



# the equality effect

## Annual Report

2022-2023  
2023-2024



The United Nations has recognized the equality effect's 160 Girls Project as a best practice in advancing women's rights and women's empowerment.





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## A Message from our CEO and Board Chair

We are pleased to report that 2022-23 and 2023-24 have experienced even more equality progress and successes for the equality effect. This year's Annual Report provides an overview of those accomplishments. We would also like to reflect on how we got here and specifically, celebrate the 10-year anniversary of the legal decision that paved the way for that success.

In 2013, the equality effect's unique 160 Girls Constitutional claim in Kenya culminated with a landmark, precedent-setting win. The Kenyan High Court agreed that the Kenyan state had failed to enforce existing rape laws and that the police failure to protect girls (and boys) from rape violated domestic, regional and human rights law. Most importantly, the High Court agreed that the police were not only responsible for the discriminatory treatment of the girls' defilement claims, the police were also responsible for the rapes themselves, having created a climate of impunity for child rape. All of e<sup>2</sup>'s hard work resulted in a massive legal win, and new hard work was about to begin.

The equality effect entered into an unprecedented partnership with the Kenya National Police Service, and with representatives of the Vancouver Police Department, to work together to ensure that the High Court's 160 Girls order that police conduct "prompt, proper, effective and professional" defilement investigations, was realized. The 160 Girls police team reinvented the way that defilement investigations are conducted, ensuring that the human rights of girls (and boys) are central to such investigations. The 160 Girls police engagement revolutionized the police treatment of defilement claims. Police who received the 160 Girls training describe it in glowing terms, including "a wakeup call", noting that "My eyes are now wide open. I can assure you that things will never be the same again." Rape rescue centres report that the 160 Girls police training has resulted "in a night and day difference" in how police treat defilement.

While partnering with the police, e<sup>2</sup> created and implemented the 160 Girls Virtual Justice Club (VJC) program to empower communities, especially youth, to claim their 160 Girls rights. Participants (including over 67,000 youth leaders over the past 10 years) become peer-to-peer advocates, teaching their friends and fellow students about their rights and how to seek out a newfound justice that has become available to them. VJC leaders become the bridge to justice for their peers, families and communities.

The empowerment and confidence gained by the youth leaders as equality champions, working with police and village elders, continues to be outstanding features of the VJC experience. VJC leaders describe the VJC experience as follows: "I discovered I was the hope for my community," "I felt like a superhero, helping other children who had been defiled get justice. I made change and one day I will be president of Kenya!"

Prior to 2013, police were inadequately and discriminatorily investigating or solving child rape crimes. The unique 160 Girls Project results achieved to date include:

- 10 years ago, the Kenyan police were indicted by the High Court for not enforcing child rape laws. Today, the Kenya police are setting new global standards of excellence.
- 99 per cent of police responsible for defilement investigations (48,800/49,200) in 46/47 counties in Kenya have been exposed to the 160 Girls training, and the training is being implemented in police colleges.
- 100 per cent of 160 Girls police trainees would recommend the 160 Girls police training to a colleague.
- 33 per cent of 160 Girls Virtual Justice Club leaders have had a rape reported to them by a peer, and 100 per cent of those reported the rape to police.
- 81 per cent of child rape claimants now get preliminary access to justice within three months of reporting their rapes to police (100 per cent of the cases in the 160 Girls Constitutional claim failed to receive access to justice).
- 76 per cent of child rape victims now recommend that others report child rape to the police.

The UN has recognized the 160 Girls Project as a best practice for advancing women's/girls' rights and empowerment.

We are proud of e<sup>2</sup>'s human rights accomplishments working with the police and youth and are looking forward to creating more systemic change as we partner with the Kenyan prosecution and judiciary on the 160 Girls Project. We were thrilled to see our efforts acknowledged in Canada's foremost news media company, the Globe and Mail. The article, authored by Sally Armstrong, journalist and human-rights activist, is contained in this report. Please take a moment to review the past two years' work in detail. We appreciate your support on this landmark journey of social justice and hope we can continue to count on it.

  
**Morgan Sim,**  
Board Chair

  
**Fiona Sampson,**  
CEO

## Our Mission and Vision

### Our Mission:

The equality effect (e<sup>2</sup>) develops and implements legal solutions to girls'/women's inequality, including eliminating impunity for rape. Using international, inter-disciplinary teams, e<sup>2</sup> 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 and 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 Project:

The 160 Girls initiative is an equality effect project. The equality effect, in partnership with local rape rescue centres, schools and police in Kenya, work collaboratively on the "160 Girls Project". Under the umbrella of the 160 Girls Project, an interdisciplinary team of international partners, including rape rescue centres, police, social workers, human rights lawyers, artists, IT experts, behavioural economists, and measurement experts aim to create systemic change that addresses the root source of discrimination experienced by girls/women. 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 groundbreaking 2013 Kenyan High Court Decision that made legal history and secured access to justice and legal protection from rape for all 10,500,000 girls in Kenya and beyond.





# 160 Girls 10-Year Impact Reflection

Over the past 10 years, the equality effect has achieved what might seem impossible, uniting traditionally adversarial partners, including the police, community members and rape rescue centres, to disrupt the discriminatory status quo in the justice sector. The unique 160 Girls approach is international and interdisciplinary, fostering peer-to-peer cooperation built on trust.

## 1. 10 years ago, the Kenyan police were indicted for not upholding the Constitution relating to child rape investigations. Today the police are setting an international standard of excellence for access to justice re: child defilement investigations!

Because of the 160 Girls impact on police treatment of defilement cases - 81 per cent of claimants are getting preliminary access to justice now within three months of reporting their rape to police, community trust of police has increased, reporting of defilement has increased, perpetrator accountability has increased, and VJC leaders report feeling pride in helping end impunity for child rape, and in “walking alongside police”.

The equality effect’s 360 degree victims’ evaluation (assessing victims’ experiences with police) verifies the impressive impact of the 160 Girls Project. The results from this research include: 95 per cent of defilement victims surveyed reported receiving access to justice, i.e. an arrest was made in their case. Additionally, 76 per cent of defilement victims report that they would recommend to others that they report a defilement to police, and 61 per cent report being satisfied to very satisfied with the treatment by police throughout the investigation of their defilement.

## 2. The 160 Girls Project has nurtured a new generation of educated and empowered children through the revolutionary 160 Girls Virtual Justice Club program. (VJC)

This photo (second on the right), taken March 1st, 2024, in Nairobi, Kenya, captures the concrete impact of the 160 Girls Project. 160 Girls Virtual Justice Club leaders, brimming with pride and self-confidence, at an international 160 Girls event celebrating the 160 Girls success, wearing their VJC t-shirts and Vancouver Police Department (VPD) caps (the VPD are a 160 Girls partner), march with dignity and poise following a panel session, towards an interview with an international award-winning journalist.

The equality change-making skills acquired by VJC leaders, ensuring they will be effective girls’ rights advocates in the future, is tangible. 84 per cent of VJC leaders trained to date (1731 youth) have reported increased knowledge about gender justice and Sexual and Gender-Based Violence (SGBV). In terms of change-making in the community, 90 per cent of 160 Girls Justice Journal recipients surveyed reported that they had gained an awareness of the 160 Girls High Court decision,



the judicial decision that stands as the high-water mark for girls’ rights relating to sexual violence, through the 160 Girls Justice Journal.

## 3. A groundbreaking dedication to measuring the human rights impact of all the elements of the 160 Girls makes the Project unique.

The interventions required to effect systemic change on this scale have been multifaceted. To understand and document the progress from all parts of the integrated 160 Girls program, rigorous research-based measurement has been undertaken with each stakeholder group. The 160 Girls Project’s unprecedented impact, 81 per cent of claimants are getting preliminary access to justice now within three months of reporting their rape to police, makes Kenya an international leader in terms of police providing access to justice for defilement victims (in Canada 36 per cent of sexual assault survivors experience preliminary access to justice).\* These outstanding results, based upon self-reporting by 160 Girls trained Officers in Command of Station, do not stand alone as the only reference measuring the 160 Girls impact. The station evaluations of case files undertaken by senior Kenya National Police Service and Vancouver Police Department representatives, verify the accuracy of these access to justice results.

Of the defilement victims surveyed, 24 per cent of victims surveyed reported that they were very satisfied with the police treatment of their defilement investigation, 24 per cent reported that they were satisfied, and 13 per cent reported that they were somewhat satisfied with the police treatment of their defilement investigation (38 victim base). These results stand in stark contrast to the baseline – 100 per cent of 160 victims of defilement reported they were not satisfied with the police treatment of their defilement claim. The evaluation from child rape victims/guardians provides a 360 degree analysis of the defilement investigation experience. The defilement claimants’ improved satisfaction affirms the results as collected via the police and provides an impact assessment from the perspective of the ultimate beneficiaries, the girls and boys who have experienced rape.

These multiple and varied research touchpoints, including the research undertaken with girls and boys who are the beneficiaries of the 160 Girls Project, make e<sup>2</sup>’s 160 Girls Project unique in its measurement and evaluation rigour and depth of analysis of the human rights change resulting from the Project activities. The impressive results of this unique and meticulous Measurement and Evaluation undertaking confirm that the UN’s recognition of the 160 Girls Project as a best practice for advancing girls’/women’s rights is well-earned. The 160 Girls Project is demonstrating that it is indeed bringing an end to the climate of impunity for child rape in Kenya.

\*Statistics Canada/Juristat (November 6th, 2024).





## Virtual Justice Club Impact Results

(cumulatively over the 2022-23 and 2023-24 period)

The VJC are designed to educate and empower children and community members regarding their human rights with respect to rape, investigations, and access to justice.

### Virtual Justice Clubs:

- 135 devices (iPads/tablets) were shared with 1,358 VJC leaders. Those leaders went on to share with neighbours and siblings resulting in 6,790 total VJC youth participants.
- VJCs operated in nine schools - Kilifi, Kwale, and Homabay counties.
- Operated from January to June in the years 2022 and 2023 with three rape rescue partners.
- 56,296 160 Girls Justice Journals delivered by hand by VJC leaders to individual community members.
- 150,086 160 Girls Justice Journal digital outreach.
- Of the 160 Girls Justice Journals recipients surveyed, 84.89 per cent gained awareness of the 160 Girls High Court decision through the Justice Journal.

### Virtual Justice Clubs Survey Results:

Survey Questions	Survey Results
Would your peers now consider you to be a leader in your community?	87.32% Yes
What kind of feedback did you receive about the 160 Girls Justice Journal from members of your community?	66.82% Positive 21.93% Negative 11.25% None
Since you became a VJC leader, have you helped anyone with a defilement situation (During Justice Journal newsletter deliveries or otherwise)?	20.23% Yes

*The need to continue the work - 20.23 per cent of VJC leaders helped someone with a defilement situation. Based on previous research, it is safe to assume that 20.23 per cent grossly underrepresents the true number of defilements, and yet is still a number too high.*



## 160 Girls Police Defilement Investigation Impact:

### July 2022-June 2023



### July 2023-June 2024



\* Direct training of senior police has continued as new officers have been promoted to supervisory positions, and as the 160 Girls curriculum is being implemented in police colleges, providing for the sustainability of the 160 Girls training. Through the Train the Trainer (TOT) model, the newly trained OCSs delivered training to approximately 53,000 front line officers responsible for defilement investigations (this number is an estimate as the NPS does not provide exact numbers of officers per station for security reasons; this TOT training would have been refresher training for many front-line officers).



## Police Trainee Survey Results 2022-2023:

99.0 per cent of trainees rated the course as an 8/10 or higher with 100 per cent of trainees stating that they would recommend the 160 Girls course to colleagues. Survey responses are direct quotes from participants.

Survey Questions	Survey Results
Please identify three ways you will change how you conduct defilement investigations based on what you learned in this course.	<ul style="list-style-type: none"> <li>“I should conduct prompt, proper, efficient and professional investigation of a defilement case.”</li> <li>“I should be empathetic to defilement victims.”</li> <li>“I should not be influenced by anything or anybody to miscarry justice against defilement victims.”</li> </ul>
Did your knowledge of children’s rights and human rights increase as a result of the 160 Girls course?	<ul style="list-style-type: none"> <li>99.6 per cent of trainees responded “Yes, very much so” or “Yes” (the top two scores), with the vast majority answering “Yes, very much so.”</li> </ul>
How would you summarize the goal of the 160 Girls Defilement Investigation course?	<ul style="list-style-type: none"> <li>“My officers and I can now conduct prompt, proper, effective, and professional Investigations.”</li> <li>“A well-investigated defilement case is a sure way of getting a conviction before a court of law and justice to the victim.”</li> </ul>
Name three things you enjoyed the most about the 160 Girls Defilement Investigation Training.	<ul style="list-style-type: none"> <li>“Identifying the investigation gaps, ignorance of sections of the law, and the need for keenness during searches.”</li> <li>“The depth of research and learning as well as the quality of delivery and instruction. The conduct, commitment, zeal and vigour of participants was impressive.”</li> </ul>
Is there anything else you would like to tell us about your experience with this training program?	<ul style="list-style-type: none"> <li>“We can conduct investigations without any challenge if all officers are trained the way we have been.”</li> <li>“The training should be adopted to all police training institutions.”</li> <li>“This will help me seal some gaps which I had experienced before.”</li> </ul>

The only negative feedback is that the five day training course is too short. Trained OCS mentor groups have been established for trainees to connect with their 160 Girls instructors and peers to brainstorm re: the application of their new skills once back in the field, and to seek the advice of their training peers and 160 Girls instructors, who assume the role of mentors after the training.



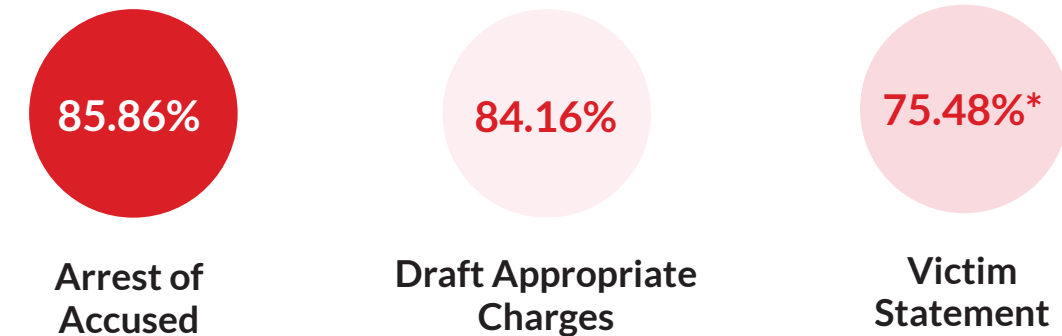
## Police Trainee Survey Results 2023-2024:

94.41 per cent of trainees rated the course as an 8/10 or higher with 100 per cent of trainees stating that they would recommend the 160 Girls course to colleagues.

Survey Questions	Survey Results
Please identify three ways you will change how you conduct defilement investigations based on what you learned in this course.	<ul style="list-style-type: none"> <li>“The promptness of investigation of defilement cases will improve.”</li> <li>“Always ensuring defilement cases are taken seriously.”</li> <li>“Prioritize defilement cases, follow the procedure, sensitize officers and public.”</li> <li>“Ensure courtesy and professionalism in defilement investigations.”</li> </ul>
Did your knowledge of children’s rights and human rights increase as a result of the 160 Girls course?	<ul style="list-style-type: none"> <li>100 per cent of trainees responded “Yes, very much so” or “Yes” (the top two scores), with the vast majority answering “Yes, very much so.”</li> </ul>
How would you summarize the goal of the 160 Girls Defilement Investigation course?	<ul style="list-style-type: none"> <li>“That it was educational, and since the course is specifically tailored to give police more knowledge on investigation of defilement cases, we are now supposed to do our investigation professionally, properly, effectively and promptly.”</li> <li>“No child should ever again pass through what the 160 girls went through.”</li> <li>“It was an eye-opener to the way defilement cases should be investigated.”</li> </ul>
Name three things you enjoyed the most about the 160 Girls Defilement Investigation Training.	<ul style="list-style-type: none"> <li>“Appropriate handling of defilement victims, proper statement recording, and how to interview victims.”</li> </ul>
Is there anything else you would like to tell us about your experience with this training program?	<ul style="list-style-type: none"> <li>“It gave me more skills on handling defilement cases.”</li> <li>“I am requesting an advanced course in defilement.”</li> <li>“It was perfect, looking forward to a more informative training program if there’s any.”</li> </ul>

During the period from 2022-23 and 2023-24, 86 trained police stations in 23/47 counties were evaluated by joint teams of senior Kenya National Police and representatives of the Vancouver Police Department, and 495 individual defilement files were reviewed and evaluated.

160 Girls trained police were assessed on their ability to execute the 12 steps of the 160 Girls Defilement Investigation Checklist. The following are the top three average scores:



The average score on the defilement files evaluated during the 2022-23 and 2023-24 review period was 63.1 per cent. Eighty-eight per cent of evaluated files scored above 50 per cent.\*

\*Before any 160 Girls intervention, police investigations were deemed unconstitutional by the High Court of Kenya.







# In Kenya, victims of sexual assault are finally achieving justice

**Sally Armstrong**  
Special To The Globe And Mail | Published March 30, 2024



Sally Armstrong is a journalist, author and human-rights activist. Her latest book, written with Sima Samar, is *Outspoken: My Fight for Freedom and Human Rights in Afghanistan*.

Homa Bay is an old lakeside town in western Kenya, where seagulls soar over the waters of Lake Victoria and women walk home from market with baskets of goods balanced on their heads. Cows bawl in the fields, small chicks wander in the tall grass, and the merciless noonday sun, on this day, is dampened by a morning downpour.

A winding lane covered by lush red earth leads to a pretty blue house where I meet a nine-year-old girl who shares a heartbreaking story. Last November, she followed the path from her own home through the rows of nightshade blooming with delicate purple flowers and bright yellow berries to her beloved grandma's house. On the way, she was stopped by a man who asked her to come with him. She knew better than to follow a stranger, but he grabbed her, wrapped a cloth around her mouth to prevent her from screaming, and sexually assaulted her so brutally she required surgery. Before leaving her wounded and terrified, he smashed her eyes with stones so she would never be able to identify him.

A winsome little girl with dimples on her cheeks and an infectious smile, she tells me she loves to read, to run in races, and that she plans to be a pilot when she grows up. While the shame and suffocating stigma of being raped initially kept her family from reporting the assault to the police, the rape made the evening news, and one of the girl's classmates went to visit her friend.

"Silence is not going to help you, or us," said the friend. The girl and her mother decided to report the assault; at the police station, she was able to describe the rapist so perfectly that the officers knew almost immediately who he was.

Her eyesight was saved, the injuries around her eyes are improving, and the colostomy she'd required will soon be reversed. But perhaps the biggest part of the healing comes from justice.

For a long time, Kenyan girls and women who are victims of sexual assault were unlikely to find justice. But over the past 14 years there has been a profound shift in how the country's police and courts handle these crimes – a shift that can be traced back to a brave 12-year-old girl named Milly, who stood up at a village meeting in 2010 and made a shocking confession to her neighbours.

"I want to go to school, but I can't go to school because I am pregnant," she said. And then, pointing toward the perpetrator, who was sitting a few feet away, said: "I'm pregnant because that man raped me."

Her words launched a precedent-setting lawsuit: In 2012, 160 girls between the ages of 3 and 17 sued the government for failing to protect them from being raped. They won. The High Court of Kenya found that the police treatment of child rape (called defilement in Kenya) was unconstitutional and ruled the human rights of these girls had been violated because the police failed to arrest the perpetrators.

The case actually began in a coffee shop in Toronto a year after Milly had been defiled when a social worker and a few human-rights lawyers from Kenya and Canada got together after a meeting at the University of Toronto. A casual discussion about human rights for girls led to astonishing facts: In sub-Saharan Africa, too many men think that having sex with a little girl will cure you of HIV AIDS. The raping of girls had become endemic. Mercy Chedi Baidoo, who runs a Kenyan women-and-children protective organization called Ripples, told Milly's story. The conversation morphed into action.

Fiona Sampson, who was at that gathering, is the chief executive of The Equality Effect, a Canadian NGO that uses human-rights law to make the rights of girls and women real so they can be safe from sexual violence, get an education and fulfill their economic potential. She is

also a thalidomide survivor, so she knows a thing or two about impunity. Ms. Sampson decided to lead the team seeking justice for girls.

Two years later, the courtroom had hardly emptied when the Kenyan and Canadian women knew that justice for the girls meant retraining the police force of Kenya. Not only that, the girls wanted to leave a legacy – they wanted a program for all the children in Kenya to better understand human rights and the consequences of sexual assault and abuse. But retraining the police would require tremendous experience and sensitivity; the lawyers wondered who would take on the task? Then the sexual-assault squad of the Vancouver police force stepped up: Inspector Tom McCluskie and his partner, Sergeant Leah Terpsma went to Kenya to help train their African counterparts. Meanwhile, Delaine Hampton, a professor at the University of Toronto Rotman School of Management, took up the girls' request for legacy. She handed their story to her MBA class, put them in touch with the girls remotely and said, "Figure it out." The resulting initiative, called Justice Clubs, allowed both boys and girls to talk about the consequences of sexual assault. When the pandemic struck, Toronto tech wizards Clayton Partridge and Teunis Vorsteveld took the program – now dubbed Virtual Justice Clubs (VJCs) – online and quadrupled its reach.





In February, the actors in this human-rights drama gathered in Nairobi – coincidentally, only days after the largest march against gender-based violence in Kenya’s history took place across the country. There were lawyers and police officers, researchers and techies – all of them volunteers – along with the girls and boys who claim they are writing the playbook for human rights and justice. I was there, too. I’ve been following this story for 14 years – ever since hearing about Milly’s defilement from Fiona Sampson. At the beginning it was about wounded girls who could hardly speak of the agony they had suffered and the families who had rejected them because of the shame attached to rape and a culture of impunity that made justice seem like a pipe dream. I saw no miracle cure but, each time I returned, the girls sounded less like victims and more like changemakers.

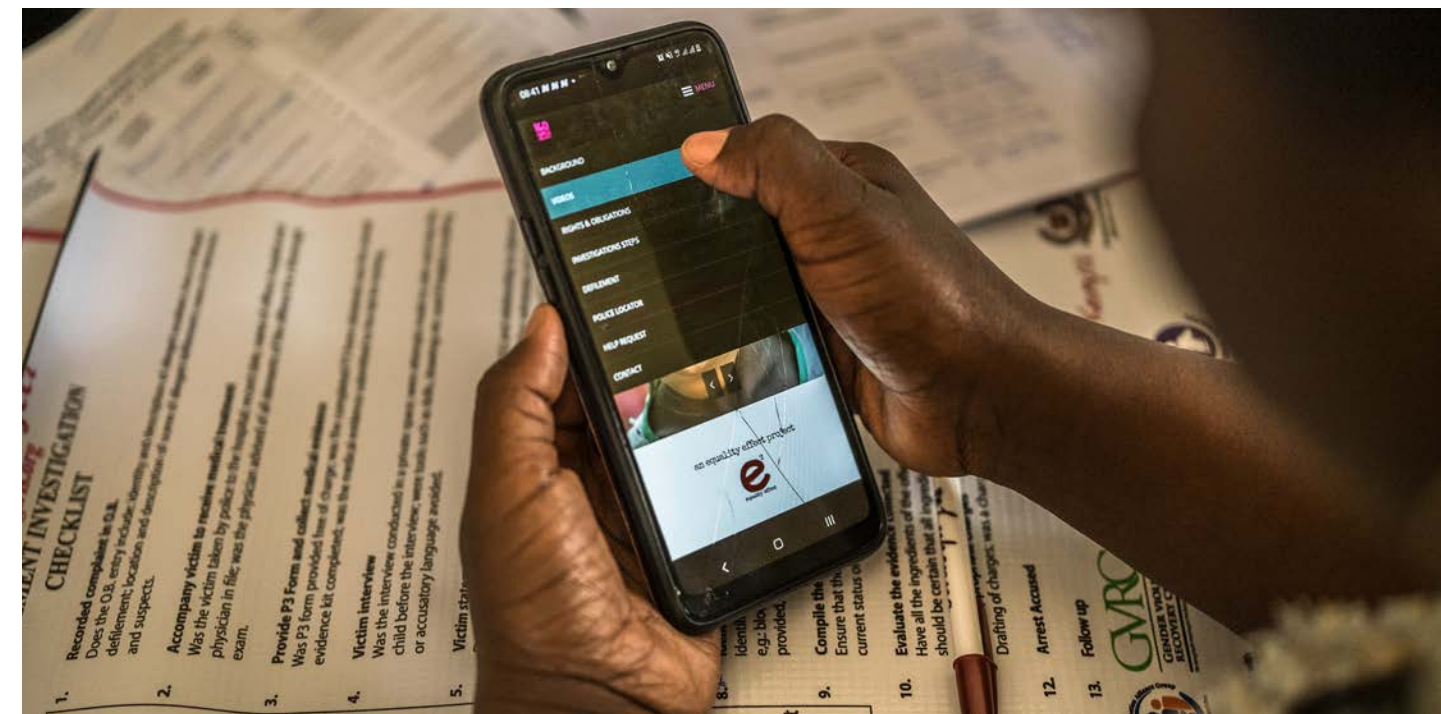
This time I met girls – and boys, too – who are self-aware and full of confidence. They knew about the concept of consent and what the law says about defilement. They expected the police to be professional. I watched as a group of them rushed off with Kula Roba Wako, the irrepressible national co-ordinator of the program now dubbed The 160 Girls Project, and danced in a conga line singing their mantra, “dontytouchy,” acting out their demand that “my body is mine.” Their energy and conviction was contagious. Even the prosecutors and judges I spoke with told me these kids have made a difference.



“Of course the number of cases being brought to the court has increased, and, yes, the number of convictions has increased,” said Judge Helen Onkwani. “But, importantly, what we are seeing today is justice for the girls. The decrease in rape culture will come later.”

Sergeant TJ McCluskie, who took over the police training from his now-retired father, agreed with the judge. “The work done by the Kenyan police officers and our team in Canada has paid off in spades. Together we carefully go over the details so that the court case will be a success.” He and his Kenyan colleague Alex Otieno each put in a full shift at their day jobs and then come together (factoring in a 12-hour time difference between Nairobi and Vancouver) to go over the case files. They check every document, check for mistakes, check that the officer visited the crime scene, collected evidence and has prepared the case properly for court. Today, 81 per cent of cases are heard before the courts within three months, making Kenya a world leader.

From what I have seen from Afghanistan and Iraq to university campuses across North America, the response to sexual assault is inadequate. And that poses a question – what’s missing? Why is it that we cannot alter the statistics on sexual assault? The solution I found here in Kenya was astonishing in its simplicity – market research. It’s a tried-and-true method to test everything from coffee preferences to cars, so, these researchers who have joined the 160 Girls team tell me, why not use research to solve this problem. As Alyson Kelley, a researcher



from Toronto explained: “We pose the research questions to the police, to the girls and to the community and we use that data to draw conclusions. There were no templates to use, we had to take our experience as market researchers and adapt it to measures we needed. This did not exist before. The objective is to make human rights real.”

In Homa Bay, population 44,000, more than 5,000 girls are part of the VJCs. Previously less than 1 per cent of rape cases were being reported and 46 per cent of the defiled girls never returned to school because of ostracism or sexually transmitted diseases or grievous injuries caused by rape. In fact, of the 160 girls I met in 2011 when they were preparing to take their case to court, 10 per cent have died. Today, the VJCs are the pushback girls have been waiting for.

“We never realized we were changing how they think of themselves, not only with improved confidence and knowledge of human rights, but also by working with tablets that improved their technical literacy,” said Rotman’s Delaine Hampton. And Alyson Kelley told me: “This is making a direct impact on children’s human rights. It’s a model that can be reapplied.”

As Judge Patricia Nyaundi said, “the 160 Girls program prepares young people to tackle sexual-assault issues. The Virtual Justice Clubs are the vehicle to empower girls and boys. This generation fully appreciates that

when someone attempts to trample your rights, you organize, mobilize and stand up to the system and demand your rights.”

Everyone agrees this is the route to justice and human rights for girls.

And it is. This year, The Equality Effect has been invited by 11 countries, as well as Indigenous communities in Canada, to launch the same program.

For me, the 14 years have been a remarkable odyssey. Once in a very long while, maybe once in a lifetime, you get to witness a story that shifts the way an entire country sees itself.

For Fiona Sampson, the difference they’ve made is profound: “Milly asked what her village would do about it. This is what we did.”



# Stories of Equality Change

## Story 1 – Police go above and beyond

It was just past midnight when an incident of child rape was reported to the local police station by the mother of the victim. Due to the urgency of the matter, the Investigating Officer was called in to the station to take up the case. She immediately visited the crime scene, processed the evidence and detained the accused, the stepfather.

Not wanting to wait, the officer worked throughout the night to process the paperwork and arraign the suspect the next day.

When the accused asked for bail, the Investigating Officer strongly objected. She swore an affidavit, in her own handwriting, undertaking to expeditiously investigate the case and produce all witnesses in court. When the case came up for hearing, she was ready with all the witnesses. Within a matter of months, the case proceeded to full hearing. The accused was found guilty and sentenced to prison for the rape of his nine-year-old stepdaughter.

This case was investigated in “a prompt, proper, professional and efficient” way, compliant with the 160 Girls High Court decision and consistent with the 160 Girls training. The Investigating Officer, having received the 160 Girls training, went above and beyond when swearing the affidavit, which is usually prepared by the prosecution with officers only appending their signatures with no further action taken.

This police officer demonstrated a true commitment to ensure access to justice for the victim. Now, the victim is safe at home with her mother, free from the harm of her stepfather.

## Story 2 – VJC Leader support ends abuse

Claire was a grade six student when she had the chance to become a Virtual Justice Club (VJC) leader. Throughout the six-month program, Claire learned about the issue of child rape in her community, and she learned about how to become an equality advocate to ensure perpetrator accountability for rape. She was armed with the knowledge of ‘Good Touch vs. Bad Touch’, the steps the police take during an investigation of the rape of a child and how to support a survivor.

With this knowledge, Claire felt empowered to act when her friend, Sarah, confided in her that she had been repeatedly raped by her uncle who lived with her family. Claire immediately reported the incident to CATAG, the local VJC implementing partner, with Sarah’s permission, who informed the Children’s Officer and the police.



The Children’s Officer, an active supporter of the VJC, acted quickly, verified the report and worked with the police to have Sarah’s uncle arrested. The case was properly investigated. The perpetrator has since been arrested and the prosecution is currently ongoing.

Claire showed the power of the VJC program in creating the leaders of tomorrow, who will stand up for their peers, ensure access to justice and demand accountability. Now, her friend is safe in her own home and receiving the psycho-social support necessary to work through the trauma of the defilement.

## Story 3 – VJC Hero Protects Classmate

Calvin, a grade five VJC Leader, was attending a Sports Day with surrounding local schools. He attended with his classmate, Cindy. At one point during the day, Calvin lost track of Cindy and found her surrounded by a group of older boys telling her to undress and trying to touch her.

Calvin remembered what he had learned as a VJC leader about ‘Good Touch vs. Bad Touch’. He could see Cindy was almost crying and he needed to step in on her behalf. Even though he was scared to confront older boys, he knew he had to act, telling the group of boys: “Do you know I can report you to the police and they can arrest you?”

Calvin said this with the confidence gained from his VJC education. This was enough to scare the older boys, and they quickly let Cindy go. Shaken but now safe, Calvin escorted Cindy home.

Calvin explained that he had gained the confidence he needed to confront the older boys because of his experience speaking with adults and educating them on the issue of child rape during the weekly distribution of the VJC 160 Girls Justice Journals to the community.

Calvin felt like a “hero” to be able to protect his friend.

## Story 4 – VJC Leader Supports Friend to Help Family

Mary was playing with a group of neighbourhood children when her six-year-old friend, Emily, told her a secret. Emily whispered:

“My brother is behaving funny.”

Mary, a grade six VJC Leader, recalled the VJC lesson she was taught on ‘Good Touch vs. Bad Touch’, and asked Emily “What is funny to you?”



Emily explained, “He put his lips to my lips and tries to do that a lot.” Emily’s brother is 14-years old, and Mary knew this was a “bad touch”. She knew she wanted to help and thought back to the VJC lesson on ‘Supporting Survivors’ where she learned about telling a trusted adult about sexual misconduct and violence.

Mary encouraged Emily to tell her mother, but she was too afraid because her brother was so much older and she thought her mother wouldn’t believe her. Mary knew she had to step in and support her friend and decided to speak with Emily’s mom.

Emily’s mom was shocked. She believed Emily immediately and disciplined her son. Mary was happy to hear from Emily that this behaviour had stopped.

Emily is now safe in her home and her brother learned about inappropriate behaviour. None of this would have been possible without Mary, a brave VJC leader, speaking up for her friend.

### Story 5 – Making Home Safe Again

Esther was so proud to have the chance to be a VJC leader. In grade five, she was empowered with the knowledge and confidence to speak up about girls’ rights and support her peers to access justice. So, when her 10-year-old neighbour, Mercy, confided in her that her cousin pressured her to have sex, offered her money and threatened to kill her if she told anyone, Esther knew exactly what to do.

Esther advised Mercy to tell her parents right away. Mercy was afraid her parents would not believe her, so she asked Esther to come with her, feeling there was a better chance she would be believed if a VJC leader was there to support her.

Esther accompanied Mercy and supported her as she told her parents what the cousin had done. The boy had been home at the time and heard what was happening, he panicked and ran off. Mercy’s parents did believe her and reported the incident to the police and a village elder. A search was conducted, but the boy was not found. It is believed that he returned to his home in another county.

Mercy was relieved her parents believed her, and she was once again safe in her own home. She knew she would never have had the courage to speak up without Esther’s support.

Esther credits her VJC leader training that gave her the confidence to advocate for Mercy.



### Story 6 – Reporting Delays Don’t Stop Justice

A grandmother believed there were evil spirits in her family. To solve the issue, she invited a 36-year-old village spiritual leader to her home. The man asked to be alone with the 13-year-old granddaughter to conduct a ritual. When the granddaughter entered the room, he tied pieces of cloth over her mouth and eyes and raped her. When the grandmother entered the room, the spiritual leader ran away.

The incident was reported to police two weeks later and the case was expedited. The victim was escorted to the hospital and evidence was collected. The accused was found and arrested. Even with the two-week reporting delay, there was enough evidence to arrest, prosecute and convict the spiritual leader.

This case demonstrates how a delay in reporting a rape doesn’t mean a perpetrator can’t be charged. The police prioritized this case to seek justice for the girl and prevent the possibility of a re-offence. The victim and the entire community are now safer because the police acted in a prompt and professional manner.





# Interviews with e<sup>2</sup> Change Makers



**Edward Muiruri**  
Chief Inspector, National Police Service (NPS), Kenya

*After a Decade, Insights from the Kenyan National Police and Vancouver Police Department. The following are direct quotes from members of the Kenyan National Police and the Vancouver Police Department:*

- 1. What has it been like to be part of the 160 Girls Project over the past 10 years?**  
Being part of the 160 Girls Project has been an exciting journey. I joined the Project during the initial stages. It has been an experience that has been rewarding and worthy of every single moment of addressing defilement investigations. The desire to achieve an environment conducive for girls' rights has been pivotal.
- 2. What was your favourite part of the 160 Girls Project?**  
The evaluation phase of the Project stood out for me because of the fusion of technology in the face of adversities of Covid-19. These were challenges that we had not envisioned. Through constant engagement, we forged a working formula where the evaluation team engaged through Zoom despite the time differences between Kenya and Canada. It came as a revelation to me that nothing is impossible where a desire and will power exists to achieve great strides.
- 3. How would you describe the 160 Girls partnership with the Vancouver Police Department?**  
This was a very enriching moment for us. The exchange of ideas and experiences on defilement investigations from the two geographical divides has been fantastic.
- 4. How would you describe the impact of the 160 Girls Project?**  
The impact is huge and magnificent. There was the realization that defilement investigations had been focusing so much on the plight of suspects at the expense of the survivor.

Now, victims are accorded all the necessary support by the police officers from the preliminary stages of report making, investigations and subsequent court attendance in pursuit of justice.
- 5. Do you see the changes in the handling of defilement cases being sustained, with the NPS assuming the lead responsibility for continued 160 Girls training through its colleges?**  
Yes, because the target group of the 160 Girls Project was the mid-level managers who have day-to-day interactions with the investigators, creating a trickle-down effect of training to the officers handling defilement investigations.

Secondly, we also focused on infusing the 160 Girls defilement investigation curriculum into the main police training curriculum at the police colleges.
- 6. What would you say to Police in different countries offered the opportunity to take part in the 160 Girls Project?**  
I would highly encourage the police to grab the opportunity to enlighten officers on the need to remain professional and non-discriminatory in dealing with victims of defilement.

The police have a role and a duty to enforce laws against sexual violations, to create defilement-free communities where the girls can enjoy their rights without any threat to their lives.



**Eileen Mola**  
Senior Superintendent of Police, National Police Service, Kenya. Directorate of Community Policing, Gender and Child Protection Unit

- 1. What has it been like to be part of the 160 Girls Project over the past 10 years?**  
It has been an exciting journey that began with one little step: a Memorandum of Understanding (MOU). When I worked on the first MOU in 2014 that created a working relationship between the NPS and the equality effect, I did not think much about the lifespan of the Project. In fact, this was an MOU like many others and the initial term period was just three years.

But how wrong I was! In an interesting turn of events, the Project acquired a life of its own! The scale up was born. More stations were mapped out and included in the Project. The net result has been that officers commanding stations from all the counties have been trained on defilement investigation, except Mandera due to security reasons.
- 2. What was your favourite part of the 160 Girls Project?**  
My favorite part of the Project was travelling to the counties and police stations for the evaluation exercise. I was enabled to meet many of my colleagues working in the field, getting a feel for their workplaces and spaces. Sharing in their work successes and challenges was particularly an eye opener.
- 3. How would you describe the 160 Girls partnership with the Vancouver Police Department?**  
The partnership with Vancouver Police has been amazing. They were the think tanks of the Project. We have been able to borrow best practices from them for the Project. They work extra hard to make the Project a success. For example, they are forced to wake up extremely early to participate in joint remote evaluations. They deserve a lot of credit.
- 4. How would you describe the impact of the 160 Girls Project?**  
It has been a period of learning, re-learning and unlearning; sharing experiences with the evaluation team both in Kenya and Canada. It has been exhilarating to watch the Project grow in leaps and bounds. Making improvement to the curriculum, the scale up, and the evaluations reporting.
- 5. What was it like before the 160 Girls Project and what does it look like now for defilement cases?**  
There has been remarkable improvement in the handling of defilement matters. The quality and standard of investigations have gone up. The officers, both the leaders and investigators, are sensitive to cases, victims and their guardians. Therefore, cases are expeditiously investigated. The court ruling of PEPP investigations has truly come to life: P-prompt E- efficient P- proper P- professional.
- 6. Do you see the changes in the handling of defilement cases being sustained, with the NPS assuming the lead responsibility for continued 160 Girls training through its colleges?**  
YES! The 160 Girls Project will be sustained. The curriculum has been adopted in our National Colleges and everyone going through the colleges will have a piece of the Project. In addition, the E-learning will equally go a long way in imparting skills and knowledge to officers of the NPS.
- 7. What would you say to police in different countries if they were offered the opportunity to take part in the 160 Girls Project?** That it is a big opportunity to take up the 160 Girls Project and run with it. It is a good programme that is impactful to the Police as well as the general society. They should not re-invent the wheel. Kenya Police has done it for them. They should instead pick up the Project, customize it to their jurisprudence and settle down to implement it.





**Alex Otieno**  
Chief Inspector, National Police Service, Kenya

1. **What has it been like to be part of the 160 Girls Project over the past 10 years?**  
Great! I enjoyed being trained in 2015 then putting the training in practice. Then being a member of the evaluation team has been great, reviewing defilement investigation files and advising the investigators on areas to adjust; at the same time noted areas to be improved in the training syllabus.
2. **What was your favourite part of the 160 Girls Project?**  
The evaluation exercise has been my favourite part. Moving across the country to different police stations, sharing different dynamics and together coming up with how to improve their cases.
3. **How would you describe the 160 Girls partnership with the Vancouver Police Department?**  
Incredible! Having different perspectives to investigations and the hybrid approach on investigations, allowing for remote engagement has been great.  
  
At first, we would purely concentrate on defilement, but upon evaluating various investigation cases we agreed to include additional charges of other offences committed in the process of defilement.
4. **How would you describe the impact of the 160 Girls Project?**  
It enlightened the NPS leadership on the importance of training the immediate staff and making a follow up to ensure that everything is implemented. The monitoring and evaluation gap was evident and hopefully it will continue to ensure proper implementation of knowledge imparted to trainees.
5. **What was it like before the 160 Girls Project and what does it look like now for defilement cases?**  
Earlier on, defilement cases were casually handled. In most cases, victims were even considered to be initiators of the act and thus stigmatized. However, after 160 Girls investigation training, more attention has been put in place through gender desks. With well trained staff in every police station to professionally and promptly handle defilement and related matters, this has made all the difference.
6. **Do you see the changes in the handling of defilement cases being sustained, with the NPS assuming the lead responsibility for continued 160 Girls training through its colleges?**  
Yes. The knowledge is being imparted to all trainees of various levels starting with recruits at any of the NPS training centers. This will lead to more professionalism in handling the cases by every police officer.
7. **What would you say to police in different countries if they were offered the opportunity to take part in the 160 Girls Project?**  
They should warmly embrace it since it's a chance to share more knowledge on investigations on defilement cases by every police officer.



**Leah Terpsma**  
Sergeant, Vancouver Police Department (retired)

1. **What has it been like to be part of the 160 Girls Project over the past 10 years?**  
It has been wonderful to work with so many like-minded people, teaching and sharing best practices. I have learned so much about the unique challenges for Kenyan investigations and together finding ways to get things done properly.
2. **What was your favourite part of the 160 Girls Project?**  
Being in Kenya and seeing the life-changing impact the Project has made on the lives of the victims. Also, we've gotten to know many of the officers, and I can see how they use and share the tools we have shared with them; the ripple effect is palpable and rewarding. When we are home and participate in sharing the story, it has been gratifying to see that people really care and do what they can to support the 160 Girls Project.
3. **How would you describe the 160 Girls partnership with the Kenyan NPS?**  
Things are very different in Kenya from Canada, but some things are always the same. Cops are cops. There is camaraderie between police officers who have shared experiences. We have developed friendships that will last our lifetimes.
4. **What was it like at the start of the 160 Girls Project and what does it look like now with respect to the investigation of defilement cases?**  
There is a big difference in the files over 10 years. Back then there seemed to be a lack of understanding about a basic investigation, how to properly document it, follow up with arrests, prosecutions and safety plans. Files had almost no information in them. Now, we are seeing consistent improvement and files that could withstand the scrutiny of a proper defence and officers showing care for the impact on the children.
5. **Do you see the positive changes in the handling of defilement cases being sustained into the future, with the NPS assuming the lead responsibility for continued 160 Girls training through its colleges? If so, why?**  
Yes, of course. The Kenyan team are more than capable of guiding the training into the future. They see everything we see, and they fight every day for Kenyan investigations to meet a best practices standard.
6. **What would you say to police in different countries if they were offered the opportunity to take part in the 160 Girls Project?**  
This Project has caused a seismic change. When police handle cases better, the public will trust the police more, causing more people to come forward, causing more offenders to be held accountable, causing more children to succeed, causing the whole country to prosper.





**Tom McCluskie**

Inspector, Vancouver Police Department (retired)

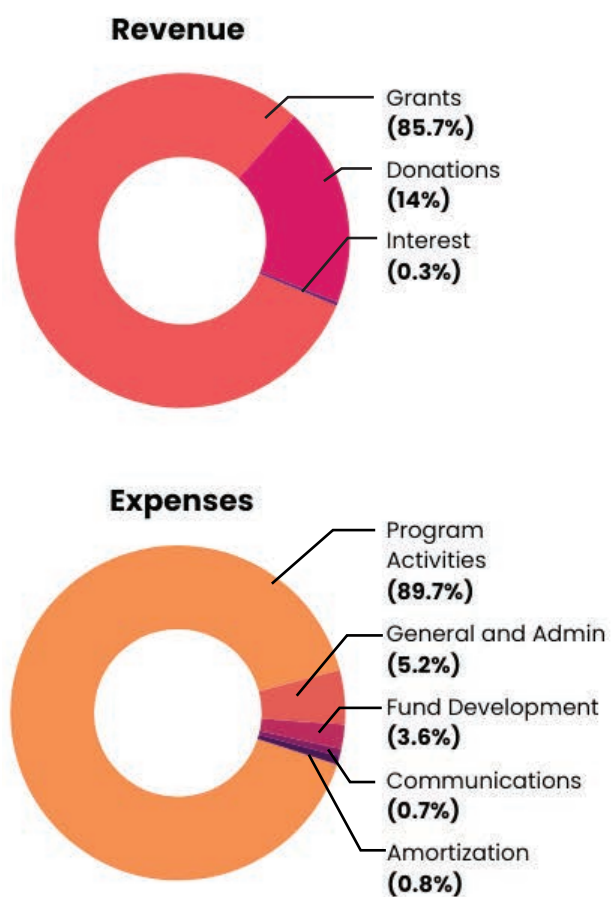
1. **What has it been like to be part of the 160 Girls Project over the past 10 years?**  
It has been challenging and rewarding, we spent a lot of time establishing goals and breaking through the barriers to get to the goals and establishing relationships. They are such compassionate and caring people; it's been an awesome experience to be part of the process.
2. **What has been your favourite part of the 160 Girls Project?**  
Travelling to Kenya and witnessing the challenges on the ground. The system was immensely complicated, and it was good that we started with the bottom and worked our way up. Looking at the entire system was important to analyze and see where to help and how.
3. **How would you describe the 160 Girls partnership with the Kenyan NPS?**  
Excellent. We have grown close over the years and established lifetime friendships with many of our Kenyan colleagues.
4. **What was it like at the start of the 160 Girls Project and what does it look like now with respect to the investigation of defilement cases?**  
We started with a lot of hope and knew the challenge of training 88,000 officers. We started with a lot of hope because defilement is so tragic, shocking. There were very few perpetrators being held accountable, very few charges and arrests. The investigation reports were not properly documented. These are the things we changed, and we are seeing a significant difference today.
5. **Do you see the positive changes in the handling of defilement cases being sustained into the future, with the NPS assuming the lead responsibility for continued 160 Girls training through its colleges? If so, why?**  
Yes. We are seeing that police training is changing the way investigations are being managed and directed. A lot of momentum is going on and the train is rolling and not stopping. The Kenyan team is ready to take over on their own, they take great pride in what they have been able to accomplish.
6. **What would you say to police in different countries if they were offered the opportunity to take part in the 160 Girls Project?**  
Other countries would benefit greatly by being part of the 160 Girls Project. You don't know what you don't know and when you're open and willing to listen to others, this is how best practice is established.





# Finance Update 2022-23 and 2023-24

## Finance Update - For the year ended June 30, 2023



**Revenues:**

• Grants	1,220,474
• Donations	198,465
• Interest Income	4,657

**Total Revenues:** \$1,423,596

**Expenses:**

• Program Activities	1,266,150
• General and Administration	74,041
• Fund Development	51,231
• Communications	10,185
• Amortization	11,315

**Total Expenses:** \$1,412,922

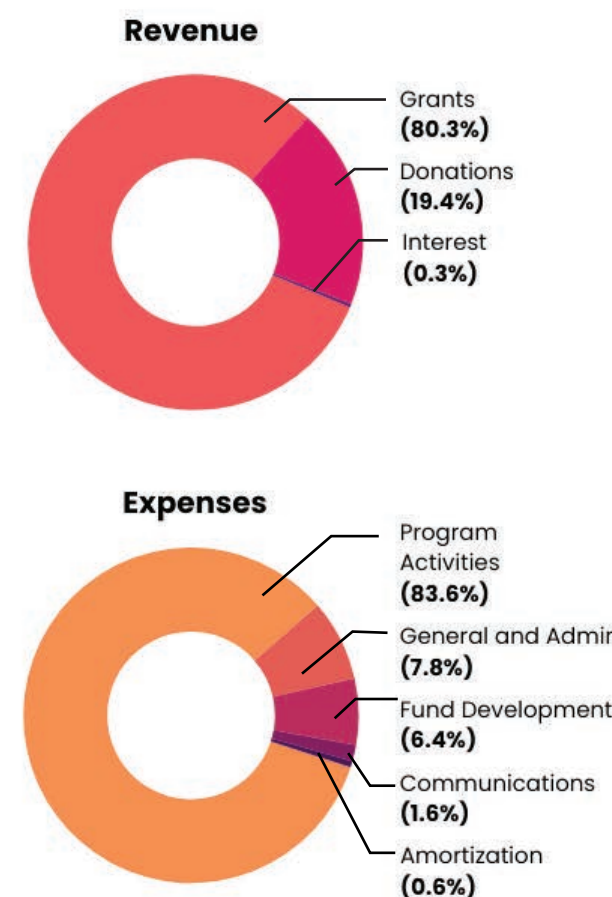
Excess of revenues over expenses: 10,674

Net assets, beginning of year: 785,152

**Net assets, end of year:** \$795,826

\* 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.

## Finance Update - For the year ended June 30, 2024



**Revenues:**

• Grants	1,218,141
• Donations	294,145
• Interest Income	4,490

**Total Revenues:** \$1,516,776

**Expenses:**

• Program Activities	1,194,983
• General and Administration	111,533
• Fund Development	91,426
• Communications	22,589
• Amortization	8,285

**Total Expenses:** \$1,428,816

Excess of revenues over expenses: 87,960

Net assets, beginning of year: 795,826

**Net assets, end of year:** \$883,786

\* 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.





## THANK YOU!

The work we do depends on our incredible team of dedicated volunteers, which is made up of lawyers, legal academics, measurement experts, app developers, artists and many more. Every year, these volunteers donate invaluable pro bono hours to the equality effect, allowing us to continue our work. Thank you to our committed volunteers and to our generous funders, partners and donors. We could not do our critical human rights work without you.

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 Women and the Law Network, University of Malawi  
 Human Rights Network Ghana

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Photo credits to Brian Otiento





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