



the equality effect

Annual Report: 2016-2017



Message from our CEO and Board Chair

Every year we strive to further ensure that girls' and women's rights are made real, and every year we continue to be amazed by the support we receive from community members, children, police, funders and our teams. Over the past year we've seen a tremendous response from all of our partners – from the police teams who are heartened by the impact they've seen resulting from defilement investigations conducted according to the 160 Girls training (pg. 9), to the community groups who are protecting and encouraging one another to learn from our public legal education program (pg. 6), to the incredible children who are passionately embracing the new Justice Clubs at their schools that are empowering them to know and claim their rights (pg. 3).

This is a culture shift and it's not something that can happen overnight. We started this work eight years ago with a goal of helping girls and women secure justice, and we continue to be moved by the stories we hear about the impact we are having on individuals and communities.

It would be impossible to continue this journey without our volunteers, partners and donors and we are so grateful for your support. Thank you for your commitment to helping make girls' and women's rights real.

Thank you/asante sana/zikomo/yeda mo ase.



Fiona Sampson, CEO



Seana Irvine, Board Chair

Our mission and vision



Our mission: The equality effect (e²) develops and implements legal solutions to girls'/women's inequality, including eliminating impunity for rape. Using international, inter-disciplinary teams, e² creates systemic change that disrupts the existing discriminatory status quo, i.e. suing the state to achieve the enforcement of existing laws so that perpetrators are held accountable for their sexual violence. The equality effect provides international social justice leadership, making girls'/women's rights real.

Our vision: By using the law to create systemic change, the equality effect envisions a society in which girls/women are treated as persons, not property; a society in which girls/women have equal access to justice; and the impunity for rape is eliminated.



Teaching justice in schools raises confidence, awareness



What's the best way to empower a community to seek justice? One way is to provide legal education to those who are most vulnerable. In February 2017 we were excited to launch our 160 Girls Justice Clubs, an initiative that uses a train-the-trainer model with a special twist: the trainers are public school students.

"We saw an opportunity to make legal education for children powerful," said Fiona Sampson. "What better way for students to learn about their rights than from their peers through fun activities – it shows that these children have a voice and empowers them to use it."



The Justice Club curriculum – developed jointly by volunteers from the University of Toronto and Nairobi University – is based on the landmark 160 Girls case in which 160 girls, all victims of rape, had the courage and fortitude to claim their rights and win. Each school's club interprets the curriculum in their own way – the information is shared through poetry, dance, song, theatre and more. It focuses on raising awareness about children's equality rights and affirming students' legal right to be protected from sexual violence so that they learn the law and are prepared to challenge violence.



In the first year, more than 180 Justice Club leaders have received training and over 4,100 students have participated in the clubs. The response has been overwhelmingly positive; students have said they like the clubs because they allow them the opportunity to be leaders, to partner with the police – and to stop rape.



A special thanks to everyone involved with our Justice Clubs launch event on February 27, 2017 including our Nairobi-based partner the Gender Violence Recovery Centre at the Nairobi Women's Hospital, the Kenya National Commission on Human Rights, the Kenya National Police Service, Assistant Deputy Inspector General Sospeter Munyi and guest of honour Sara Hradecky, the Canadian High Commissioner to Kenya.

"We know that girls have the same rights as boys and Canada's international development efforts help to make sure that every girl, particularly the poorest and most vulnerable, gets the services and protection they deserve, and the space to participate and engage on issues that affect them. We must all work together. Men and boys must be our partners to stand up against the persistent inequalities faced by women and girls globally."

The 160 Girls Justice Clubs promote and protect children's rights and are an important piece in Canada's wider efforts on the empowerment of women, girls, and communities as a whole. For that, I thank you sincerely."

- Sara Hradecky, the Canadian High Commissioner to Kenya





The power of legal education

Raising awareness of girls' rights

Mary* was just 16 years old in August 2017 when she was married. She dropped out of a local school in Busia County to live with her 24-year-old 'husband.' In December 2017, Mary visited relatives in Ikolomani, Kakamega county. One of her cousins, 15-year-old **Jane*** who was a student and a leader of a 160 Girls Justice Club at her school, became curious about Mary's life and asked a lot of questions – she quickly discovered that Mary had been married for over four months.

Jane was concerned and over the next two weeks that Mary was in the household, she shared those concerns with Mary and the family. She used all the skills she had gained through the Justice Club to convince the family to consider ending Mary's marriage so she could go back to school. She even called some of her fellow Justice Club members to help her.

"When you gain knowledge such as the 160 Girls' rights, you use it to change lives around you – you don't keep it to yourself," said Jane. As a result of Jane's passionate pleas, she was able to convince Mary and the family that the marriage was against the law and set Mary up for a life with a bleak future.

Mary never went back to her 'husband,' instead joining another school in Kakamega County, where she is still studying.

***not their real names**



"I was headed for the dark - I didn't know what to do. Jane saved my life and my future."

-Mary

The 160 Girls decision was historic and changed the way defilement is viewed in Kenya. To support members of the public, police officers and children as they learn their rights and responsibilities, the equality effect rolled out Public Legal Education (PLE) which included billboards, videos, TV ads, a social media campaign, the 160 Girls app and workshops for schools and community leaders – all with two main objectives:

one

To teach the community about the significance of the 160 Girls decision and provide the legal knowledge necessary to hold the police accountable for effectively investigating defilement claims.

two

To send a message to would-be perpetrators that the climate of impunity for defilement has come to an end.

The results from our PLE program showed a measurable success – in four pilot districts (Kakamega, Meru, Mombasa and Nairobi), we saw the following impact:

57%

of Kenyans are now aware of court decisions pertaining to child rape **(compared to 50% pre-campaign)**

31%

of Kenyans are now aware of the 160 Girls court decision **(compared to 7% pre-campaign)**

23%

of Kenyans now believe constitutional rights are always upheld in cases of defilement **(compared to 16% pre-campaign)**

Those we spoke to also reported increased faith in the police, and reported feeling significantly better about the police propensity to treat victims with dignity, investigate quickly, accompany the victim to the hospital and collect evidence from the victim.





Meet our people

Anne W. Ireri, LL.B., MPPM

Meet our people

Brian Muthusi, LL.B.

Anne joined the equality effect in 2014 as the National Coordinator for the 160 Girls Project in Kenya after supporting preparation for the 160 Girls case as a member of the legal research team two years prior. She has since played a leading role in the implementation of the 160 Girls case strategic litigation initiative.

What are you most proud of from your time with the equality effect?

"Spearheading and coordinating the implementation initiatives in our four pilot counties. I have overseen 12 training sessions for the police as well as evaluation sessions and coordinated the rollout of the public legal education which involved awareness creation to the community as well as the establishment of Justice Clubs in 24 schools."

How have you seen your impact?

"We've seen an increased commitment by the National Police Service to enhance investigation of defilement matters – at a recent meeting, the Inspector General Joseph Boinett pledged publicly in the presence of over 1,000 police officers the unwavering support and commitment of the NPS to the 160 Girls Project and to ensuring that there is no place for impunity and perpetrators of child defilement in Kenya. This was a truly memorable moment."

What are you working on right now?

"We're training more police officers as well as reaching out to more schools to establish Justice Clubs. Our ultimate goal is to make the rights of girls and boys in Kenya real and to ensure the golden standard with regard to their protection is achieved and maintained."



Brian has been involved with the equality effect for three years, getting his start carrying out baseline research on defilement investigations in Kenya which helped guide training for the National Police Service. He's the 160 Girls Public Legal Education (PLE) Program Officer and was integral to both getting the training off the ground and measuring its impact.

What are you most proud of from your time with the equality effect?

"During the most recent Justice Clubs Patrons' Induction meetings, we had last year's patrons come and speak about their experience with the Justice Clubs. It was so moving for us to hear how much of an impact the Justice Clubs have had in schools, including making it easier for teachers to relate with the students about formerly taboo topics, improving attitudes and academic performance and enhancing creativity. Justice Clubs are in line with the new competence-based curriculum that aims at developing a holistic child, and we've heard parents are also very appreciative of this initiative."

How have you seen your impact?

"The Justice Clubs Community Shows have been incredible and we've seen many community members moved by the 160 Girls poems, skits and songs performed. We're proud to see that these children are now confident of their rights under the 160 Girls decision and understand that any child defiler risks imprisonment. It makes me proud to continue our work because it truly is making a difference. I see the 160 Girls triangle of change working with the hosting of these shows that bring the community together with the law and police training."

What are you working on right now?

"We're currently introducing 12 new schools into the Justice Clubs initiative, and then we'll be working to scale the project and develop sustainability programs for our pilot counties. We are also planning exit police training from the pilot counties and increasing the pool of trainers in preparedness for scaling up. Really exciting times ahead."



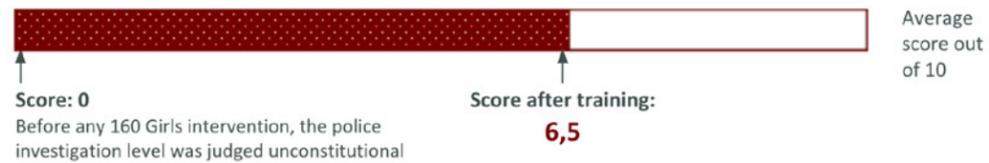
Achieving justice by working with police

Real-life impact

Changing the law is impossible if those who enforce it are not on board. When the historic 160 Girls case was released, it became mandatory for all police officers in Kenya to implement proper investigation procedures during a child rape or defilement case. To support this change, the equality effect along with the Vancouver police, the Kenya National Commission on Human Rights, the Kenya Police and frontline rape rescue advocates developed police training that has been rolling out since 2015.

Since the training started, it has led to tangible results – a recent evaluation shows that police who've been trained are investigating defilement cases more effectively, making more arrests and have been instrumental in seeing more cases go to trial and end in convictions than ever before. We are also seeing improved investigations, better file management and more robust techniques being used (e.g. recording and filing suspect interviews).

AFTER TRAINING, OFFICERS SCORED MUCH HIGHER IN STEP #2: ACOMPANY VICTIM TO RECEIVE MEDICAL TREATMENT



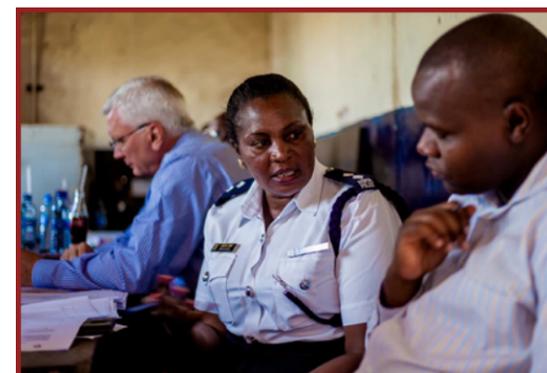
AFTER TRAINING, OFFICERS SCORED MUCH HIGHER IN STEP #11: PREFER APPROPRIATE CHARGES



AFTER TRAINING, OFFICERS SCORED MUCH HIGHER ON STEP#12: ARREST SUSPECTS



In the six months after receiving the 160 Girls training, Chief Inspector Kiruhi's station has received ten defilement claims, investigated all ten, and investigated eight claims that have resulted in arrests and trials. One of the cases was an 8-year-old girl who reported a defilement. Through the investigation, the police found four more victims in her neighbourhood. The accused serial rapist – a Dutch national – is facing criminal charges.





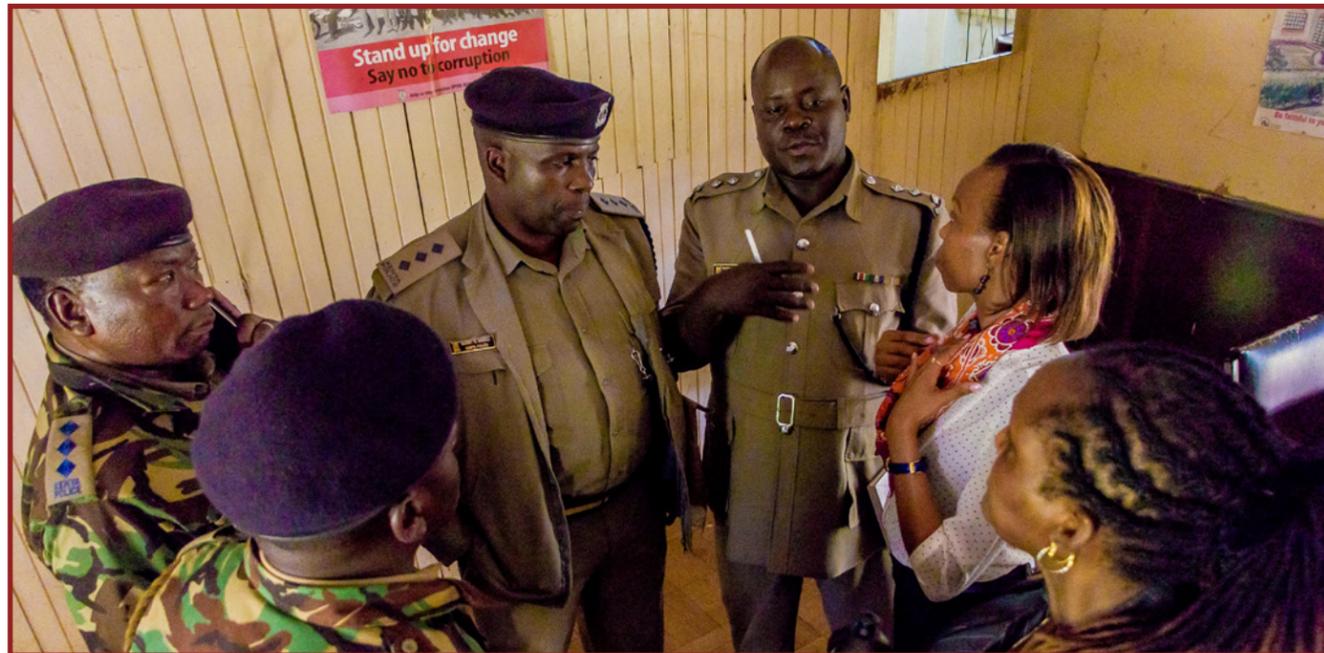
How 160 Girls training is changing mindsets

"Now, since the 160 Girls training, we're interviewing the victims in a private place and understanding the importance of privacy for them. We're writing down detailed victim statements, we're getting full statements from the suspect and writing those down, and we're getting convictions! I feel proud of the work that we're doing. The victims are happy with the results and are protected now. **The community trusts us now and has confidence in us, and they are reporting and cooperating more.** I believe potential perpetrators will hear of how seriously the crime of defilement is being taken and they will fear, which is good for the community."

- OCS Derick Nyaya, Langa'taStation, Nairobi

"After receiving the 160 Girls training, including the focus on victimology, I realized no girl should ever go through such an experience, all perpetrators should be punished and I promised myself to get justice if I get a defilement case. The 160 Girls training gave me an additional tool to use in the fight against crime, and I have sharpened this tool. Girls and women have gained lots of confidence because we're getting convictions. **Justice must prevail for all girls.**"

- Acting OCS Alex Otieno, Tigania West Station, Meru



"Before I took the 160 Girls training, I was an old-style cop and didn't take defilement so seriously. Since the training I take defilement claims as a personal issue and see their importance. **The training has made me feel like a born-again, modern police officer.**"

- Chief Inspector Muchemi Kiruhi, Kasarani Station, Nairobi



Defilement: 160 Girls

A poem by Kevin
Gichunge Primary School, Meru, Kenya

*A girl's dream, a boy's power
Her vision, his mission
His success is the community's glory*

*When the rose is budding
Its colour is its pride
Its sweet smell a crown to it*

*But why does the caterpillar spoil my flowers,
Why! Why! Did the worms spoil 160 flowers
Surely 160 hearts broken.
Gichunge stands against exploitation*

*Hear us Kenya our nation
We girls are your foundation
We cry for protection
We stand against exploitation*

*Police, please do professional investigation
To help support prosecution
Prosecution of rapist, agents of destruction
Let heil be their portion and not prison
Gichunge stands against exploitation*

*To conclude
Lets give the 160 girls action
And bring liberation
Save girls and boys of our nation
With ripples Gichunge stands against exploitation*





Awards and honours

Fiona Sampson

e² CEO

**Honorary Doctorate of Law,
Trent University**

Senior Sergeant Grace Asami Misango

160 Girls Trained Officer

**Best Police Officer in Human
Rights, Independent Policing
Oversight Body**

Insp. Tom McCluskie

160 Girls Team Member

**Order of Merit for a lifetime of
achievement in policing**

Prof. Jennifer Koshan

160 Girls Team Member

**Peak Scholars Award for
community impact for her e²
volunteer work**



United Nations recognizes the equality effect

In June 2017, the 160 Girls Project was profiled as one of seven initiatives included in the inaugural compendium of international best practices advancing women's equality and empowerment that the Working Group on the Elimination of Discrimination Against Women developed under mandate from the United Nations.

A ceremony was held at the U.N. Human Rights Council on June 8 and 9, 2017 in Geneva, where the inaugural report was presented recognizing the equality effect for its work on the 160 Girls project relating to women's health and safety and "mobilizing the law for social change."

"What makes this case study a uniquely good practice is that, rather than ending with a court decision, the coalition of organizations involved continued to work together to expand that decision into a comprehensive movement for change. The 160 Girls Project developed as a result of the case centres on training and education programmes involving police, shelters, social workers and community members to ensure a multi-level long-term impact. A rape investigation training programme for police was developed that included a peer-to-peer train-the-trainers element with international police officers and ongoing training from equality lawyers and the national human rights commission. Research has shown positive impacts, including documented attitudinal changes and increased professionalism in the handling of child rape cases. Furthermore, training programmes have been developed for shelter workers on documenting sexual violence cases and the rights of victims.

Community education programmes are a key component of the implementation strategy. In this case, a robust pilot project on public legal education included community training on the decision and the related girls' rights and police obligations; awareness-raising events including drama/theatre and panel discussions; rights-training for children; a smartphone application giving details on the steps to take in rape investigations; and public awareness materials, including billboards, radio and television programmes, social media outreach and short videos on the Internet. These measures have been replicated in other parts of the country."

- U.N. Human Rights Council





Internships Michelle & Julia

Michelle and Julia interned with the equality effect, working with Women and the Law in Southern Africa Malawi – a partner of the equality effect. The two helped prepare the team to challenge the corroboration rule which makes it more difficult for women and children who experience rape or defilement to get justice by requiring additional evidence in court like a medical report or a third-party witness. As part of their work, they met with police officers, prosecutors, lawyers, legal experts, doctors and social workers to hear their perspectives and ideas about the challenges faced by survivors of sexual violence. They heard repeated stories about lost medical reports, bribery, delayed court cases and other barriers to justice.

The two finished their internships by organizing and hosting a conference titled Believe Her: A capacity-building workshop on challenging the corroboration rule for rape, which brought stakeholders together to brainstorm ideas for effectively and realistically challenging the corroboration rule and improve justice for survivors of sexual violence.



“While the work was demanding and at times challenging, memorable moments remind me of the kind of impact this work can have. One key moment for me was when a woman, a victim of brutal sexual violence, spoke at our conference. I could see the entire room focused their attention on her story, which clearly identified the major barriers to justice for sexual assault victims. It was a powerful example of the impact bringing people together can have and why it’s important we continue to include those who have been impacted in our work.”

- Michelle Beck, University of Toronto Law School

“What I loved about my work with the equality effect was how we placed importance on taking a holistic approach to creating systemic change through the law. I have great hope that Malawi will see the end of the corroboration rule, and I am excited to see how the equality effect continues to facilitate such important change.”

- Julia Bellehumeur, McGill University Law School

Internships Deborah & Yvonne

“There’s an old joke our high school career teacher found horribly funny. A corporate lawyer who’d taken a year out of practice to work on human rights law walks into a bar. One of his buddies asks him, ‘What do you miss most now that you’re doing some of the most noble work in the profession?’ His reply is instant, ‘Winning cases.’

It is a sad but sustained fact that not all bugs are caught in justice’s web, but change is happening. While in Meru, we saw firsthand the grit and heart of the staff and the girls. Even with cases that seemed impossible, courage and consistence were the daily order.

*There are an abundance of memories between us from interning with e² at Ripples but one stands out. **Risper*** is a survivor of sexual abuse by her stepfather; the 160 Girls trained police had investigated her case and arrested the stepfather – access to justice was secured. The day of the court hearing, the man had the gall to approach us and ask for the case to be withdrawn. The Ripples caseworker and counselor were able to help Risper brush off this affront and deliver her testimony.*

This type of work will undoubtedly never be a walk in the park. Nevertheless, it is an honour to fight alongside those who seek justice. Even though not all stories may have happy endings, if we all chip in we can change the narrative, and the narrative is changing.”

Deborah Sarange, University of Nairobi
Yvonne Kemunto, United States International University Africa





Media coverage

Financial update

The equality effect year-end is June 30



CTV
160 Girls Update From Kenya
<https://bit.ly/2pk4KE3>



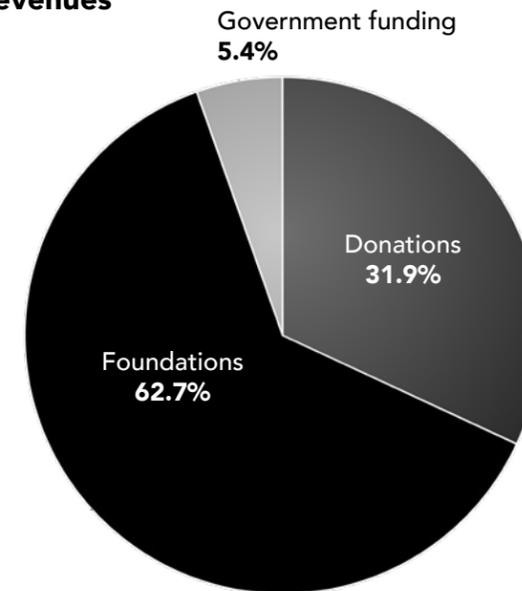
Toronto Star
"Kenyan Girls' Quest for Justice Realized, with Canadian Help"
Sally Armstrong
<https://bit.ly/213FjOf>



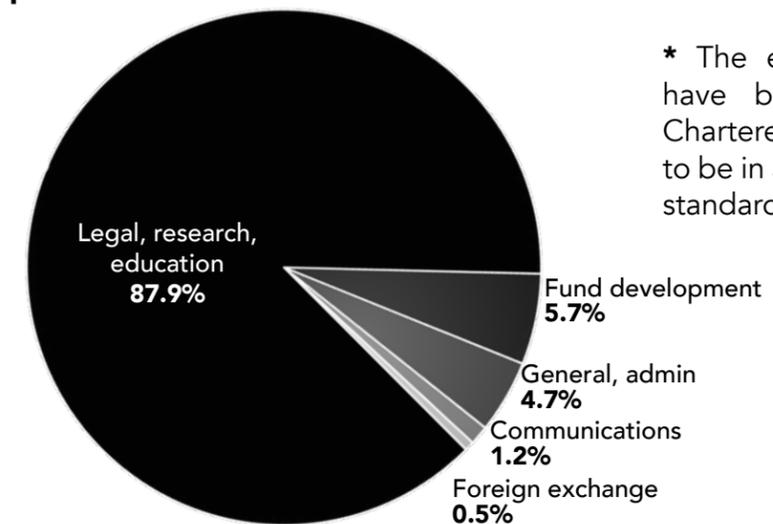
Queen's Law Report
"An Agent of Justice for Human Rights Victims"
<https://bit.ly/213FjOf>

Financial summary

Revenues



Expenses



Statement of operations For the year ended June 30, 2017*

Revenues	
Donations	\$135,542
Foundations	\$266,859
Government funding	\$23,000
Total revenue	\$425,401
Expenses	
Legal, research, education	\$483,491
Fund development	\$31,358
General, administration	\$25,698
Communications	\$6,742
Foreign exchange	\$2,573
Total expenses	\$549,862
Deficiency of revenues over expenses	\$(124,461)
Net assets, beginning of year	\$522,700
Net assets, end of year	\$428,239

* The equality effect's financial statements have been independently audited by a Chartered Professional Accountant and found to be in accordance with Canadian accounting standards for non-profit organizations.



Asante sana, zikomo kwambiri, meda ase, thank you!

The equality effect's human rights work depends on our huge team of dedicated volunteers. Every year the legal volunteers alone donate over \$1.5 million of pro bono hours to the equality effect. Many thanks also to the equality effect's generous funders, partners and donors, without whom the critical human rights work of the equality effect would not be possible.



All photos credited to Brian Otieno

Board

- Elizabeth Burgess
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- Jacquie Labatt
- Patricia Nyaundi
- Theresa Widdifield

Advisory Committee

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- Mary Eberts
- Dr. Winnie Kamau
- Dr. Ngeyi Kanyongolo
- Patricia Nyaundi
- Margaret Parsons
- Seodi White

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- Anne Ileri, 160 Girls Kenya National Coordinator
- Brian Muthusi, 160 Girls Kenya, Program Officer

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- Kim Bernhardt
- Dr. Melina Buckley
- Mary Eberts
- Dr. Winnie Kamau
- Dr. Ngeyi Kanyongolo
- Jennifer Koshan
- Tara MacDougall
- Dr. Bernadette Malunga
- Mzati Mbeko
- Dr. Melanie Randall
- Elizabeth Thomas
- Chantal Tie

Local partner organizations

- Kenya National Commission on Human Rights
- National Police Service Kenya
- The International Center for Reproductive Health (ICRH- Kenya)
- The Kenya Alliance for Rural Empowerment (KARE)
- Picha Tamu
- Ripples International (160 Girls Founding Partner)
- Nairobi Women's Hospital – Gender Violence Recovery Centre
- WLSA-Malawi
- Women and the Law Network, University of Malawi
- Human Rights Network Ghana

The following organizations have provided in-kind donations and professional expertise towards the equality effect's human rights work:

- BBDO Toronto Advertising
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- Rotman School of Management, University of Toronto
- Torys LLP
- University of Toronto, Faculty of Law, International Human Rights Program

We are proud of our partnerships with the following highly respected foundations and corporate sponsors. In addition to these supporters, we rely on generous contributions from private individuals from Canada and around the world to carry out our work and we are also very grateful for their support.

- Adelle and Paul Deacon Acacia Foundation
- Blake, Cassels & Graydon LLP
- Beth and Andy Burgess Family Foundation
- Canada Fund for Local Initiatives - Kenya
- Cedar Foundation
- Fasken Martineau LLP
- Girls' Rights Project
- The John C. and Sally Horsfall Eaton Foundation
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the equality effect
720 Bathurst Street
Toronto, Ontario,
Canada M5S 2R4

416 720 7359
www.theequalityeffect.org
info@theequalityeffect.org