



the equality effect

Annual Report: 2018-2019



Message from our CEO and Board Chair

Since 2008, the equality effect has been focused on making girls' and women's rights real, holding perpetrators accountable for their violence and making communities safe for girls and women to thrive. In 2018-19, the equality effect (e²) focused its attention in two key areas: an analysis of the outcomes and effectiveness of two of our most promising equality programs and the creation of a plan for future development.

Specifically, we examined and fine-tuned our 160 Girls Justice Clubs program and, based on its success, will be expanding into as many schools as possible across Kenya. In addition, our 160 Girls police defilement investigation training pilot was also met with success and will be deployed to 80,000 police officers in Kenya. We're thrilled to report that in both cases, we had overwhelmingly positive support as well as amazing recommendations for how we can improve these unique human rights initiatives aimed at ending impunity for child rape.

Now more than ever this work is crucial in our world. We have seen the global rise of the #metoo movement, of people everywhere standing up and saying they are not okay with the status quo of ignoring sexual violence. At the equality effect, we are heartened by this advocacy because it's directly aligned with our priorities – girls' and women's rights must be made real, perpetrators must be held accountable for their sexual violence, and communities must be safe for girls and women to thrive.

Our 2019-20 goal is to expand e²'s unique human rights work, and scale it up. It is everyone's responsibility to protect girls and boys and we are encouraged by the enthusiasm seen from student Justice Club leaders as the next generation of community leaders. Their understanding of rights and responsibilities means change will start to be embedded in their villages and cities as they age.

As always, we want to recognize the incredible people who are on this journey with us. It takes an enormous team to create, lead and evaluate these access to justice programs and we are so grateful to our donors, volunteers and everyone else who supports us. We cannot do this without you.

Thank you/asante sana/zikomo/yeda mo ase for your commitment to helping make girls' and women's rights real.



Fiona Sampson, CEO



Seana Irvine, Board Chair



Our mission and vision

Our mission: The equality effect (e^2) develops and implements legal solutions to girls'/ women's inequality, including eliminating impunity for rape. Using international, interdisciplinary teams, e^2 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.

160 Girls is an equality effect project, undertaken with international partners, including rape rescue centres, police, social workers, human rights lawyers and measurement experts (in partnership with the Tumaini Girls' Rescue Centre). The 160 Girls project is named after the 160 girls between ages three and 17 who in 2012 sued the Kenyan government for failing to protect them from being raped. Their efforts resulted in the ground-breaking 2013 Kenyan High Court Decision that made legal history and secured access to justice and legal protection from rape for all 10,000,000 girls in Kenya and beyond.



160 Girls Justice Clubs



The equality effect's 160 Girls Justice Clubs program is a school-based legal education and empowerment initiative for girls and boys, dedicated to increasing awareness of every child's right to personal safety and the actions that can be taken when that right is threatened.

One of the most incredible results we've seen come out of e²'s 160 Girls work is the rise of a new generation of equality leaders. Our Justice Clubs were started at schools in four pilot districts to help children understand that not only do they have a right to a safe and healthy childhood, free from sexual violence, there are actions that can be taken when someone threatens that for them. The Justice Clubs have empowered **more than 25,000 girls and boys** to stand up and speak out, and find justice in their communities.



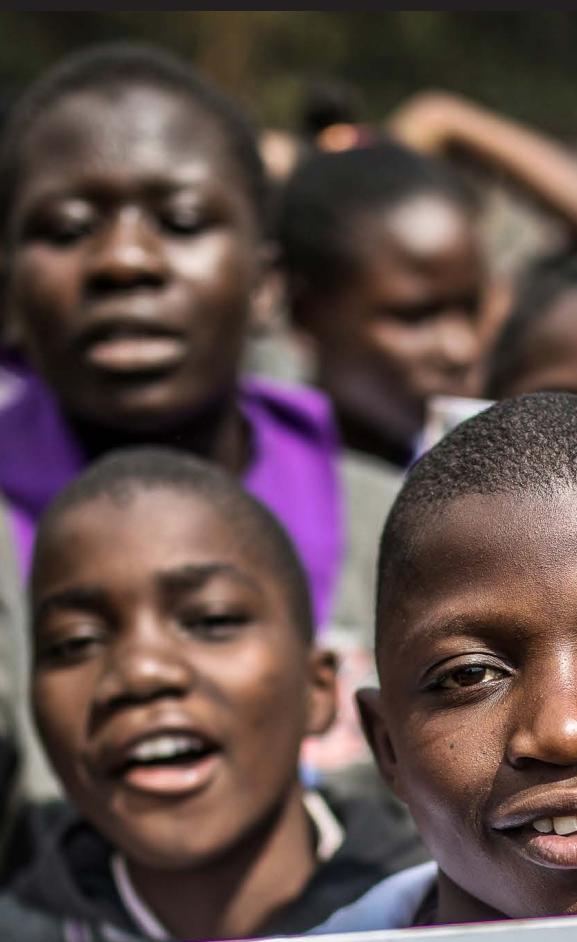
This year, we asked our Justice Club leaders about their experience sharing the 160 Girls legal education with their peers, and what they got out of having a Justice Club in their schools and communities. Perhaps the most stunning finding was in response to our question about how they felt partnering with the police— **98 per cent of respondents said they were happy working with the police**. This is a significant shift in attitude and demonstrates new bonds that will help keep communities safe. Comments like, “The police are mistaken to be bad people but are friendly and we need to associate them,” and “Amazing to learn that police are protectors against defilement” show just how important these perceptions are. As student Justice Club leaders grow to be trailblazers in their own communities and beyond, they will carry forward that understanding that they have rights that are real, and that the police are there to help them, and they can advocate for change and make a difference in the world.



“I never thought something like this would happen to me, that I'd get to be a Justice Club leader. I **feel like a queen in this role** – I can help other students and children at home, and they respect me.”

- Emily, 14
Joseph Kangethe Primary School

160 Girls Justice Clubs



Key Justice Club findings included:

- All respondents (180 Justice Club leaders) surveyed felt positively about being a Justice Club leader
- Respondents were positive overall even if they found the leadership experience harder than expected
- Justice Club experience helped leaders develop both soft skills (i.e. social/communication) (69%) and management skills (71%)
- Students acted positively towards the Justice Club leaders
- Students learned through experience and developed skills that will aid them throughout their life
- Students changed their attitudes about working with police, from a negative to a positive attitude
- Student leader confidence enabled them to fully participate in the program
- Almost 40% of student leaders had at least one defilement reported to them within one academic year – where would those defilement victims have turned without the Justice Club leaders there to support them?
- Respondents knew how to respond to a reported defilement
- Justice Club leaders experienced some challenges – most common was feeling that an adult might not co-operate.

"Since becoming a Justice Club leader, my daughter has become more of a courageous girl who is involved in advising others on the importance of reporting defilement. Initially my girl was very shy, but since joining the Justice Club she speaks freely."

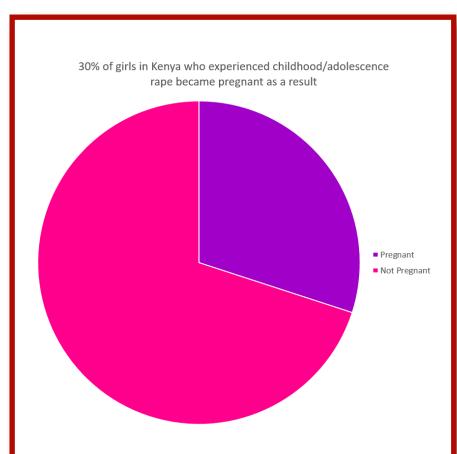
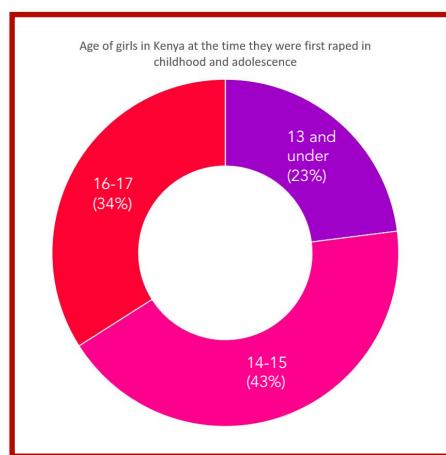
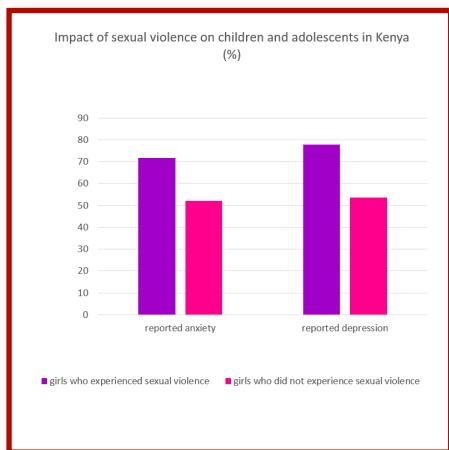
- Emma, Justice Club leader parent
Shabwali Primary School



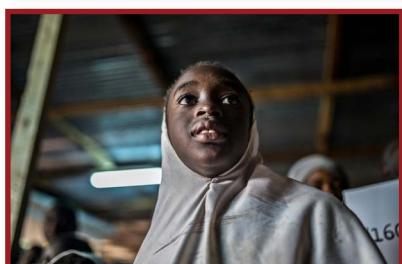
160 Girls Justice Clubs

These findings are key to helping us continue our human rights work. We want to expand the Justice Club program across Kenya to establish it in as many schools as possible so we can educate and enable as many girls and boys as possible. To continue to build on the success of our pilot Justice Clubs, we are looking at taking these actions:

- Make student Justice Clubs part of school curriculums
- Increasingly involve parents to be active supporters in the Justice Clubs – help them learn and encourage them to commit their support so that they have the same understanding of rights, are committed to eliminating rape culture, are encouraged to report, and benefit from positive experiences with police
- Continue to engage police in Justice Club activities and events
- Clarify expectations regarding roles and commitment of external partners (rape rescue partners, police, parents, etc.)
- Continue to teach practical skills (i.e. reporting process for rape)
- Refine activities based on student feedback (i.e. sensitivity re: activity content that refers to “private parts”)
- Ensure Justice Club activities are **explicitly inclusive of both boys and girls**
- Share success stories of the Justice Clubs as new members are introduced – let students know **they are part of something bigger.**



160 Girls Justice Clubs



"The 160 Girls Justice Club has taught me the importance of not keeping quiet in cases of abuse. As a Justice Club leader, I am most proud of helping two girls share their story of abuse and **getting justice for them as a result of the Club's intervention**. I am also proud of working with the police and having interacted freely with them."

- Samprose, 13,
Shabwali Primary School

"Since becoming a Justice Club leader, my daughter approaches things more positively and her performance has improved since she joined the Club, and there has been an improvement in her classwork. The girl was shy before she joined the club, but **now she is active and has the courage to speak before people**. Without the Justice Club, children will not speak up and justice will not be realized."

- Celestine, Justice Club leader parent,
Shabwali Primary School

"The Justice Club has **restored my faith in the police**. From a previous experience, the area chief was more willing to help unlike police who dismissed us, so I did not trust them. However, after the 160 Girls Club training we had some of the police speak to us and work with us, and I felt that it was possible for them to help us when an incident happens."

- Beatrice Abala, Justice Club patron,
Shabwali Primary School

160 Girls Police Defilement Investigation Scale Up



How do you make lasting change to police response to child rape in a country, so as to ensure perpetrators are held accountable for their sexual violence? You make sure all 80,000 police officers have the same information and understanding of their importance in creating that change. In 2014, we started the process of taking Kenyan officers through the 160 Girls Defilement Investigation training, starting with a small group to make sure what they were learning was impactful and actionable. Then we worked with another group. And another. We have successfully piloted this unique human rights based, rape investigation training in four out of Kenya's 47 counties. Our next step: take it to the remaining 43. Because training can be more impactful when it comes from someone familiar, we've implemented a train-the-trainer model; 586 middle management offices will receive hands-on training from our teams who will in turn train their juniors who will train their juniors and so on until all **80,000 of the country's officers** know 160 Girls and how to properly investigate defilement claims.



To make sure training implementation is on track and to address any concerns, our plan includes regular evaluations:

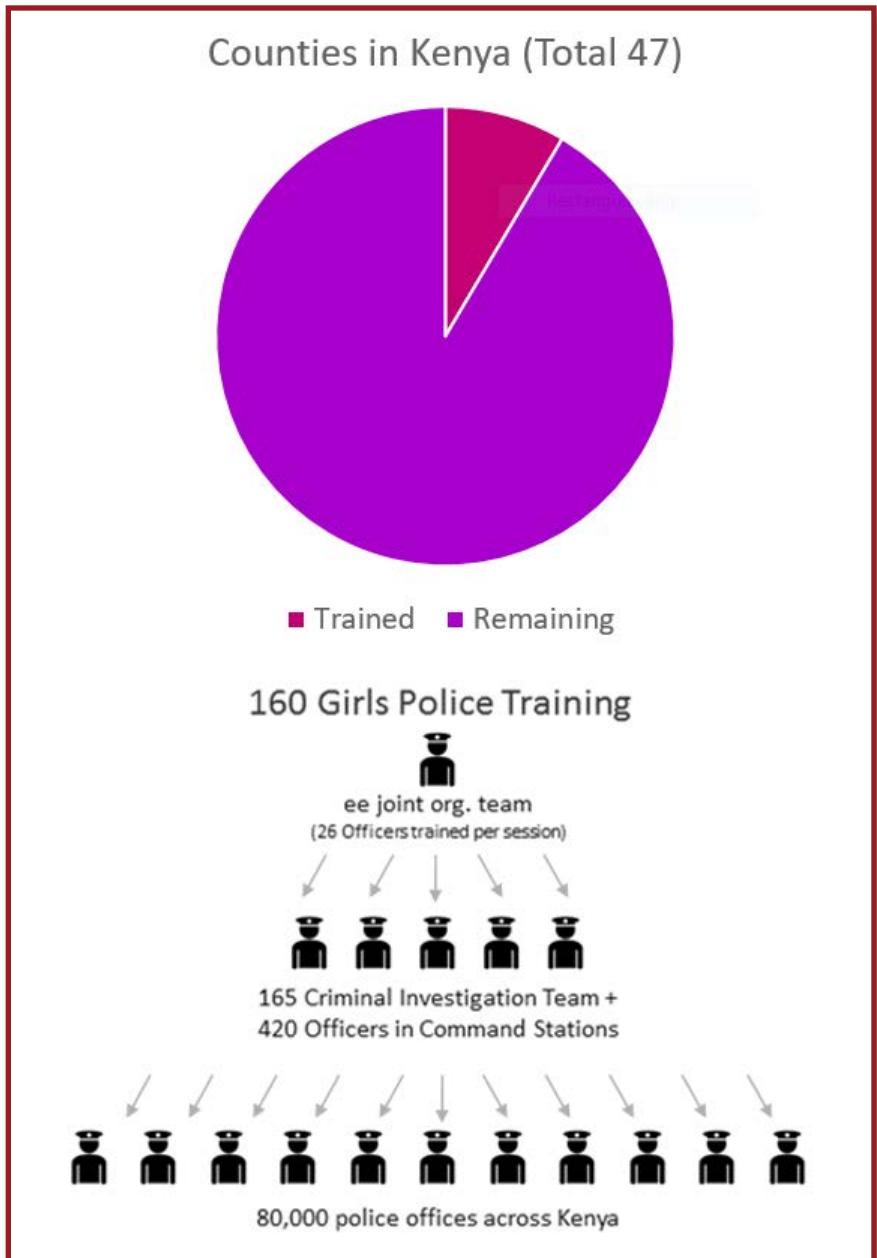
- Quarterly faculty meetings with the National Police Service;
- Twice yearly full evaluation team trainings of both Canadian and Kenyan police in specific detachments to ensure compliance, recognize excellence and address any concerns;
- An e-learning component to ensure all front-line officers have access to the training, to compliment the train-the-trainer roll out;
- The introduction of "carrots and sticks" into police procedures to support the 160 Girls training implementation.



160 Girls Police Defilement Investigation Scale Up

What we're most excited about is that this training will now be built into the curriculum of police colleges to ensure its sustainability. This means that every single Kenyan studying to become a police officer will learn about 160 Girls and their role in helping ensure accountability of sexual perpetrators.

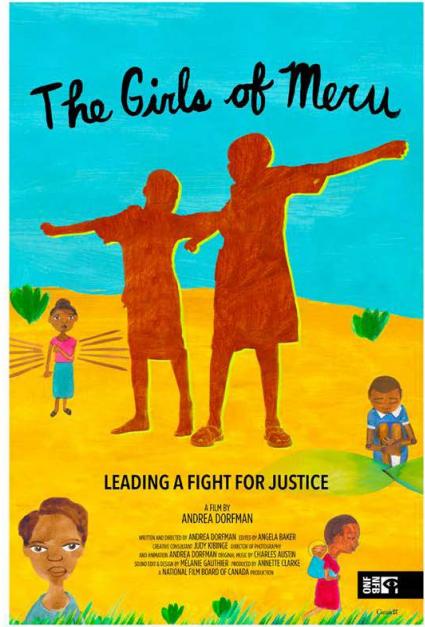
Eventually, once the scale up is complete in approximately three years, the Kenyan National Police and education systems will assume full responsibility for 160 Girls and e² will exit. Once that happens, we will analyze and package the program methodology so it can be rolled out to new countries, helping establish far and wide the reality that through the justice system, transformative societal change can be achieved, systemic impact that can change the lives of girls and boys and women around the world for the better. As the Nigerian poet and feminist advocate Chimamanda Ngozi Adichie has said, "Culture doesn't make people, people make culture." e² is using equality law to change rape culture and make human rights real.



Watch This: “The Girls of Meru” National Film Board of Canada documentary

“The Girls of Meru” documentary film tells the story of the 160 girls in one of the most beautiful, thoughtful ways we’ve seen. Acclaimed filmmaker Andrea Dorfman spent several years engaging with the girls, Mercy Chidi, the Executive Director of Ripples International, Fiona Sampson, e² CEO, and the e² team. The documentary, released by the Canadian National Film Board, includes important moments including the day when the 160 Girls team filed the historic landmark lawsuit against the Kenyan government for its failure to protect their country’s girls, boys and women from sexual abuse.

In March 2019, “The Girls of Meru” premiered in Toronto at the University of Toronto Law School to a full house. The equality effect, with partners the International Human Rights Program and Goldblatt Partners, was thrilled to host a celebratory reception at the premiere, including a panel of human rights and 160 Girls experts including: Andrea Dorfman (filmmaker and “The Girls of Meru” creator); Mary Eberts (human rights lawyer and advocate, O.C.); Dr. Elizabeth Archampong (human rights lawyer and advocate); and Fiona Sampson (human rights lawyer and advocate, O.C.).



e² equality effect

PLEASE JOIN US TO CELEBRATE INTERNATIONAL WOMEN'S DAY AT A SCREENING OF "THE GIRLS OF MERU", THE 160 GIRLS DOCUMENTARY!

PANEL DISCUSSION TO FOLLOW WITH:
Panelists: Dr. Elizabeth Archampong, Andrea Dorfman, Mary Eberts, C.M., Fiona Sampson, C.M.

WHEN?
WEDNESDAY, MARCH 6TH, 2019
5:30 PM RECEPTION / 6:00 PM SHARP SCREENING TIME

WHERE?
JACKMAN LAW BUILDING, ROOM J250
78 QUEEN'S PARK CRES., TORONTO

LIGHT SNACKS WILL BE SERVED.
PLEASE RSVP TO: RSVP@THEEQUALITYEFFECT.ORG
SPACE IS LIMITED!

THANK YOU TO OUR EVENT SPONSOR

GP GOLDBLATT PARTNERS

UNIVERSITY OF TORONTO
FACULTY OF LAW | INTERNATIONAL HUMAN RIGHTS PROGRAM

Watch the film at www.nfb.ca/film/girls-of-meru



Some of our favourite moments from the past year

We are always grateful for recognition because it means an opportunity for more people to see the amazing work happening by our teams, and the possibility for it to be adapted and spread to even more places that need this type of support. Here are just a few exciting e² experiences from this year.

The 160 Girls project was awarded the **Access to Justice Award** at the Hague by the World Justice Project, a testament to the fact that in the court of public opinion, ending impunity for rape is something worth fighting for.

Fiona Sampson, e² CEO, was awarded the **Heroine of Health Award** by Women in Global Health in Geneva. She received an Honorary Doctorate from Queen's University for the incredible human rights work she's done. Fiona was also awarded the Law Society of Ontario Human Rights Award for her equality work protecting and promoting girls' and women's rights.

The equality effect expanded into the United States! We secured charitable status in the U.S. to facilitate outreach and fund development to support e² in that country. Stay tuned for more details about how U.S. e² will support our important human rights work.



Kenya National Police Service, Vancouver Police Department, and equality effect 160 Girls team members, Nairobi, Kenya



Meet our interns: Julia Green and Jenna Kara

"Before our summer as legal interns with the equality effect in Kenya, neither of us really had any idea what we were getting ourselves into. We had been told to be flexible and to expect the unexpected, and we quickly realized the importance of embracing this philosophy as, on our first official day as interns, we were asked to stop by The Hague to attend the World Justice Forum during our 12-hour layover in the Netherlands. Jet-lagged and in our airplane clothes, we had a surreal experience walking across the stage in front of hundreds of equality experts from around the world to accept an award on behalf of e² for its work with the 160 Girls Project.

The adventure didn't end there. A last-minute change of schedule meant we had the opportunity to spend our first two months in Mombasa working with one of e²'s partners, the International Centre for Reproductive Health Kenya (ICRH-K). Together with the staff at ICRH-K, we devised a plan to conduct research on how sexual violence was treated by hospitals, police and courts in Mombasa. We spent many days pouring over data and compiling it into something that painted a broader picture of where survivors of sexual violence tend to fall through the cracks. Our final results helped inform the ICRH of how they could adapt their programming to better serve children who experience sexual violence.

We were also lucky enough to spend the last month of our internship at Ripples International in Meru, supporting the staff and working directly with survivors. The work was emotionally taxing but incredibly rewarding. It reminded us that behind all of the data we collected are young children with feelings, dreams and personalities. Spending Saturday mornings with the survivors at the shelter showed us how important it is that these children have safe and happy childhoods away from people who could cause them harm.

While the work we did with e² certainly sharpened our research skills and enhanced our understanding of legal systems within the context of a developing country, the biggest lessons we learned were from the many people we met along the way. We were both inspired not only by the resilience of the survivors, but of the social workers, nurses, doctors, lawyers and many others who work tirelessly to support the initiatives of e² in a place where protecting children from sexual violence is not easy. Our summer interning with e² changed both of our lives forever, and we are both certain that this incredible experience has prepared us to be thoughtful, diligent lawyers that are committed to social justice no matter what path we pursue in the future."

Julia Green is a student at McGill University Law School.
Jenna Kara is a student at University of Toronto Law School.

Meet our interns: Julia Green and Jenna Kara



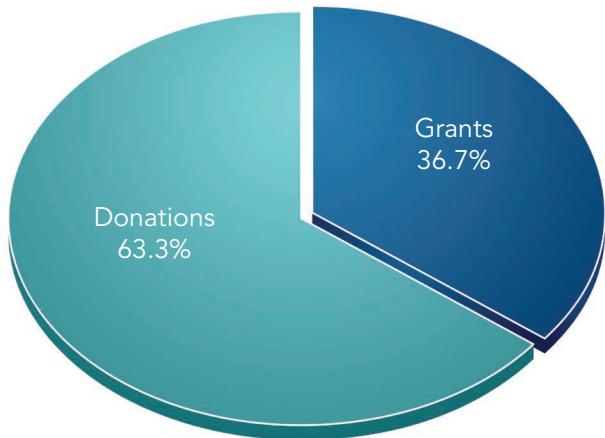
Financial update

The equality effect year-end is June 30

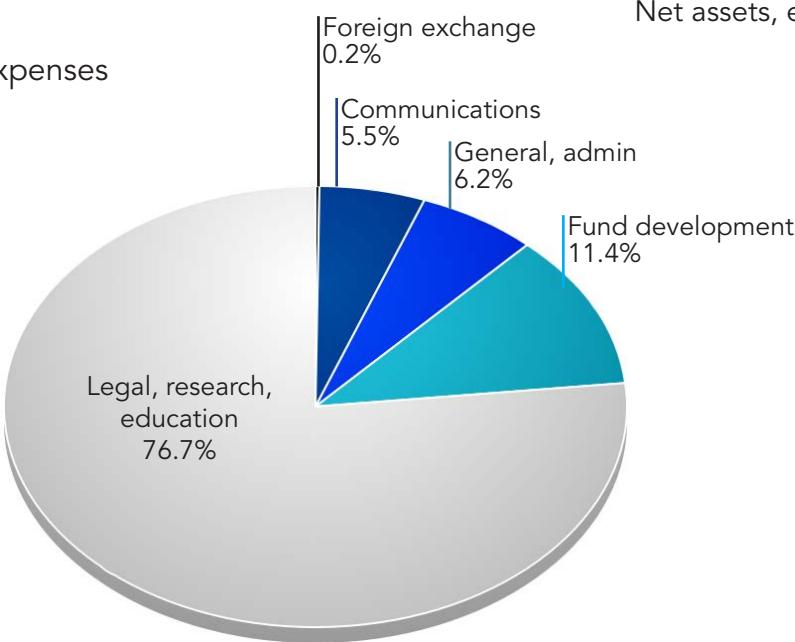


Financial summary

Revenues



Expenses



Statement of operations

For the year ended June 30, 2019*

Revenues

Donations	\$276,711
Grants	\$160,368

Total revenue

\$437,079

Expenses

Legal, research, education	\$361,805
Fund development	\$53,811
General, administration	\$29,357
Communications	\$26,161
Foreign exchange	\$612

Total expenses

\$471,746

Deficiency of revenues over expenses

\$(34,667)

Net assets, beginning of year

\$483,987

Net assets, end of year

\$449,320

* The equality effect's financial statements have been independently audited by Koster, Spinks & Koster, Chartered Professional Accountants, 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 more than \$1.5 million of invaluable 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.

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- Seana Irvine, Chair
- Patricia Nyaundi
- Morgan Sim
- Theresa Widdifield, Treasurer

American Board

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- Susan Wright, Chair

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- Dr. Winnie Kamau
- Dr. Ngeyi Kanyongolo
- Patricia Nyaundi
- Seodi White

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- Kim Bernhardt
- Dr. Melina Buckley
- Mary Eberts
- Dr. Winnie Kamau
- Dr. Ngeyi Kanyongolo
- Jennifer Koshan
- Dr. Bernadette Malunga
- Mzati Mbeko
- Patricia Nyaundi
- 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

Staff

- Dr. Fiona Sampson, CEO
- Anne Ireri, 160 Girls Kenya National Coordinator
- Brian Muthusi, 160 Girls Kenya, Program Officer
- Anne Marie Mayne, Director of Finance

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

- BBDO Toronto Advertising
- Blake, Cassels & Graydon LLP
- Centre for Advanced Hindsight, Duke University
- Compass Partners
- Fasken Martineau LLP
- McGill University, Faculty of Law
- Navigator
- Nielsen
- 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
- Donna Chantler Tonglen Foundation
- Fasken Martineau LLP
- Girls' Rights Project
- Grand Challenges Canada
- The Gupta Family Foundation
- The John C. and Sally Horsfall Eaton Foundation
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- The Newall Family Foundation
- The Peter Cundill Foundation
- Social Capital Partners

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