Gender Sensitisation and Child Sexual Abuse. More than half of the talks were taken up by Betty, while the rest was by thency, Wei San, Louise, Syar and Mayna.

AWAM organised two exhibition booths, one at Arts for Grabs, and the other at the PPUM Run.

A total of 4 student interviews took place covering various topics such as AWAM's work, Sexual Harassment, Shelters in Selangor and White Ribbon Campaign. Due to the lack of capacity in the office, many interview requests had to be rejected.



HIGHLIGHTS OF ACTIVITIES AND OUTCOMES

“Domestic Violence is Not a Private Matter” at Buddhist Gem Fellowship | 7 January

In a presentation for the Buddhist Gem Fellowship, AWAM spoke to approximately 40 participants on gender-based violence in the home. Led by Betty, the session involved a discussion on domestic violence and its assumption as a private family matter in Malaysia, as well as how such views must be changed in order to effectively tackle domestic violence and reduce its stigma.

Talk on “Safety and Child Sexual Abuse” for UTAR | 2 February

AWAM conducted a talk with 4th year medical students at Universiti Tunku Abdul Rahman, which was held at AWAM. With Betty as the key speaker, the session focused on issues of sexual abuse and the safety of children.

“Gender Sensitisation” Talk for Monash University Student Association (MUSA) | 25 March



AWAM conducted a two-hour gender sensitivity session on 25 March at Monash University. About 40 office bearers and representatives from the Monash University Students Association (MUSA) attended, with participants tasked with unpacking the concept of gender and gender stereotypes. Wei San ran the session with the assistance of Suba (AWAM Exco member), who co-facilitated discussions.

An AWAM intern, Sokaina, documented the session. Participants unpacked the concept of gender and participated in a series of activities, including exchanges about experiences and thoughts on gender issues. The session was very engaging and students raised insightful and reflective questions. These included questions around the gender roles we are taught to conform to from childhood to adulthood.

HIGHLIGHTS OF ACTIVITIES AND OUTCOMES

Panel Discussions: “Mapping Resources” for students at SMK Putrajaya Presint 9(2) and DWI Emas International School Shah Alam | 25 March

Pertubuhan WOMEN:girls organised a programme called “Goal Malaysia”, and invited AWAM to speak on panels held simultaneously at 2 locations, Putrajaya and Shah Alam. Mayna represented AWAM at SMK Putrajaya Presint 9(2) and Betty represented AWAM at DWI Emas International School. The panel at Shah Alam was held from 10.30 am to 12.30 pm, with around 35 participants. The panel included representatives from Befrienders, AWAM, and two rape survivors. Befrienders spoke about their organisation and how they support callers who are contemplating suicide. The representative of Befrienders gave some tips on recognising suicidal behaviour in individuals. AWAM, who was represented by Betty, spoke on the development of AWAM over the years, covering our initial focus on VAW to the development of services to support clients (i.e. counselling and legal information). Betty also spoke about AWAM’s focus on training in areas of gender equality, PER, and advocacy for legal reforms. The two rape survivors spoke about their personal experiences and shared their stories with the panellist and people in attendance. A Q&A session was conducted after the panellist spoke. Questions concerned a range of issues, such as the confidentiality of counselling and the aftermath of rape.

The panel at Putrajaya was held at the same time, with a group of 25 secondary school girls (aged 12- 18). Mayna represented AWAM, and spoke about AWAM and the services we provided as well as those provided by WAO, PS The Children and Good Shepherd. The panel consisted of representatives from AWAM, Befrienders and 2 survivors of rape. Panelists urged students to reach out to parents, teachers or friends to seek support should they face any form of abuse, and not deal with it alone. Important hotline numbers like AWAM’s Telenita, Talian Nur and Befriends hotline, as well as agencies such as the Welfare Department and Once Stop Crisis Centres (OSCC) were shared to the students. The sharing by the survivors of rape was very impactful, as they highlighted the healing process each underwent.

Sexual Harassment at the Workplace” for MISC Berhad | 27 March



AWAM conducted a talk on workplace sexual harassment at MISC Berhad. With approximately 150 people in attendance, the presentation involved a discussion on what sexual harassment is, how to identify it, and how to deal with it personally within the workplace. The participants said they enjoyed the candid and open nature of the session. Some participants were brave enough to speak about their own experiences of sexual harassment, with some asking for advice anonymously. Betty was the key facilitator/trainer, and Alanna documented the session.

HIGHLIGHTS OF ACTIVITIES AND OUTCOMES

Break the Silence: A workshop on Violence Against Women/Girls and Speaking Up | 7 April



In a workshop held at Dwi Emas International School at Shah Alam, Betty conducted a 2-hour session on different types of violence, including bullying, domestic and intimate partner violence, sexual harassment, rape, and incest. The workshop was attended by 28 girls between the ages of 13 - 17 years old, with Betty using interactive games to engage the participants on key points regarding violence against women and girls (including why it happens, where to go for help and what to do). She also gave a presentation on the services AWAM provides.

Unity and Equality Workshop | 22 April

On the 22nd April, Betty conducted a session on 'Unity and Equality' at Taylors International School, Puchong. The aim of the session was to foster an understand of the concept of unity within diversity, and to understand what works against it. The day unfolded with a series of interactive group sessions to engage the participants in self-reflection. The sessions also examined the concept of equality using CEDAW as a framework.

Workshop on Violence Against Women (VAW) and Child Sexual Abuse (CSA) for UTAR 4th Year Medical Students | 4 June

Betty ran a workshop on Violence against Women (VAW) and Child Sexual Abuse (CSA) for Universiti Tunku Abdul Rahman (UTAR) 4th Year medical students. This is the first of a series of 4 sessions for 2018/2019 cohort. Taking place at AWAM's office, nine medical students from UTAR and Dr. Robert, an associate professor from UTAR participated in the event. The objective for this workshop was to equip the future doctors, specifically from UTAR, with information on the role doctors play in helping and supporting women and children in crisis. It also aims to discuss the context of violence and sexual abuse; as well as the reason women are more affected by the situation.

HIGHLIGHTS OF ACTIVITIES AND OUTCOMES

#PressforProgress - Panel Discussion at AIG | 27 June



Betty was part of a panel that spoke along the theme of Press for Progress, following the theme of this year's International Women's Day. The event was organised by AIG and attended by approximately 30 of their staff. Betty was joined by another two panelists, Mr Dilsher, Vice President Claims and Operation (AIG) and Mr Arindram, Head of Claims and Contact Center (AIGSS KL). During the talk, the panelists discussed what 'progress' means to them, and the challenges

as well as successes for women in the workplace. Responses captured from the audience indicated that women find it harder to make progress in the workplace due to gender stereotypes and expectations of their roles within the family. During the discussion, it was raised that the press for progress should not fall solely on women's shoulders - men should also be engaged on how they can encourage and co-operate towards gender equality. The session was wrapped up with Betty sharing some experiences on how to progress and feel good about it, for the individual as well as the organisation.

ADVOCACY & NETWORKING

PEOPLE:

STAFF IN CHARGE:

Deepa Chandra and Lee Wei San (resigned August 2018)

ACTIVE MEMBERS:

Betty Yeoh, Subatra Jayaraj

Overview

In 2018, AWAM members worked together with people from JAG and the women's movement to organise the second Women's March in Kuala Lumpur.

AWAM also led the team from JAG, NCWO and Young Women Making Change (YWMC) in drafting the Sexual Harassment Bill and lobbying to the ministries.

We continued to strengthen our partnerships and engagement with JAG, RRAAM & WLP, among other women's rights groups. This includes endorsing press statements, attending events and through joint projects. We also engaged with various government bodies in law reform and lobbying work with JAG, where our resources permitted. We also continued to build our relationship with Women's Fund Asia (WFA) by assisting them with organising their partners meeting here in Malaysia and attending the meeting.



HIGHLIGHTS OF ACTIVITIES AND OUTCOMES

Women's March Events - Placard and Banner Painting | 3 March

Members came together on 3 March to paint banners and create placards for the Women's March on 10 March.

"Reclaim Our Spaces" Forum | 7 March



On 7 March, AWAM's former intern Xueh Wei attended the Reclaim Our Spaces Forum, which was jointly organized by AWAM. The panel consisted of members from Empower, JOAS, JKOSM and SENTRO. The essence of the forum was to build solidarity between women of different marginalized identities, such as migrant domestic workers, indigenous women, and Malaysian women in politics. The forum concluded with the idea that women need to band together – to educate ourselves and understand the pain of others – to mobilize against the patriarchy.

Women's March Malaysia 2018 | 10 March



On 10 March, an estimated 500 women and male allies, took to the streets of KL to demand gender equality at home, in the workplace, and in politics. AWAM members and staff attended the march, and a group of members assisted with mobilising participants and organising the event. There were a lot of placards with feminist statements seen at the march. Some examples include: "rogol tetap rogol", "trans women are women", and "respect existence or expect resistance". Overall, the atmosphere of the march was welcoming and lively, with march organisers leading the crowd in merry songs and chants.

HIGHLIGHTS OF ACTIVITIES AND OUTCOMES

Speakers at the event included individuals from the transgender community, orang asli, internet activists, and various feminist artists. The march was covered on twitter with the hashtags #WomensMarchMY and #WanitaBangkit. While the March went on peacefully, a group of participants from WAO were harassed on their way home. JAG has issued a statement condemning the harassment.

Reproductive Rights Advocacy Alliance of Malaysia (RRAAM)

1st AGM of the Reproductive Rights Advocacy Alliance of Malaysia (RRAAM), now known as Persatuan Hak Kesihatan Wanita | 28 April

AWAM is a member of the Reproductive Rights Advocacy Alliance of Malaysia (RRAAM). RRAAM recently successfully registered with the Registrar of Societies (ROS) as Persatuan Hak Kesihatan Wanita. At the AGM, the following office bearers were elected:

- President - Subbalakshmi Sankararaman, aka Shoba Aiyar
- Vice President - Radha Krishnan
- Secretary - Dr Subatra Jayaraj
- Treasurer - Jessie Ang
- Exco 1 - Dr. Rabiathul Badairah Bt Bazeer Ahmad
- Exco 2 - Dr. Malvinder Singh
- Exco 3 - Egha Elias

Joint Action Group for Gender Equality (JAG)

JAG/NCWO One Day Workshop | 3 February



On 3 February, AWAM hosted a workshop on reforming a draft sexual harassment bill. The workshop was organized by JAG/NCWO, with funding support from the KPWKM. The attendees included individuals from AWAM, AWL, Empower, MCCHR-People, ACT, NCWO, and YWMC. The workshop was highly productive in addressing key points in a new bill, including establishing a new, inclusive definition of sexual harassment. The new proposed definition will not limit violations to just workspaces but will

include public spaces as well. Betty coordinated the meeting, Louise and Wei San attended, and Sabita documented the meeting.

HIGHLIGHTS OF ACTIVITIES AND OUTCOMES

Press Conference: Maria Chin Abdullah's Candidacy at PRU 14 and Bersih | 6 March



The Coalition of Clean and Fair Elections (BERSIH 2.0) held a joint press conference to announce Maria Chin Abdullah's resignation as chairperson and the next steps for the organisation. Maria also announced her candidacy as a Member of Parliament in the upcoming General Election. She stated that she will not be joining any political party, but she is willing to contest under a Pakatan Harapan party logo as an independent candidate. She shared that, as part of her platform, she would strive to

strengthen the democratic reform agenda; reconstruct new politics with a focus on electoral reform; advance development justice for equitable income and living; champion institutional reforms; promote gender equality to increase participation; and promote environmental justice on both local and global concerns. Bersih deputy chairman Shahrul Aman Mohd Saari, Dato Ambiga, and Marina Mahathir were also present to share their thoughts on Maria's decision. Dato Ambiga commended Maria's bravery and courage to run for the upcoming GE. Questions from the media were addressed at the end of the press statement. AWAM members (including Yock Lin, Tracy, Madelynn, Suba, Mayna, Jude, Betty, and Lochna), staff (Wei San) and interns (Inez) attended the press conference.

JAG Women's Manifesto Launch | 8 March

On 8 March, the Joint Action Group for Gender Equality launched its Women's Manifesto. Speeches explained the aims of the manifesto and the ways in which everyone can help to push society towards gender equality. The speakers acknowledged the progress made on women's rights in Malaysia, comparing attitudes towards women since the first Women's Manifesto was launched. The session concluded with a discussion on the continued relevance of the women's movement and how there is still much to be achieved. AWAM intern, Alanna, attended the launch.

HIGHLIGHTS OF ACTIVITIES AND OUTCOMES

JAG Meeting with MP Maria Chin Abdullah | 16 May



Representatives of JAG met to discuss priorities and demands to present to the government. The discussion focussed on three key areas; legislative reform, institutional reform, and ensuring wider women's representation and participation in politics. At the end of the discussion, Maria Chin Abdullah joined the table and JAG presented their priorities.

#30percent Twitter Campaign | May

Many Malaysian women came out to vote for change, and in fact, had outnumbered male voters in almost all constituencies. This is a testimony that women voters desire change that will address women's rights issues and concerns.

Women deserve at least 30% representation in Cabinet.

#30percent #30peratus



In the wake of the GE14 Election results, JAG launched a Twitter campaign to pressure Pakatan Harapan to keep to the promises made in their manifesto which stated women would make up at least 30% of the cabinet. Using the hashtags #30peratus and #30percent, the campaign aimed to create 'noise' by repeatedly tweeting at prominent politicians including Dr Mahathir Mohamad, Muhyiddin Yassin, Dr Wan Azizah Ismail, and Lim Guan Eng. Responses to the campaign were largely positive with several news organisations also picking up on the campaign, with the demands being published in Malaysiakini, The Star, and Malaysia DateLine.

HIGHLIGHTS OF ACTIVITIES AND OUTCOMES

JAG Rally on 30% women's representation in government | 21 May



The Joint Action Group for Gender Equality (JAG) organised a rally marching to the palace gates to hold the newly-elected Pakatan Harapan government to keep its promise and commitment to promote and achieve gender equality in the country.

JAG Press Conference on 30% women's representation in government | 22 May

Held at Women's Aid Organization on the 22 May, the Joint Action Group for Gender Equality (JAG) held a press conference regarding the issue of women's representation in government. The conference set out to clarify demands and to reiterate the need for at least 30% women's representation in the State Exco and Cabinet. Representatives of JAG detailed the need for greater representation, but they also called for legal and institutional reforms to ensure that the current government upholds their manifesto promise to achieve gender equality in Malaysia.

JAG Meeting with Sandra Fredman | 28 May



JAG, led by WAO, organised a meeting between Malaysian CSOs/NGOs and Professor Sandra Fredman, an expert in gender equality legislation. The meeting discussed elements of the Gender Equality Act drafted by JAG, with Prof. Fredman's input. Prof. Fredman elaborated on the concept of Transformative Equality as opposed to Formal Equality expressed by most national legislation. She outlined a 4 dimensional approach which includes

HIGHLIGHTS OF ACTIVITIES AND OUTCOMES

Redistribution, Recognition, Participation and Transformation for structural change. Ren Chung on behalf of JAG, presented an outline of the draft proposed Gender Equality Act. The proposed Gender Equality Act:

1. Prohibits gender discrimination and facilitates fulfilment of gender equality.
2. Implements the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW). (Malaysia ratified CEDAW in 1995)
3. Mainstreams gender equality.
4. Establishes new institutions towards fulfilling gender equality.

AWAM hopes to continue to support JAG and the women's movement in pushing for this important transformative legislation. Subatra Jayaraj, our Vice President, represented AWAM at the meeting, and Kamilia Annuar, an AWAM volunteer, documented the meeting.

SIS Buka Puasa Event | 31 May



Several AWAM staff, members and interns attended the Sisters In Islam Buka Puasa at Armada Hotel. The event was an opportunity for networking with various individuals and institutions, and was also a show of solidarity with a close and respected partner in the JAG coalition.

JAG Evaluation and Planning | 20 - 22 July



Members of the Joint Action Group for Gender Equality (JAG) met from 20th – 22nd July 2018 at Damansara, Petaling Jaya for its annual evaluation and planning meeting, where we reviewed the work of the coalition in 2017 and discussed strategies and plans for 2018/ 2019.

The discussion included the development of the Gender Equality Act, Sexual Harassment Bill, our strategies for the CEDAW meeting with MPs, communication, child marriage as well as for the Pakatan Harapan manifesto.

HIGHLIGHTS OF ACTIVITIES AND OUTCOMES

Gabungan Bertindak Malaysia (GBM)

7th Annual General Meeting (AGM) of Gabungan Bertindak Malaysia (GBM) | 30 June



As a member of the GBM Coalition, several AWAM members attended its 7th AGM on 30 June 2018 (Saturday). The AGM was followed by a Raya Dinner Social among coalition members and supporters. Betty, Mayna and Yock Lin were at the AGM.

South Asian Women's Fund (SAWF)/ Women's Fund Asia (WFA)

SAWF Partners Meeting | 23-24 February



The South Asian Women's Fund (SAWF), now known as Women's Fund Asia (WFA), held a partners meeting with grantees of their 'Leading from the South' programme. At the meeting, we discussed monitoring and evaluation frameworks for the grants. This was a space where grantees shared their projects and work, and where we discussed and adjusted the monitoring and evaluation framework to suit current circumstances and needs. Deepa, Louise and Wei San attended the meeting.

HIGHLIGHTS OF ACTIVITIES AND OUTCOMES

FUTURE PLANNING FOR 2019

In 2019, our plan is to engage more with not only women's rights groups such as JAG, RRAAM and WLP, but other organisations and institutions that focuses on human rights. Our engagement with other human rights coalitions will continue. We also plan to engage with stakeholders like the government, corporations and religious institutions in our effort to lobby the Sexual Harassment Bill and other law reforms.



FINANCE & ADMIN

PEOPLE:

STAFF IN CHARGE:

Camelia

ACTIVE MEMBERS:

Wong Pui Yan (resigned in November 2018), Lim Chin Chin, Loke Siew Fong

Overview

In 2018, we had to fulfill our commitments to Women's Fund Asia (WFA) formerly known as SAWF (South Asian Women's Fund), over the period of 2 years from June 2017 to November 2018. We spent more than RM180,000 in 2018 on activities, workshops and producing two Patriarchy manuals.

We received close to RM19,000 from public donations, membership fees and merchandise sales. The merchandise sold include past White Ribbon T-shirts, Feminist Buatan Malaysia Tote bags and Feminism books.

We managed to garner approximately RM51,000 from training fees and resource income that were partially donated by our members and resource persons from various workshops conducted by AWAM, including the PER workshops and Patriarchy pilot testing workshop, in addition to talks and trainings for corporates and universities on sexual harassment and child sex abuse, among others.

We also received another grant from Women's Learning Partnership (WLP), who has been consistently funding some of our gender-based violence workshops annually since 2012.

In November 2018, we migrated the data from our account to an accounting system called MYOB. MYOB is more systematic and especially very helpful when preparing for audit. We also engaged a financial consultant, Punitha, to review, and propose new ideas to improve our financial process, as well as provide guidance on the usage of the MYOB accounting system.

Overall Income and Expenditure

Income for 2018 in total are >< RM284,000.00

Expenditure for 2018 in total are >< RM419,000.00



FUNDRAISING

PEOPLE:

STAFF IN CHARGE:

Jointly managed by Deepa Chandra and Lee Wei San (up to August 2018), Herinza Syadza (since September 2018)

HIGHLIGHTS OF ACTIVITIES AND OUTCOMES

AWAM raised over RM 50,000 in 2018 from donations from individuals and corporations, training fees, and fundraising activities. This is in addition to the remaining RM 180,000 from the South Asia Women's Fund (SAWF), which is now known as Women's Fund Asia (WFA), for a grant period of June 2017 - November 2018 and over RM 20,000 through our partnership with the Women's Learning Partnership (WLP) from the previous year.

The grant from Women's Fund Asia covered the development of two Patriarchy Manuals, a pilot testing workshop for the Manual, 2 PER Youth Workshops (one level 1 and 1 level 2) and a PER Training of Trainers. The funds from Women's Learning Partnership (WLP), covered a national training of trainers for JOAS, follow-up workshops/activities, and travel expenses for the Transnational Partners Convening in the US.

We also received donations from individuals, Majlis Perbandaran Petaling Jaya and Thiam Lai Yean Foundation totalling up to approximately RM13,000 for AWAM. We also had training and resource income of approximately RM50,000, as well as income from members' fees and merchandise sales.

The challenge for AWAM was the lack of capacity (staff and members) to seek events where we can fundraise or host a big scale fundraising activity.

FUTURE PLANNING FOR 2019

In 2019, we plan to continue fielding requests for fundraising collaborations, actively apply for funding grants and organise a fundraising dinner. We also plan to find ways to raise funds through our events and activities.

Special Thank You to our donors for their contribution to AWAM.

List of Donors

- United Parcel Service(UPS)
- Majlis Bandaraya Petaling Jaya
- TMF Trustees Malaysia
- Fiona Loh Huei Yin



INFORMATION & COMMUNICATIONS

Overview

The information and communications roles were jointly managed by AWAM staff for most of 2018. Despite this, AWAM still managed to endorse a good number of press statements and generate good social media engagement. Towards the end of 2018, AWAM released our first press statement in nearly two years - on the sexual harassment case in Sungai Buloh hospital. The statement was well-received by the media. We hope that this trend continues as the new AWAM consolidates!

PEOPLE:

STAFF IN CHARGE:

Jointly managed by Lee Wei San and Louise Tan (January - August 2018)
Herinza Syadza (since September 2018)

Social Media Reach

Facebook: Jan - 9,563 to Dec - 10,265 followers | Women 76%, Men 22%

Twitter: 2, 588 followers (March 2019)

Instagram: 493 followers

Endorsed by AWAM

January

- 24 Gerakan Kiri Manifesto
- 25 Justice for Sisters: Gender Education, Not Gender Test, Will End Discrimination against Sajat

February

- 7 Gabungan Bertindak Malaysia: Call to all Political Parties to Commit to Inclusive National Unity
- 8 Justice for Sisters: Public Funds Must Not Be Used To Create Harmful Educational Environments
- 8 Gabungan Bertindak Malaysia: GBM Applauds Federal Court's Decision in Indira Gandhi's Case
- 28 SEED WishList to PH



AWAM'S ANNUAL REPORT 2018

March

- 12 Justice for Sisters: Investigate Attacks Against Women's March Malaysia Participants & End All Forms of Anti-LGBT and Gender Based Violence
- 27 Stakeholder Report on Malaysia: For the 31st in the 3rd Cycle of the HRC's Universal Periodic Review in 2018.

May

- 1 JERIT: Deklarasi 1 Mei: Utamakan Pekerja dan Laksanakan Janji Pilihanraya
- 18 Implement Moratorium on the use of Draconian Laws as Sign of Commitment to Human Rights

June

- 1 ALIRAN: Pakatan Harapan Must Fulfil its Promise for More Women in Government
- 20 Joint statement on child marriage

July

- 2 Response From Migrant Worker Communities and Migrant Rights' Civil Society Organizations With Regards To Ongoing Raids on Undocumented Migrants in Malaysia
- 17 Solidarity for Fadiah

September

- 12 Joint Action Group for Gender Equality: JAG calls for immediate moratorium on corporal punishment and to address crisis in the justice system
- 21 JAG: Abolish Anti-sodomy Laws and Criminalise Marital Rape

October

- 19 GBM Press Statement: Putrajaya is urged to ratify UN declaration on Religious Freedom
- 24 JAG: Government Committees and Councils must live up 30 percent promise
- 31 GBM Statement on ICERD.

November

- 26 Gabungan Bertindak Malaysia: Moving Forward After Government's Announcement on ICERD: Aim for Greater Efforts on Dialogue and Consensus Building

Issued by AWAM

24 November 2018 16 Days of Activism - Letter to the Editor

4 December 2018 Take Action to Protect and Support Sexual Harassment Survivor.



FUTURE AHEAD

The year 2019 is going to be one where we focus on strategy, impact and fundraising. We want to confidently note that the activities and services that AWAM plans to implement for 2019 is making progress towards our end goal of gender equality and reversing the trend of gender based violence. Even if the progress measured is small, it can still go a long way. What is significant is that with better defined impact goals, AWAM will be able to fundraise more effectively.

AWAM has been consistent in carrying out services and activities of relevance, such as the provision of free counselling and sexual harassment workshops. We aim to continue this great work for the coming year. The strategic focus will be on activities that have multiplier effect, for example the Sexual Harassment Training of Trainers and the Feminist Buatan Malaysia (FBM) series. We also aim to incorporate better monitoring and evaluation components in both activities and services. This will (i) generate proper measurement of the impact of our work, beyond the usual number of people trained or the number of people counselled within those activities and services, and (ii) will enable us to identify gaps within the scope of the program work. In fact we have noted, especially in our work in counselling services, that a robust monitoring and evaluation component, will also enable us to identify gaps beyond the project, and allows us to also provide some measure of impact generated by other stakeholders linked to the projects (for example, the police force, hospitals etc).

With the above in mind, AWAM's big activities for the year will be running a campaign on Sexual Harassment, to support the Sexual Harassment Bill that will potentially be tabled in Parliament this year. We have already started harnessing stakeholders from academia, government agencies and of course other CSOs to support us in our advocacy work.

Both the Feminist Camp and the FBM series will provide spaces safe enough for people to discuss various issues using the lens of feminism, while also creating an atmosphere of fun and creativity. The aim here is to create a movement of people who understand the fundamental issues faced by Malaysian society today in terms of gender equality. AWAM also aims to promote the concept of feminism from a Malaysian perspective, which is an exciting new direction.

Of course programs cannot run without funds, and fundraising will receive more focus than usual in the coming year. AWAM aims to fully exploit its potential to generate funds this year - we will look at a various channels of fundraising from writing grants, wooing corporates to organising events and running trainings. One big event that will be happening this year is the fundraising dinner, where we hope to generate at least RM200,000 in funds. AWAM hopes to rope in the support of members to not just attend the dinner but also help us organise the event.



APPRECIATION & GRATITUDE

Interns, Legal Pupils and Volunteers

AWAM's work would not have been possible without the support of our interns, chambering pupils and volunteers.

Programme Interns

2018

| | |
|---------------------------------|-----------------------------|
| Amani Onyango | 27 Nov 2017 – 15 Feb 2018 |
| Tam Xueh Wei | 27 Nov 2017 – 15 Feb 2018 |
| Melinda Anne Sharlini Damodaram | 27 Nov 2017 – 9 Feb 2018 |
| Sabita Parimalam | 8 Jan 2018 – 30 March 2018 |
| Inez Thomas | 1 March 2018 – 31 May 2018 |
| Sokaina Raiss | 1 March 2018 - 20 July 2018 |
| Alanna Smart | 8 March 2018 - 15 Aug 2018 |
| Nurhamizah bt. Mohd Salim | 21 May 2018 – 19 Aug 2018 |
| Jin Qi Lim | 2 April 2018 - 19 June 2018 |
| Najrina Suhana | 1 July 2018 - 5 Oct 2018 |
| Irene Rossi | 24 Sept 2018 - 1 Nov 2018 |
| Miracle Eng | 27 Aug 2018 – 15 Dec 2018 |

2019

| | |
|----------------|---------------------------|
| Athira Humaira | 13 Nov 2018 - 19 Feb 2019 |
| Alicia Lee | 19 Nov 2018 - 8 Mar 2019 |

Volunteers

| | |
|-------------------------|--------------------------------|
| Alena Joseph | 2 July 2018 - 13 Aug 2018 |
| Goh En Chyi | 9 July 2018 - 20 July 2018 |
| Chang Yi Ning | 2 July 2018 - 8 August 2018 |
| Dhaartshini Senguttuvan | 1 August 2018 - 31 August 2018 |

Intern Counsellors

| | |
|------------------------|----------------------------|
| Edward Liew | 30 Oct 2017 - 31 Mar 2018 |
| Hannah Toh Li-Sha | 31 Oct 2017 - 31 Mar 2018 |
| Shurina Melwani-Stokes | 6 January - 30 June 2018 |
| Pearl Kwan | 1 August - 31 January 2019 |
| Venugadevi Muruges | 1 August - 31 January 2019 |
| Anujah Pulanthiran | 15 July - 31 January 2019 |

Volunteer Counsellors

Ho Junjun



APPRECIATION & GRATITUDE

Legal Aid Pupils

Batch 94 & 56: 13 December 2017 to March 2018

Siew Shyh Shen
Nadhratun Naiem binti Zainan
Wan Ahmad Izzat bin Wan Kamil
Nur Afza Qistina Mohd. Fazil
Lee Heng Siang

Batch 95 & 57: March to June 2018

Mohamad Naufal bin Mohamed Nasorllah
Tee Siok Kian
Jessalyn Cheong Yi Wen
Noor Farhana binti Abdul Halim
Samantha Cheah Yin Wern

Batch 96 & 58: June to September 2018

Simone Sim Xi Wen
Fahim bin Hamam
Choo Meilin
Vilasini Vijandran
Emily Thea Li Ching

Batch 97 & 59: September to December 2018

Oh Shu Ying
Chang Dao Ming
Zahirah Hazmin binti Harun
Sathiabalan Selvaraju
Anucia Yong Devendran

Batch 98 & 60: December 2018 to March 2019

Muhsin bin Tumin
Cheong Li Xin
Wan Azira binti Wan Kamaruzaman
Tee Michelle
Wong Li Yee



REFLECTIONS FROM OUR INTERNS



NURHAMIZAH (Miza)

A lifelong learning platform. That is the closest I can describe for my time here in a phrase. From attending events, to daily tasks in services, there are a lot of things to process from my experience here. One that particularly stick with me is just how far empathy can go within a person. I have always believed that empathy can only go to a certain extent, but after almost three months in AWAM, it really shows that connection with individuals can exist, although you don't particularly walk their path. I am still trying to fathom the fact that I have learned so much here, I am going to walk out as the same person to my existing constant environment, with a brand new perspective on life



REFLECTIONS FROM OUR INTERNS



MIRACLE ENG

Throughout the internship, I have gained the exposure that I wish to learn before proceeding to my master. I have also learnt some information and knowledge that will be useful in the future; for instance, the legal information, different kinds of NGOs/ where to get help, some counselling techniques. Besides, I have learnt the skills of answering and directing the calls. Answering the calls may seem boring to some people, but I like this task as I get a chance to help the clients by setting the appointments with the counsellors/ legal pupils or by referring them to a right person or place for help. Moreover, I have also realized that AWAM's work is very important because they provide help to the clients who are panic about the situation or do not know what actions they can take at that moment. The services are especially helpful for the victims of gender-based violence. Hence, I am glad that I have a chance to be part of it as I think the work AWAM does is meaningful.

My happiest thing throughout the internship in AWAM is I have met a bunch of nice people. I really like the working environment in AWAM. They would always concern the workload of each other to prevent any of the staffs being overwhelming, and they would share the workload if one of them is getting overwhelmed. My supervision always concerns about my workload and stress level as well as always asks me whether anything that I would like to learn or participate in AWAM or any task that I would like to try on. They value the interns a lot, and they provide the learning opportunities as many as they can to the interns, but they do respect the decision of the interns whether they want to take it. The most importance is the people in AWAM don't judge, discriminate, or look down on others; the people here are very warm, understanding, patience, and willing to share their knowledge. Sometimes, I am a bit blurred and cannot convey my message well in English, but they do listen to me patiently and try their best to help me. I am happy and really appreciate that I have an opportunity to intern in AWAM; I would never forget such a good internship experience and also the people that I have met here. I would like to say million thanks to everyone in AWAM, you guys are the best!



PERSONAL REFLECTION FROM STAFF

2018 was a roller-coaster year with dwindling number of members, resignation of committee member coordinators and the departure of our well-loved Manager. The staff and interns rallied around each other and had each other's backs when the situation became difficult, and that is among my favourite moments in the year. The sense of solidarity, camaraderie and friendship is not easy to describe or even to come by in tense situations, so it brought a great deal of comfort and ease.

For me personally, being able to meet and form friendships with other feminists and activists outside of JAG who attended our PERpaduan workshops, funders meetings and members' orientation, were among my highlights of the year. The challenges that came with organising activities with very little support also taught me to have more faith in my abilities and to reach out as much as I can. It was a great learning curve and I am grateful to everyone who contributed towards the success of all our activities.

- Deepa

2018 was challenging but also a year of growth for myself personally - and for the organization. It may not seem that way from an outsider looking in, but those who have been closely involved in the work know that we have been re-working the organization from its very foundations upwards. This is not work that can be accomplished in a short amount of time - as is true for all truly impactful activism. I remain optimistic and excited about the direction in which the organization is going, and grateful for the opportunities afforded to me so far.

A few things I am grateful for: the chance to go to Washington, DC for the Trans-Partnership Convention, the opportunity to work on the Working Collective, the chance to run my consent workshops, to observe senior trainers such as Betty, Wei San, and thency in action, and for each and every single one of the interns.

- Louise

2018 was a catching up time for better improvement for 2019. Even though its been very busy at the end of the year , I have to stretch and recapture, reorganize back all the account entry in 2 months, in order to have a better audit process in 2019. It is also a milestone for me to keep learning new things and contribute to the organisation. Even though time is very limited, for long term I think it is worth to sacrifice effort and energy to the new process. I feel like alone for 2018, but it is also a reminder for me to be more self dependent and more ownership. And also looking forward in term of the finance process to more systematic, accountability and efficiency in the future.

- Camelia





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