

HEAR MY VOICE

— WOMEN'S NETWORK —

HEAR MY VOICE- WOMEN'S NETWORK

ANNUAL REPORT 2022

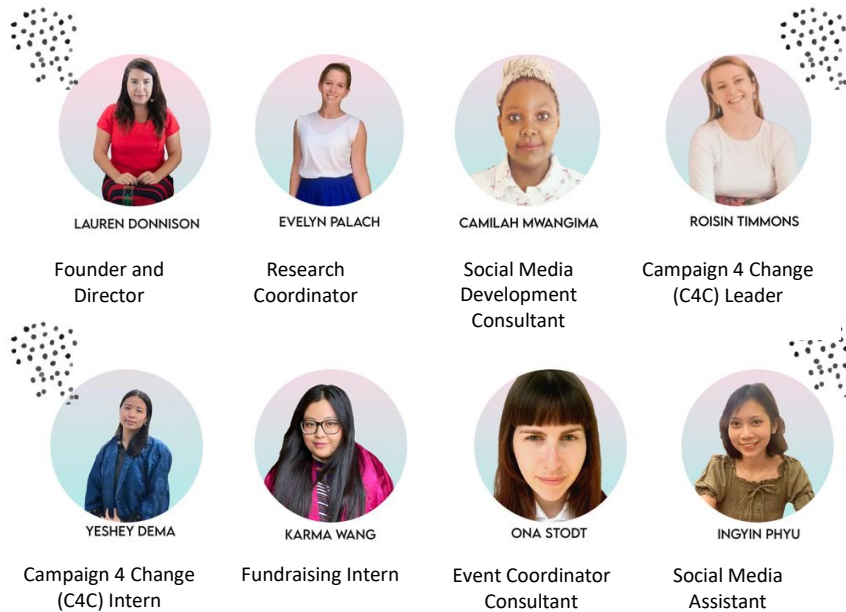
Overview

Hear My Voice- Women's Network (HMV-WN) is an online platform that brings participants, from all over the globe, together to discuss current gender justice issues that are important to them and their communities. Our platform creates a safe place for participants to share their ideas and opinions and ask questions without fear of judgement, in order to foster gender-responsive educational development and skills growth and achieve our mission of empowering feminist changemakers to raise their voices to advocate for meaningful change that can lead to greater equity in their community. We offer transformative educational experiences that enable graduates to take action. It is through these opportunities, that we hope to contribute to the creation of a world where the voices of feminist changemakers are heard, respected, and acted upon.

Since HMV-WN was launched in 2020, 208 feminist changemakers have graduated from our programs.

As we say goodbye to 2022, we celebrate all the amazing work our team has accomplished this year and share that with you here in our annual report. In 2022, HMV-WN continued to promote gender justice globally through online educational programs, online events and our multiple social media platforms. This year, although we saw the world reopen post-Covid, we also saw new global and regional challenges that continue to hinder the pursuit of gender justice.

Internal Structure 2022



2022 Activity Timeline



HMV-WN Programs

HMV-WN is rooted in the values of collective action, knowledge sharing and experiential learning. This is why our programming aims to include participants from diverse communities, and we have already seen the benefits of this collaborative spirit in the documented successes from each of our programs. Over the past three (3) years, HMV-WN has been able to grow in the online world and create a safe and meaningful space for women around the globe, to increase awareness and understanding about gender equality and gender justice and feel empowered to achieve positive social change, together.

1. Global Gender Justice and Community Action Program: 1 Cohort

Overview

In 2022, HMV-WN relaunched the Women's Empowerment Program as the. On March 6, 2022, HMV- WN worked with twelve (12) feminist changemakers to empower them to use their voices in their community to speak out for their rights and the rights of other women. Each element of the Program is designed to increase participants' skills and confidence, so that they are able to go back into their communities and take direct action to create gender equitable change.



“It’s so important to be able to discuss these topics with women from everywhere. The ability to learn and grow must be done while taking into account the knowledge you can gain from other women.”

Student Action Showcase

As part of the Community Action component of the Program, participants ran their own community action initiative that they design and implement, under the mentorship of the HMV-WN team. Ten (10) learners were supported virtually during their four (4) weeks of community action and shared their experience through the HMV-WN [Student Action Showcase](#).

Each learner focused on issues that they were passionate about and action that was achievable within the timeframe. These issues included, sexual reproduction and health education, creation of a gender-inclusive club to discuss gender-based issues, and the development of a digital resource bank of feminist materials.

“My knowledge was improved by getting different perspectives on the gender dynamics in different countries. I was able to learn various policies that have been put in place to address gender inequality.”

2. Law Student Program

In 2021, HMV-WN began delivering the HMV-WN Introduction to Gender Justice Program specifically for law students from individual partner universities. In 2022, HMV-WN began hosting a cross-university version of the program for law students for six (6) of our partner universities: Kathmandu School of Law (Nepal), Bharati Vidyapeeth (India), New Law College (India), Nelson Mandela University (South Africa), SWPS University of Social Sciences and Humanities (Poland) and Jigme Singye Wangchuck School of Law (Bhutan). The four (4)-week program focuses on gender equality, gender-based violence and access to justice.



“At the start of this course, I was very shy to express what I knew or what I would like to learn about things in this course. However, with time, I developed not only the confidence, but the appropriate knowledge needed as an advocate. Therefore, I would gladly like to use the skills to enhance my goals in creating awareness in the society.”

3. Analyzing Leadership through a Gendered Lens Workshop Series

This inaugural specialized workshop series was aimed at professionals working in the field of recruitment and human resources. Participants discussed gendered issues and opportunities for correction in the workplace and were encouraged to share insight from their own experiences in the field of human resources. Due to the success of this workshop, applications are now open until September 28, for the next Analyzing Leadership through a Gendered Lens Workshop Series

“I think I am more confident now about my knowledge, but I still need to do a lot of reading to continue this journey. The course opened my eyes to many aspects of hidden bias [such as] marital status discrimination.”

Online Events

In 2022, HMV-WN continued to promote gender justice globally not only through online educational programs, but also using online events, shared across our multiple social media platforms. These events enable us to reach and engage with a wider audience, made up of participants who may be unable to join or commit to other HMV-WN programming.

1. Social Justice Day

On February 20, 2022, HMV-WN celebrated the World Day of Social Justice by hosting a panel discussion explaining the concept of social justice, specifically social justice through a feminist lens. HMV-WN invited four (4) women, Amile Dlamini, Liliane Mohamad, Kesang Wangmo, and Helen Yandell, each advocating for social justice in their own communities, as panelists for this event. The discussion focused on explaining social justice using one common approach, which breaks the concept down into four (4) pillars; access, human rights, participation and equity. The panelists also discussed why social justice is so important when working towards creating gender equality in the current global context.

“Being able to actively participate in society is a fundamental pillar of social justice...it is actively being involved in the decision making; from the rules that govern a community and a broader society, to the foodstuffs available at the market, to the style of education that is available to all.”

2. Gender and Justice in the Legal Classroom Learning Series

On May 15, 2022, Hear My Voice- Women’s Network hosted a Gender and Justice in the Legal Classroom Learning Series. Nine (9) legal educators from around the globe came together to discuss bringing a gender lens into the classroom. Two (2) participants shared presentations on their work incorporating gender into the legal curriculum of Nelson Mandela University in South Africa and Pasundan University in Indonesia, which served as the starting point for important discussions on the importance and challenges of teaching gender and justice in the legal classroom.

“Since my basic is not specifically in gender law, I tried to make an impact in my area of interest (Intellectual property, creative economy and business), from my experience and observations in Indonesia (also from the experiences in other countries that the fellow participant shared during the program) I learned that economic factors (like limited access to financial capital, resources, opportunities and entrepreneurship made many women are economically dependent to others) and became one of the common factors that influenced the occurrence of discrimination and SGBV, therefore I started to spread the awareness of financial literacy, the importance of personal (and business) growth through my social media platform and conducted several research [projects] related to women empowerment in business and entrepreneurship.”

3. July Reproductive Health and Abortion Campaign

In July, we carried out a campaign primarily focusing on abortion. The aim of the campaign was to share information and statistics on abortion around the world, with a particular focus on the global overview of safe abortions. The campaign was shared weekly in July on Tuesdays, and every week had a different message from a global perspective that was shared on HMV- WN's social media platforms.

Focus on Abortion

Focus on Reproductive Health

Facebook

- Total page reach of 3,313
- Total engagement of 485
- 201 interactions
- 91 link clicks

LinkedIn

- 2,239 total impressions
- 105 engagements
- 58 reactions
- 4.6 engagement rate
- 1.6 click through rate

Twitter

- 2,691 total impressions
- 128 engagements
- 44 likes
- 17 retweets
- 9 detail expands

4. International Day for the Elimination of Sexual Violence against Women and 16 Days of Activism Campaign

November 25th is the International Day for the Elimination of Sexual Violence against Women and the beginning of the “16 Days of Activism” Against Gender Based Violence (GBV). For HMV-WN, this is one of the most important events in our annual calendar; GBV impacts women and girls across the world and impacts every aspect of their quality of life.

In 2022, HMV-WN ran a sixteen (16)-day campaign, using the HMV-WN social media platform to share the voices of women from around the world. As a global women’s network, HMV-WN acknowledges its distinct privilege of learning about women’s issues and experiences from its global member base. With this privilege comes the tragic reality and recognition of the deeply pervasive issue of GBV, which knows no borders. Therefore, HMV-WN used its position as a global women’s network to share the voices of its members from different countries, so that a collective voice could speak out against GBV, in all its forms, from all corners of the earth.

Sixteen (16) women from a collective of sixteen (16) different countries, including Botswana, Pakistan, Liberia, Canada, Ireland, Kenya, Tanzania, Bhutan, Germany, United Kingdom, Myanmar, Philippines, United States of America, Poland, Malawi, and Mexico, recorded video messages about issues related to gender-based violence and shared messages of hope from around the world. By including a global perspective, HMY-WN's sixteen (16)-day campaign highlighted both the unique and common challenges of GBV in different communities. Throughout the 16 Days of Activism, HMY-WN also shared posters on social media concerning issues related to gender-based violence.

5. 'Girls and Women's Access to Education in Africa: A Post Pandemic Crisis

On September 19, 2022, HMY-WN hosted a discussion amongst stakeholders from across Africa regarding the gendered crisis of access to education in a post-pandemic environment. This online event was moderated by gender equality advocates Camilah Mwangima, Anzoa Sarah and Namata Lyton, and steered by four (4) esteemed panelists. You can rewatch the event on our YouTube page: www.youtube.com/watch?v=LiwM4LUWRr0&feature=youtu.be

Girls and Women's Access to Education in Africa- A Post Pandemic Crisis

Online Event
September 19, 2022



Ame Atsu Davis
Human rights and
gender equality activist
Togo/Liberia

Samuel Kwame Jr.
Humanitarian Aid worker
and Storyteller
Ghana

Patience Poni Ayikoru
Member at the Uganda
Association of Women Lawyers
Uganda

George Omer Nalo
Director - Education in Crisis
Tanzania



“Many questions [I had] pertaining to women, especially girls', education have been answered effectively. With all the right advocates answering and finding future initiatives to overcome such challenges, I am very happy that I got to join this [event]”.

6. Gender-Based Violence in Conflict: Untold Stories of Inspiration Event

On December 1, 2022, HMY-WN hosted a panel discussion on the topic of gender-based violence in conflict. Facilitated by HMY-WN, four (4) panelists in the field of gender and conflict had a discussion on their experiences in their communities of practice. The expert panelists also discussed what can be done to address these occurrences of gender-based violence.

“Thank you so much for enabling this space...The discussion is great...I really appreciate [the panelist's] point about how transitional justice is often a discourse maintained to appease the international community with little impact on the lives of those affected. I work for an international organization, and I am always grateful for the reality check that these conversations enable.”

You can rewatch the event on our YouTube page: <https://www.youtube.com/watch?v=SHRyBDZrW7w>

Partner Activities

In 2022, HMV-WN also continue to establish working partnerships with other organizations actively involved in women's issues.

1. Sexual and Reproductive Health and Rights (SRHR) HMV-WN Training

From February 28th to March 28th, 2022, HMV-WN hosted SRHR Expert Meggie Dumas as she facilitates a training in the field of SRHR for HMV-WN alumni. During their four (4) weeks together, participants discussed reproductive choice, including access to contraceptives; the connection between gender-based violence and SRHR; menstrual health and period poverty; and, consent, pleasure and SRHR education.



2. Alumni Workshop: Mental Health Wellness in GBV Prevention and Response Training

HMV-WN in partnership with [Counselling Thailand](#), completed a 2-part workshop series exclusively for HMV-WN alumni. The workshop was facilitated by Sustriana Saragih, a Counsellor & Psychotherapist from Counselling Thailand, and focused on Basic Stress Management and Vicarious Trauma Training. Beginning on March 22, 2022, HMV-WN, in partnership with Counselling Thailand, is hosting a 2-part workshop series exclusively for HMV-WN alumni, that will focus on Basic Stress Management and Vicarious Trauma Training. During the second session, participants identified mental health concerns that are common when working in the field of gender-based violence and discussed tools for overcoming trauma and helping with stress management, trauma, and self-care.



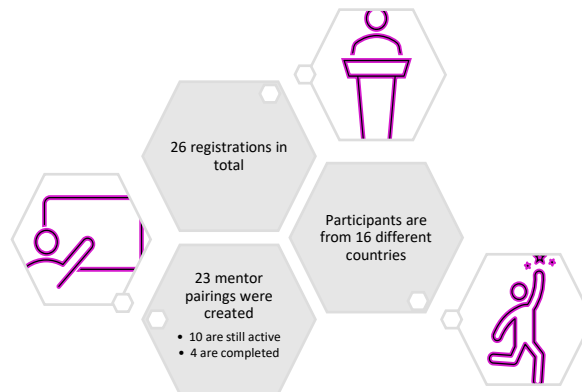
"It was very positive [workshop] but also very validating - it made me take a step back and analyze my stress and anxiety levels. It also pushed me to become less self-critical which is very important."

3. Toucan

To commemorate Human Rights Day on December 10, 2022, HMV-WN partnered with video-conference platform provider [Toucan](#), to deliver an interactive networking opportunity to human rights defenders who are a part of the HMV-WN community. Participants were able to use the Toucan platform to connect with each other and hold intimate discussions concerning their challenges and experiences in the field of human rights advocacy.

4. Volunteer Vision

[Volunteer Vision](#) is a German-based social tech start-up which utilizes online mentoring software to connect companies and NGOs around the world, with the vision of enabling effective mentoring for people of all diversity groups. In 2022, Volunteer Vision and HMV-WN partnered to deliver Volunteer Vision's eCareer digital mentoring program for job seekers to HMV-WN alumni.



Four (4) additional mentorships have been confirmed as of January 2023, and HMV-WN looks forward to continuing its partnership with Volunteer Vision into the new year.

5. Mote Oo

On June 30, 2022, HMV-WN was invited by the [Mote Oo](#) Organization in Myanmar to speak at the Post-Secondary Education: Realities and Possibilities Conference. The Conference was arranged by Mote Oo for leaders, educators, and education service providers from and for the post-secondary education sector in Myanmar in order to provide “opportunities to reconnect and explore sector-wide needs and solutions, as well as effective teaching and management practices that can be used in times of crisis.” HMV-WN founder Lauren Donnison was joined by HMV-WN alumna Theint (Taylor) Wut Yee Khaing, from Myanmar, to virtually attend the Conference and speak about the experience of an online gender justice educational program.

6. Women of the Week

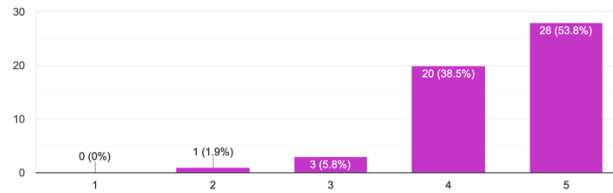
Throughout 2022, HMV-WN continued to showcase the work of women around the world through the [Women of the Week initiative](#). Each week, Hear My Voice- Women's Network promotes the amazing work of woman working in the specific fields across all sectors. The Women of the Week initiative serves as a platform for the important work being done by women around the world. Women are encouraged to share information about themselves and their experience working in their sector, as well as any message they may have for other women currently working, or hoping to work, in this field. In 2022, 25 women participated in the Women of the Week Initiative, a decrease from 52 participants in 2021.

Impact

In 2022, HMV-WN conducted its second impact assessment in order to better understand the impacts HMV-WN program alumni have felt and observed, both personally and professionally, following their participation in various HMV-WN programmes and events. This data is critical for the continued growth and participant responsiveness of HMV-WN.

52 former participants of HMV-WN took part in the impact assessment; 22 respondents were participants in the HMV-WN programming from 2022, 17 respondents were from HMV-WN programming that took place in 2021, and 13 respondents were from HMV-WN programming that took place in 2020.

The knowledge and skills I gained from my participation with Hear HMV-WN provided me with long term benefits to my studies and/or work.
52 responses



The vast majority of respondents (92.3%) reported that the knowledge and skills gained in their respective program has provided them with long term benefits in their studies and work.

The majority of respondents (61.6%) also reported that they have already taken action to create positive changes in their communities in a subject area that was covered in the Program in question. Some notable actions that have already been taken by the HMV-WN alumni are as follows:

"After community action plan, I continuously run my Facebook page by writing educational articles; normalized domestic violence, the importance of gender equality, the bad impacts of gender discrimination and gender-based violence, students and dress code. I see my improvements a little by a little."

"HMV program was a first step that helped me enter into the space working and advocating for GBV and women in general and I'm currently working in the same field with women who are acid and burn violence survivor."

"I am organising a LGBTQ forum."

"I really started working on creating a more equal work environment and took the welfare of employees into consideration regardless of gender. I also have many other steps I am working on that are concerned with a comfortable work environment for women and providing them with ways to leave so that they can enjoy a stable professional life."

"I have formed a club in my college that focuses on being gender inclusive. It focuses on acknowledging the differences in people while still being able to live in harmony. And I am also now serving as the member secretary of Y-Peer network that focuses on spreading the knowledge of SRHR. I think I am blending the knowledge I got from the program well with what I am doing for my community."

Social Media Presence

As an online platform, social media remains key in effective outreach and engagement for HMV-WN. As of December 2022, HMV-WN maintains 3 active social media accounts: Facebook, Twitter, and LinkedIn. HMV-WN has maintained Facebook and LinkedIn accounts since 2020. HMV-WN's Twitter account began in August of 2021, and therefore all analytics integrated throughout this 2022 Annual Report are measured from the period of August 2021 – December 2022.

For more information concerning HMV-WN's social media presence, please see HMV-WN Annual Visual Report 2022 (available on request).

Our Future

As we enter a new year of programming, HMV-WN is excited to move forward in our strategic development, including fostering our existing partnerships as well as growing our network.

HMV-WN will continue to deliver quality programming, focusing on the Global Empowerment Program and Legal Professionals Program and the Gender Justice and Community Action Program. We look forward to continuing to provide participants with the support necessary to use their skills built during HMV-WN programming in real-life situations.

HMV-WN will be seeking opportunities to expand the Law Student and Legal Education Professional Programs, by leveraging existing partnerships with universities as well as continuing to form new partnerships in 2023. HMV-WN will also be exploring potential opportunities to host online events featuring participation by both legal educational professionals, including professors, and law students.

HMV-WN continues to run solely on a volunteer basis and self-funds all requisite programming and staffing costs. HMV-WN will be seeking financial opportunities in 2023 in order to expand its activities in order to further benefit members of the Network.