



# The Equality Effect

**Annual Report  
2024-25**



**United Nations**

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.



160 GIRLS  
JUSTICE  
CLUBS

**160 GIRLS**  
**DR. NGEYI KANYONGOLO**  
**2025 LEADERSHIP AWARD**  
PRESENTED TO  
*Ethan Jezreel*  
OF  
DESHAFO  
IN RECOGNITION OF  
OUTSTANDING LEADERSHIP RELATING TO  
THE 160 GIRLS VIRTUAL JUSTICE CLUBS.



160 GIRLS  
PROJECT  
ETHAN JEZREEL  
160 Girls  
Virtual Justice Club  
Dr. Ngeyi Kanyongolo Leadership  
2025

160 GIRLS  
JUSTICE  
CLUBS

# Table of Contents

<i>A Message from the CEO and Board Chair</i>	4
<i>The Equality Effect Mission and Vision</i>	5
<i>Tipping the Scales: 160 Girls' Systemic Change</i>	6
<i>160 Girls Virtual Justice Club (VJC) Update</i>	7-12
<i>360 Degree Victim Impact</i>	13
<i>160 Girls Prosecution &amp; Judiciary Engagement</i>	15
<i>160 Girls Prosecution Training Pilot</i>	16
<i>What 160 Girls Success Looks Like</i>	17
<i>160 Girls Chiefs Initiative &amp; Transferability to New Country Contexts</i>	10
<i>Stories of 160 Girls Equality Change</i>	18-20
<i>Interviews with e<sup>2</sup> Change Makers</i>	21-27
<i>Finance Update 2024–25</i>	28
<b>THANK YOU!</b>	30-32



# A Message from the CEO and Board Chair

We are pleased to report that 2024–2025 was another year of growth and systemic impact for The Equality Effect. This year’s annual report highlights the significant strides made in advancing the 160 Girls initiative, particularly through the 160 Girls Prosecution and Judicial (P&J) engagement, and the way that this work is measurably improving access to justice for survivors of sexual violence.

Over the past year, we deepened our partnerships with justice sector stakeholders in Kenya and expanded the Canadian and Kenyan P&J legal teams. The recruitment of seasoned equality experts to act as peer-to-peer change makers was a critical step in reinforcing the capacity to drive lasting institutional change. By October 2024, we formalized Memorandums of Understanding (MOUs) with key prosecution and judiciary actors, an achievement that paved the way for more coordinated efforts to uphold the rights of girls and women.

We continued to embrace an evidence-based approach to track and guide systemic changes. In February 2025, our team conducted a rigorous Monitoring and Evaluation (M&E) audit, gathering essential baseline data on how the judiciary and prosecution are treating defilement cases. These findings are already informing strategies for more effective, survivor-centered justice processes.

This year marked the first Dr. Ngeyi Kanyongolo 160 Girls Virtual Justice Club Leadership Awards, recognizing students who are directly shaping justice in their own communities. These young leaders are not only beneficiaries of the 160 Girls initiative, they are driving its impact forward through mentorship, courage, and community action.


Of course, equality progress is rarely without its challenges. Unexpected obstacles emerged in executing certain P&J activities, e.g.: the murder of a judicial team member in her courtroom, and also a moratorium placed on all judicial trainings. But rather than slowing our momentum, these challenges inspired adaptive strategies, revised timelines, enhanced stakeholder engagement, and strengthened cross-national team support.

These collective efforts are driving a profound shift in how Kenya’s justice sector responds to sexual violence. Each step, from building collaborative teams of legal experts, to formalizing partnerships, to developing unique trauma-informed training materials, brings us closer to a future where girls and women can access justice without fear or discrimination.

We remain deeply grateful to our dedicated partners, supporters, and communities who remain committed to the need to end impunity for sexual violence. Together, we are creating systemic change that dismantles impunity, ensures survivor-centred access to justice, and redefines justice for future generations.



**Morgan Sim, Board Chair**



**Fiona Sampson, CEO**

# 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, interdisciplinary 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 and 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.



## Tipping the Scales: 160 Girls' Systemic Change

The problem of sexual violence relating to girls (and boys) and women exists internationally.

Globally, 1/8 girls is sexually assaulted before she reach the age of 18 (Unicef, 2024).

Excellent laws exist internationally prohibiting sexual violence – the challenge is that those laws are often not enforced, resulting in a climate of impunity for rape.

“Turning off the rape tap, so we can stop mopping the rescue floor” is how The Equality Effect’s founding rape rescue partner described the 160 Girls challenge of ending impunity for rape, a systemic issue requiring systemic change. The result of the failure to enforce existing laws is a climate of impunity where perpetrators escaped accountability likely to rape again, and survivors were left without justice.

Girls, and boys, deserve to live in a world free from rape. A world where there is no longer a climate of impunity protecting perpetrators, and stigma and shame silencing victims. The Equality Effect is proving equality change can be made with e2’s 160 Girls pilot project in Kenya. Once the 160 Girls model is proven effective in Kenya, e2 will partner in new countries to create the same change there.

Thanks to the 160 Girls initiative, the climate of impunity for rape is ending and the scales of justice are starting to tip in favour of equality. Local communities are becoming enabled to advocate for their rights; police are conducting effective, respectful investigations; survivors are accessing preliminary justice (i.e.: an arrest and a prosecution initiated) faster; and perpetrators are increasingly being held accountable for their violence.

# “Turning off the rape tap, so we can stop mopping the rescue floor”



# 160 Girls Virtual Justice Club (VJC) Update



It takes a bold approach to make real equality change. We embraced this challenge with a distinctive blend of top-down and bottom-up initiatives. By strengthening equality law at the top, empowering the community, then working up through the justice system – from police to prosecutors to judges – we are paving a path to sustainable systemic change.

The Equality Effect’s work in local communities is central to creating lasting equality change. More than a simple legal educational program, the 160 Girls Virtual Justice Clubs (VJC) mobilize the next generation of changemakers to demand justice, and claim their rights.

School-aged youth across Kenya become VJC leaders, participating in a 6-month human rights education and community engagement program. E<sup>2</sup> developed an interactive human rights curriculum, which VJC leaders complete virtually in their homes. They also come together, with police and teachers, to distribute a bi-weekly human rights education newspaper, the 160 Girls Justice Journal, amongst the community. The VJC leaders act as peer-to-peer justice advocates, preventing defilement before it happens, and acting as trusted confidantes, assisting victims to report to police.

As a result of e<sup>2</sup>’s work with the Kenyan National Police Service, VJC leaders trust the police to conduct prompt, professional, proper and effective investigations. VJC leaders enthusiastically describe the pride they feel in partnering with the police, and “walking alongside the police to make change”.

The value of the VJC experience in the words of VJC leaders: “I have learned that we are not alone when we face problems”; “The Virtual Justice Club Project changed my life. It helped many people who have been involved in the most terrible events”; “I felt, as a VJC leader, that I was helping people understand their rights”; “As a VJC leader, community members considered me a rescuer, and that made me as happy as a lark.”

**Honoring Dr. Ngeyi**

# A New Award Celebrating Compassion, Leadership, and Justice



This year, we proudly introduced the Dr. Ngeyi Kanyongolo 160 Girls Virtual Justice Club Leadership Award to honor the legacy of one of e2's founding sisters, Dr. Ngeyi Kanyongolo, a trailblazing Malawian lawyer, feminist, and equality advocate. Dr. Ngeyi, who served as Dean of the Faculty of Law at the University of Malawi and later as Vice-Chancellor of the Catholic University of Malawi, dedicated her life to dismantling gender inequality. Tragically, she passed away in 2024 at the age of 55 after a short illness. Known for her brilliance, compassion, and infectious joy (especially her love for dance), Dr. Ngeyi remains a symbol of fearless equality leadership.

The Dr. Ngeyi Kanyongolo Award is now awarded annually to Virtual Justice Club (VJC) leaders who embody Dr. Ngeyi's values of courage, compassion, and commitment to justice. This year, ten extraordinary young leaders were recognized for their remarkable contributions to their communities; here are just two of their stories.

**These young VJC leaders embody the dedicated equality spirit that Dr. Ngeyi lived every day. Through their actions, Iddah and MaryAnne show us that the next generation of equality champions is already rising.**



# Iddah Atieno

## A Gifted Leader Takes Action

At just 14 years old, Iddah Atieno, a VJC leader from Maguti School, Homa Bay, displayed exceptional bravery in advocating for survivors of defilement in her community.

When Iddah learned that her six-year-old neighbour had been defiled and no action had been taken, Iddah immediately reached out to the 160 Girls Project team through the VJC Help Request section. She worked closely with the child's parent to ensure the survivor could access justice.

Iddah didn't stop there. Through quiet conversations with her peers, she uncovered two more undisclosed cases of defilement and courageously brought them forward, ensuring that all three cases were reported to police. These cases were actively investigated by 160 Girls-trained police, resulting in arrests and prosecutions (judicial decisions in these cases are pending).

Iddah's actions broke the silence around abuse in her community and empowered survivors who felt voiceless. Iddah's compassion and determination exemplify the very essence of what it means to be a leader, fearless in the face of injustice and deeply committed to protecting others.

# MaryAnne Precious

## Speaking Truth to Power

MaryAnne Precious, a 13-year-old VJC leader from Homa Bay Christian School, demonstrated outstanding initiative during her VJC outreach work.

During VJC newsletter distribution, MaryAnne took it upon herself to engage even the most "inapproachable" community members, sparking important conversations about children's rights and the 160 Girls High Court decision. She even successfully intervened to prevent an attempted defilement when an ice cream vendor attempted to abduct a child at a sports event. Her confidence and knowledge inspired trust from community members, enabling her to answer challenging questions from parents and community leaders, and persuade them of the need to protect and promote girls' rights.

MaryAnne also demonstrated a keen willingness to mentor her peers which created a ripple effect. Students who were once shy began speaking up and engaged more actively in community discussions about gender justice. MaryAnne's leadership and compassion have made her a role model both in school and beyond.



# 160 Girls VJC Impact Results for 2024-25

Total youth leaders trained in 2024/25:

**675** leaders trained across  
**9** schools in Homa Bay and  
**506** surveyed

**2,033**

*leaders trained  
(Cumulative to date (2022-24))*

**1,358**

*from 2022-23/2023-24  
+ 675 in 2024*

# Community reach

Hand-delivered and digital distribution of the 160 Girls Justice Journal, a bi-weekly human rights education newsletter.

*Hand delivered:*

# 23,800

*2024/25 distribution*

Cumulative to date: 80,096 issues  
(56,296 [previous total] + 23,800 in 2024/25)

*Digital reach:*

# 150,086

*to date*



# Survey highlights:

Awareness of the 160 Girls High Court decision rose from **71%** pre to **97%** post journal distribution.

**96%** learned new information about girls' rights and SGBV from the journals.

**83%** of VJC leaders were asked questions about SGBV by community members, and **83%** felt confident answering.

**33%** of leaders reported helping someone with a defilement situation.

Police relations: **62%** of leaders who engaged with police reported positive interactions.

Community appetite: **98%** of recipients want more issues; **93%** of leaders say the Justice Journal gave them a clear way to share ideas with their community.



# 360 Degree Victim Impact

At The Equality Effect we measure equality change across the full justice journey for defilement survivors, from disclosure through police response and through the experience in court. The 160 Girls 360-degree victim research involved in-depth, in-person field surveys, through which quantitative and qualitative evidence was collected from defilement victims and their guardians relating to their experience reporting their defilement to police.

This e<sup>2</sup> 360-degree study found **82% of child rape respondents report respectful treatment from the police relating to the investigation of their defilement case, and have experienced no institutional betrayal.** Institutional betrayal results from a miscarriage of justice and systemic failures by police to protect, validate, and respect survivors' rights, often re-traumatizing them and eroding trust. The reduction in the experience of institutional betrayal reduces suicides, depression, anxiety, PTSD, and increases the ability to recover from the harmful health impacts of rape.

The 160 Girls institutional betrayal metric impressively corroborates the robust external measurement of police compliance with the 160 Girls High Court decision undertaken by the Vancouver Police Department and Kenya National Police Service, i.e.: **81% of defilement cases result in preliminary access to justice within 3 months of reporting to police; 82% of victims felt respected by police,** and only 21% expressed any dissatisfaction with the police.

Respect for child rape victims, and protection from institutional betrayal has not always been the case. In the 160 Girls Kenya High Court decision, it was found that 0% of the 160 Girls investigations were Constitutionally investigated, and 100% of the plaintiffs had experienced institutional betrayal. Girls were being discriminated against, perpetrators were left free to reoffend, and girls were left vulnerable to more rape prior to the 160 Girls initiative. There was no justice.

Now the police are not only promptly and professionally investigating defilement cases, but they are also making victims feel supported and respected, providing validation for victims, and reducing the negative impacts of institutional betrayal.

**This is what  
equality change  
looks like to  
victims.**





**“I believe the police handled my case well, and there was a relief on my mum's side when the perpetrator was arrested.”**

**“Personally, I was treated well and I cannot complain. If that is how they treat other people, that is nice.”**

**“The police officers treated me well and they followed up on the case and arrested the perpetrator.”**

**82% of victims  
felt respected  
by police**

## 160 Girls Prosecution & Judiciary Engagement

### Why the Prosecution & Judicial Engagement?

The 160 Girls police engagement has “revolutionized” the police treatment of defilement investigations, with local rape rescue partners noting a “night and day” difference in the police treatment of defilement claims. E<sup>2</sup> has trained approximately 60,000 Kenyan police officers, achieving an 81% preliminary access to justice rate for rape victims within three months of reporting—compared to Canada’s 36%. Sustainability is ensured through comprehensive training for the Kenya National Police Service and the incorporation of the training into police college curricula.

However, many child rape survivors experience injustice as a result of discriminatory treatment by the prosecution and/or judiciary. The Kenyan judiciary and prosecution invited e<sup>2</sup> to develop training, policies, and best practices strategies for prosecutors and judges relating to the prosecution and adjudication of defilement. The idea is to build on the 160 Girls police success. The idea is to dovetail the justice stakeholders’ treatment of defilement cases so that all cases receive trauma-informed, non-discriminatory treatment from beginning to end. The Prosecution & Judiciary initiative seeks to fully align the judicial treatment of defilement claims with the 160 Girls High Court decision. By engaging with the entire justice sector, the result will be uniform treatment of defilement claims, ensuring comprehensive access to justice for survivors.



*160 Girls Prosecution Pilot Training, including the Canadian High Commissioner to Kenya, Christopher Thornley (front row, centre); April, 2025, Photo credit - Brian Otieno*

## 160 Girls Prosecution & Judiciary Engagement Foundation Workshop

We convened the 160 Girls Prosecution and Judiciary workshop in Toronto from September 29 to October 5, 2024. Kenyan and Canadian team members met in person to refine bespoke curricula developed through a two-year consultation effort, and map implementation. The week featured rigorous, hands-on exploration of how to understand the defilement justice experience from a trauma-informed, equality-centred perspective, grounded in the neurobiology of trauma. Lively working sessions, problem solving, and dialogues amongst experts, strengthened relationships, deepened shared understanding, and boosted retention. Participants called it a rare and exceptional opportunity that will fuel momentum. Next steps launched immediately, with curriculum revisions and pilot training planning.



*160 Girls Prosecution & Judiciary Curriculum Team, including the Chief Justice of Ontario Honourable Michael H. Tulloch (front, centre); October, 2024. Photo credit - Jacquie Labatt*

## 160 Girls Prosecution Training Pilot

We piloted the 160 Girls Prosecution training in April 2025. By the second day of the training, the impact of the human rights/substantive equality focus, highlighting concrete trauma informed practices based in neurological science, was visceral. There was an electric energy, as trainees started to share their critical thinking of their own past practices that could have contributed to institutional betrayal. The trainees participated in exercises designed to highlight how traditional advocacy practices replicate biased assumptions about rape survivors. The only negative feedback provided was that the course could be longer. The pilot was used as an opportunity to test drive the curriculum and training materials. It also acted as a TOT (training-of-the-trainer) opportunity with the curriculum team leading the pilot training, and the Kenyan prosecution team—who will roll out the training to all prosecutors in Kenya—learning to deliver it themselves. The pilot results were strong. 100% of trainees said they would recommend the training to a colleague, and 95% rated the training as excellent/very good overall. Feedback highlighted the practical value for charging decisions, victim-sensitive interviewing and pre-trial hearings.

Some favourite verbatims from the post-pilot survey results include: “It gave me a whole new perspective.”; “Having understood how trauma affects victims, I will be more patient with victims.”; “Am now a trauma informed defilement prosecutor. The best interests of the minors/victims shall be my topmost priority by entering into their shoes and prosecuting their matters competently and professionally.”; “I will take a trauma informed approach henceforth. And not just for the defilement cases alone.”; “I will be more courteous and understanding to victims who freeze or become silent when recounting trauma experienced in court since I consider myself a TRAUMA INFORMED PROSECUTOR.”.

## What 160 Girls Success Looks Like:

- Uniform, equality-focussed, survivor-centred handling of defilement cases from police station courtroom.
- Greater public confidence in the police and the prosecution and judicial process.
- Decreased impunity and increased deterrence and perpetrator accountability through fair, trauma informed access to justice and appeal-proof judicial decisions.



## Looking Ahead: 160 Girls Chiefs Initiative and Transferability to New Country Contexts

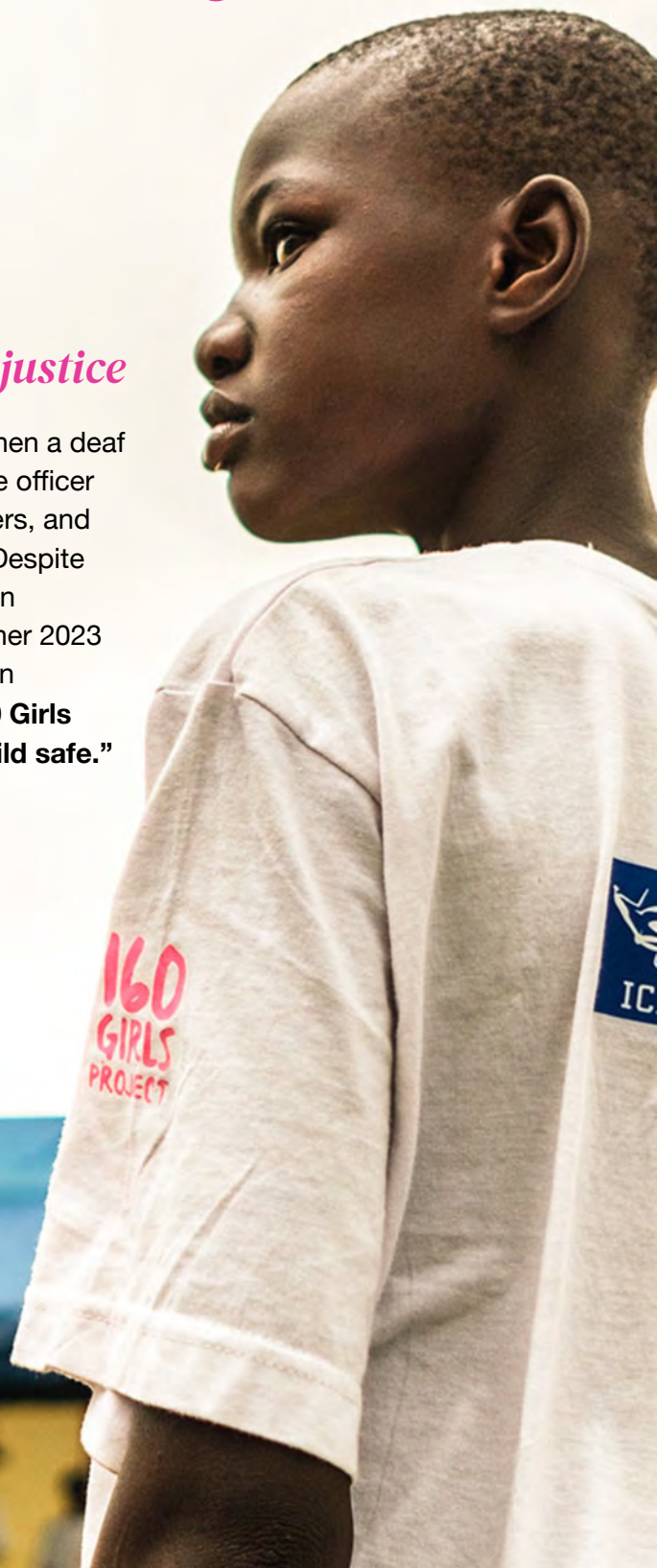
Next up in the 160 Girls stakeholder engagement are local Chiefs and Assistant Chiefs. After the Chiefs/Community engagement is complete and the 160 Girls proof of concept established, 160 Girls will move to new countries.

The 160 Girls model is designed to travel. The core elements are simple: community authority endorses formal reporting, youth leaders are enabled to access justice, and police partners respond promptly and professionally, while the prosecution and judiciary similarly ensure claimants are treated with respect, and their rights are recognized and enforced. With adaptation to local laws, procedures, customs, and community contexts, the model can be implemented with new partners in the new countries, achieving the same result: turning laws into action, and turning silence into justice.

# Stories of 160 Girls Equality Change

## *Officer prioritizes a deaf child's safety and justice*

In Bungoma County, a 160 Girls-trained police officer responded when a deaf and nonverbal child was found by the roadside after defilement. The officer secured safe temporary housing, escalated the case to senior officers, and sourced an interpreter so the child could be supported and heard. Despite limited recall, the investigation progressed well. DNA analysis and an identification parade led to the suspect's arrest. The officer credits her 2023 160 Girls training for helping her centre the child's needs and sustain momentum in what she calls a highlight of her 20-year career. **"160 Girls training gave me the confidence to act quickly and keep the child safe."**



## *VJC leader reports defilement of a five-year-old neighbour*

A twelve-year-old VJC leader learned that a five-year-old neighbour had been defiled by a family member and that relatives were arranging an out-of-court settlement. Using her VJC education, she contacted authorities and followed up until police and child protection officers reached the home. The matter moved into the formal justice process and the child was connected to support. **“I remembered my VJC lessons and knew this should go to the police, not be handled at home.”**

## *Young VJC advocate impresses community leaders*

During 160 Girls newsletter distribution, a nine-year-old VJC leader participating in the Justice Journal distribution guided an elderly couple on how to report defilement and what to expect. The woman, a retired village elder, tested the VJC leader’s understanding with several questions. The VJC teacher/patron stood nearby in case support was needed, but the student answered each question clearly and accurately. Impressed, the retired elder called the teacher over to commend the child’s grasp of human rights and legal procedure, noting that she had tried to teach the same guidance in the community and **she was encouraged to see young advocates sharing public legal education with such success.**



## *Safe spaces lead to disclosure and timely support*

VJC sessions continue to build trust so that children feel safe to speak out. During a VJC closeout event, one girl disclosed through the VJC device Help Request that she had been defiled by a relative. E<sup>2</sup> staff immediately engaged the VJC Help Request pathway and coordinated medical and psychosocial support, along with guidance on reporting. The team reflected on how many **children struggle to speak with parents about abuse and how early, open communication can help ensure access to justice.**

## *Ethan & Tracy's VJC experience – The dovetailing of 160 Girls*

Ethan provided advocacy support to his 9-year-old friend and neighbour Tracy, who was raped by another neighbour. Ethan helped Tracy seek access to justice with the support of her family, resulting in an arrest by 160 Girls-trained police, and a prosecution initiated and completed within 6 months of reporting (we are waiting for the judicial decision in this case). Ethan volunteered to escort Tracy to school and home after she was assaulted. ***Ethan told us he “just wanted Tracy to feel safe.”*** Ethan was one of the 160 Girls VJC Dr. Ngeyi human rights leadership awardees. This access to justice success story demonstrates the dovetailing of 160 Girls, and how the system can work as each stakeholder applies the 160 Girls education being embedded in the system.





# Interviews with e<sup>2</sup> Changemakers

*The following insights are shared by members of the 160 Girls Prosecution and Judiciary Curriculum Team.*

## **Judge Hellen Amolo**

Appeal Judge, Kenya; President, International Association of Women Judges (IAWJ)

## **Teresa Donnelly**

Crown Prosecutor, Ontario; President of Federation of Law Societies of Canada (2024-25)

## **Ebby Maswai**

Assistant Director of Public Prosecutions; Head of Sexual & Gender Based Violence Division, Kenya

## **Hon. Jane Kamau**

Principal Magistrate of Kajiado Law Courts, Kenya

## **Edwin Otieno**

Head of Prosecution, Marsabit County, Kenya

## **Dr. Lori Haskell, C.M.**

Clinical Psychologist & Leading Expert in Trauma-Informed Practice, Canada

# Judge Hellen Amolo

## *Appeal Judge, Kenya; President, International Association of Women Judges (IAWJ)*

### **1. What attracted you to partnering with e<sup>2</sup> on the 160 Girls project?**

The name “160 Girls” immediately caught my attention. As I learned more, I realized it was tied to a real-life case handled by a fellow judge and I was drawn to its direct alignment with the Kenya Women Judges Association’s mandate to protect girls’ and women’s rights. The structured follow-up of judicial recommendations through practical training solidified my commitment.

### **2. What has been your most meaningful experience with the 160 Girls project?**

The sisterhood that developed through the foundation workshop was truly inspiring. We built strong professional bonds across jurisdictions and generations, united by a shared purpose. I appreciated the safe and respectful space created by e<sup>2</sup> where prosecutors, judges, and academics could collaborate as equals. It was both formal and deeply personal.

### **3. What is the most challenging part of your engagement?**

Time. Balancing judicial responsibilities, association work, and the 160 Girls training sessions can be demanding. Still, I find it rewarding and energizing. I often refer back to the materials when making rulings or leading discussions.

### **4. In your opinion, how does e<sup>2</sup>’s 160 Girls project differ from other equality-advancing initiatives?**

This project doesn’t stop at legal theory. It incorporates lived realities, survivor-centred approaches, and trauma-informed training that helps adjudicators understand why survivors behave as they do. These insights are critical for fair and empathetic rulings.

### **5. Final remarks**

I strongly hope this training becomes part of the Judiciary’s formal curriculum through the Kenya Judiciary Academy. It’s essential that incoming judges benefit from what we’ve started, especially in cases involving gender-based violence. The psychosocial aspects of the training must continue to evolve with the justice system.



***"Despite the age range among participants, there was mutual respect, humour, and joy; we even had a ping-pong champion! The informal bonding helped deepen our understanding and reminded us that compassion and connection are essential in this work."***

***- Judge Hellen Amolo***

# Teresa Donnelly

*Crown Prosecutor, Ontario; President of Federation of Law Societies of Canada (2024-25)*

**1. What attracted you to partnering with e<sup>2</sup> on the 160 Girls project?**

I first learned about the 160 Girls Project in 2018 when Fiona Sampson received a human rights award from the Law Society of Ontario, where I served as Chair of the Human Rights Monitoring Group. As a prosecutor committed to addressing violence against women and children since 1994, I was deeply drawn to the project's real-world impact in Kenya.

**2. What has been your most meaningful experience with the project?**

Participating in the prosecutor training sessions has been especially rewarding. It has given me the opportunity to share over 30 years of experience in prosecuting sexual violence, while also learning from the powerful work of Kenyan prosecutors. The mutual exchange of ideas has been incredibly enriching.

**3. What is the most challenging part of your engagement?**

Time has been the biggest challenge. Balancing professional responsibilities in Canada while participating in an international initiative has limited how involved I can be. I look forward to being even more engaged in the future when I have more availability.

**4. In your opinion, how does e<sup>2</sup>'s 160 Girls project differ from other equality advancing initiatives?**

Unlike many legal initiatives that focus on abstract policy or theory, the 160 Girls Project is direct and practical. It works closely with justice system actors, police, prosecutors, and judges, to implement real change on the ground. That hands-on, systems-level focus is what makes it so effective.

**5. Final Remarks**

I hope the momentum continues. The relationships built through this initiative, rooted in deep respect and shared purpose, will continue to strengthen prosecutorial capacity and expand access to justice for children. The foundation is strong, and the work is essential.

What truly sets this project apart is its collaborative spirit. Everyone on the team is open to learning from each other. There is no hierarchy, just a shared commitment to justice. That spirit of partnership is not only rare, but also central to the project's success.



**"...the 160 Girls Project is direct and practical... That hands-on systems-level focus is what makes it so effective."**

**- Teresa Donnelly**

# Ebby Maswai

## *Assistant Director of Public Prosecutions; Head of Sexual & Gender Based Violence Division, Kenya*

### **1. What attracted you to partnering with e<sup>2</sup> on the 160 Girls project?**

I first engaged when the Office of the DPP initiated the partnership and signed the Memorandum of Understanding. The DPP's commitment, including attending Cohort 1, demonstrated clear institutional backing. The collaboration with e<sup>2</sup> aligned with our mandate to strengthen child protection and improve justice outcomes.

### **2. What has been your most meaningful experience with the project?**

The prosecutor training has been especially meaningful. It targets the prosecutors who meet child survivors in subordinate courts and equips them with trauma-informed skills. The exchange with Canadian and Kenyan colleagues is practical and mutually beneficial. Given that roughly 70 percent of sexual offense files involve defilement, this focus directly improves how children experience the justice process.

### **3. What is the most challenging part of your engagement?**

Logistics. Coordinating ODPP faculty across Kenya, securing approvals, and arranging transport can be complex. With experience we have become more efficient, for example by preparing multiple cohort lists in advance, but the scale of the work still requires careful planning.

### **4. In your opinion, how does e<sup>2</sup>'s 160 Girls project differ from other equality advancing initiatives?**

It is hands-on and system facing. E<sup>2</sup> does not stop at diagnosing rights violations. The project supports remedial action by training investigators and prosecutors, clarifying roles, and building sustainability through a train-the-trainer model. The emphasis on child-friendly, trauma-informed practice reduces re-traumatization and strengthens prosecutions.

### **5. Final remarks**

Post-training surveys show strong engagement, with many participants describing real "aha" moments, especially around institutional betrayal. The Toronto joint sessions helped forge durable professional relationships across our teams. A key lesson is remembering that every file represents a child and that careful pre-trial preparation supports confident testimony and reduces recanting driven by fear. Feedback often asks for longer sessions, which speaks to the program's value. I am grateful for the commitment of the e<sup>2</sup> team led by Dr.e Fiona and for the dedication of our Kenyan colleagues. I am confident these trainings will have a lasting impact on child-sensitive, trauma-informed prosecutions.



**"A key lesson is remembering that every file represents a child."**

**- Ebby Maswai**

# Hon. Jane Kamau

*Principal Magistrate of Kajiado Law Courts. Kenya*

## 1. What attracted you to partnering with e<sup>2</sup> on the 160 Girls project?

Through my role as vice secretary in an association that addresses sexual violence, I learned about the project and wanted to connect directly with survivors. As a magistrate and as a woman, the mandate to protect children and support victims resonated with me.

## 2. What has been your most meaningful experience with the project?

Both office-based work and legal theory are important to this effort, but being in the field brings a different dimension. Meeting survivors and stakeholders in their own contexts shows how guidance is received and applied, which deepens understanding and impact.

## 3. What is the most challenging part of your engagement?

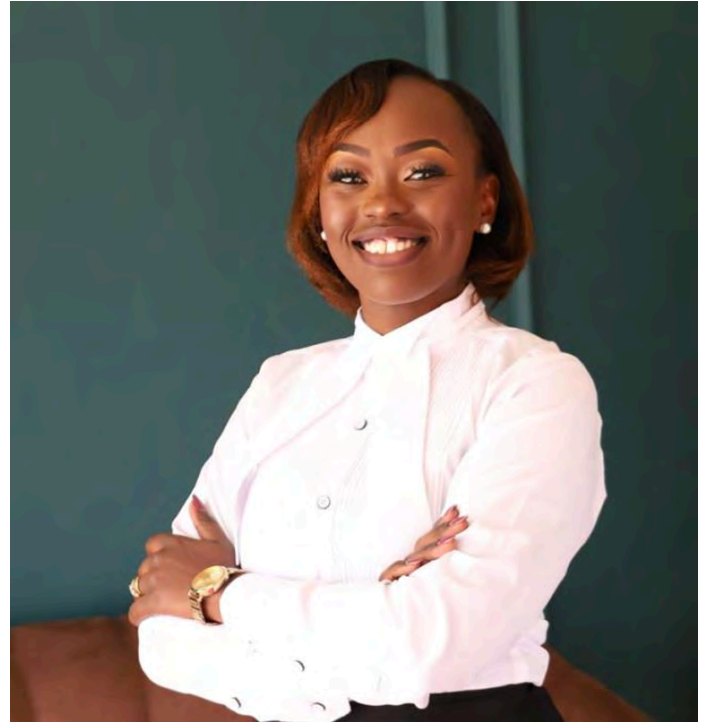
Time. A heavy court docket makes it hard to be as intentional as I would like, which can slow progress. Additional resources would also help expand participation and outreach.

## 4. In your opinion, how does e<sup>2</sup>'s 160 Girls project differ from other equality advancing initiatives?

It feels warm and human-centred. Instead of staying abstract or strictly legal, the work is grounded in lived reality, with trauma awareness and practical implementation that I would describe as warm justice.

## 5. Final Remarks

I am honored to have been selected and to be asked for feedback from the bench. I would welcome more opportunities for engagement and look forward to contributing further.



**"...the work is grounded in lived reality, with trauma awareness and practical implementation that I would describe as warm justice"**

**- Hon. Jane Kamau**

# Edwin Otieno

*Head of Prosecution, Marsabit County, Kenya*

**1. What attracted you to partnering with e<sup>2</sup> on the 160 Girls project?**

I was nominated by my office to collaborate on the defilement training curriculum. I appreciated the trust that implied and welcomed the chance to learn from colleagues, including Canadian prosecutors.

**2. What has been your most meaningful experience with the project?**

The training itself. In 13 years as a prosecutor, this is the first program designed specifically for prosecutors on defilement matters. Teaching peers and hearing their feedback about changes they will make in practice has been especially rewarding.

**3. What is the most challenging part of your engagement?**

Travel and workload. I am based in Marsabit, about 520 km from Nairobi, so balancing court duties with training sessions has been demanding. Better advance planning has made it easier over time.

**4. In your opinion, how does e<sup>2</sup>'s 160 Girls project differ from other equality advancing initiatives?**

It is tailored and interactive. The sessions focus directly on defilement prosecutions and use real-time discussion to exchange ideas. The trauma-informed approach helps prosecutors understand the child's experience and adjust how we prepare and present cases.

**5. Final Remarks**

I am grateful to be part of this team. The work is important and I believe it will strengthen child-sensitive, trauma-informed prosecutions across Kenya. I look forward to helping train all the intended prosecutors.



***"In 13 years as a prosecutor, this is the first program designed specifically for prosecutors on defilement matters."***

*- Edwin Otieno*

# Dr. Lori Haskell, C.M.

## *Clinical Psychologist & Leading Expert in Trauma-Informed Practice, Canada*

### 1. What attracted you to partnering with e<sup>2</sup> on the 160 Girls project?

The significance of the landmark 160 Girls case and e<sup>2</sup>'s accomplishments. A defining moment for me happened during an e<sup>2</sup> meeting in Malawi when a young girl asked what our team was doing there. When she heard the answer, she replied softly, "I don't want to be raped." With my decades of work supporting survivors and collaborating with police, and training prosecutors and judges, that moment crystallized why this project mattered so deeply.

### 2. What has been your most meaningful experience with the project?

The immediate engagement from participants stands out. Their curiosity, willingness to apply the material, and collaborative problem-solving were remarkable. The gratitude expressed, made it clear the work resonated deeply. Seeing complex trauma-informed concepts become accessible and impactful has been profoundly rewarding.

### 3. What is the most challenging part of your engagement?

Because the opportunity was so meaningful, the team became perfectionistic, wanting every detail to be our best work. Balancing that level of care with other commitments was challenging. It was also difficult to hand over the materials without being able to follow the training's evolution firsthand, though I knew it was in strong and capable hands.

### 4. In your opinion, how does e<sup>2</sup>'s 160 Girls project differ from other equality-advancing initiatives?

Fiona's thoughtful team building is unique, she brings together people who excel in their fields and work collaboratively and flexibly. The focus on sustainability and the train-on-trainer model create long-term impact. The blend of expertise and the emphasis on lived realities make this initiative stand apart.

### 5. Final remarks

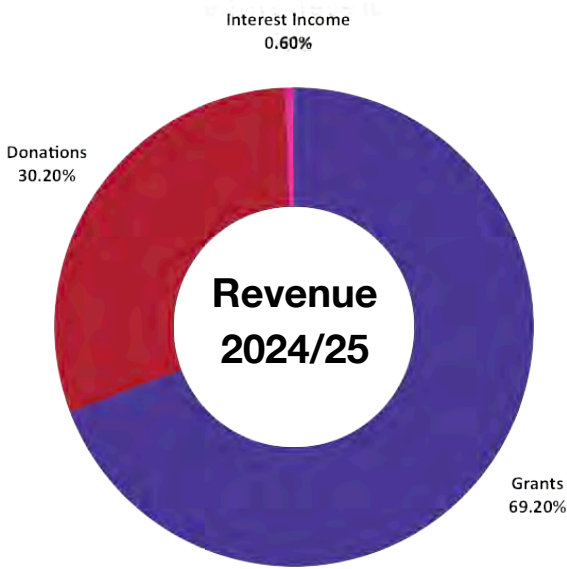
I feel fortunate to be part of this work. It has been inspiring to see the program take root and grow, and I am grateful to contribute to such meaningful change.



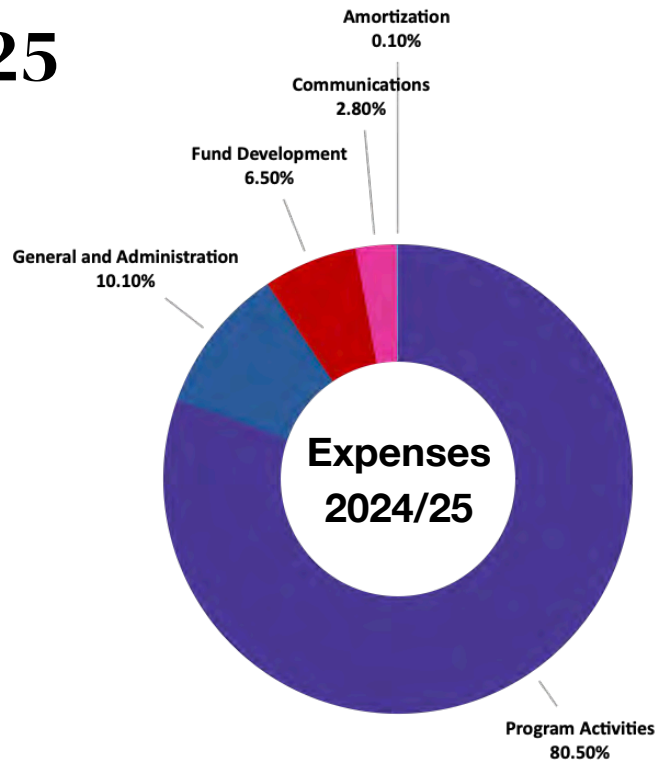
***"A defining moment for me happened during an e<sup>2</sup> meeting in Malawi when a young girl asked what our team was doing there. When she heard the answer she replied softly, "I don't want to be raped"...that moment crystallized why this project mattered so deeply."***

***- Dr. Lori Haskell, C.M.***

# Finance Update 2024-25



Grants	\$732,318
Donations	\$319,875
Interest Income	\$6,122
<b>Total Income</b>	<b>\$1,058,315</b>



Program Activities	\$868,653
General & Administration	\$108,965
Fund Development	\$70,571
Communications	\$29,687
Amortization	\$546
<b>Total Expenses</b>	<b>\$1,078,423</b>





160 GIRLS  
JUSTICE  
CLUBS

GMRC  
e  
Health

160 GIRLS JUSTICE CLUBS

# Thank you

**The ground-breaking human rights work done by the Equality Effect depends on an 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 create transformative equality change. Thank you to our committed volunteers and to our generous funders, partners and donors. We could not do our critical human rights work, making girls' and women's rights real, without you.**

## **Canadian Board**

Anne Marie Mayne, Treasurer  
 Hon. Lady Justice Patricia Nyaundi  
 Jenna Kara  
 Kim Bernhardt  
 Morgan Sim, Chair  
 Theresa Widdifield

## **American Board**

Alex Kochis  
 Kim Bernhardt  
 Susan Wright, Chair

## **Advisory Committee**

Anne Ileri  
 Dr. Winnie Kamau  
 Hon. Lady Justice Patricia Nyaundi  
 Mary Eberts

## **Legal Team Consultants**

Dr. Bernadette Malunga  
 Dr. Elizabeth Archampong  
 Hon. Lady Justice Patricia Nyaundi  
 Kim Bernhardt  
 Mary Eberts  
 Dr. Melanie Randall  
 Prof. Jennifer Koshan  
 Dr. Winnie Kamau

## **Staff**

Dr. Fiona Sampson, CEO  
 Kula Wako, 160 Girls Kenya National Coordinator  
 Martine Omondi, IT Coordinator  
 Patricia Simiyu, Program Officer  
 Dr. Ruth Nekura, Curriculum Coordinator  
 Yvonne Kemunto, Fund Development and Operations Coordinator

**160 Girls Prosecution & Judicial Curriculum Team**

Hon. Lady Justice, Agnes Murgor  
 Ebby Maswai  
 Edwin Otieno  
 Rtd. Hon. Lady Justice Hannah Okwengu  
 Hon. Hellen Onkwani  
 Hon. Lady Justice Hellen Omondi  
 Hon. Jane Kamau  
 Prof. Jennifer Koshan  
 Kelli Frew  
 Dr. Lori Haskell  
 Hon. Lady Justice Maureen Onyango  
 Mahdi Khamis  
 Meaghan Cunningham  
 Dr. Melanie Randall  
 Hon. Lady Justice Patricia Nyaundi  
 Hon. Lady Justice Roseline Korir  
 Vera Anyango  
 Victorine Kitoto

**Measurement & Evaluation Team**

Alyson Gordon  
 Christine Macdonald  
 Delaine Hampton  
 Nicky Young  
 Susan Wright

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

Blake, Cassels & Graydon LLP  
 Centre for Advanced Hindsight, Duke University  
 Compass Partners  
 McGill University, Faculty of Law  
 One Pixel Off  
 Rotman School of Management, University of Toronto  
 Torys LLP



We're proud of our partnerships with the highly respected foundations and corporate sponsors below. In addition to these supporters, we rely on generous contributions from private individuals in Canada and around the world. We're very grateful for all their support.

Adelle and Paul Deacon Acacia Foundation  
 Blake, Cassels & Graydon LLP  
 Girls' Rights Project  
 Global Affairs Canada  
 Grand Challenges Canada  
 Krstajic Foundation  
 LexisNexis  
 McLean Smits Family Foundation  
 R. Howard Webster Foundation  
 Social Capital Partners  
 The Peter Cundill Foundation  
 Toronto Dominion Bank

#### Local Partner Organizations

Community AID Transformation Alliance Group (CATAG)  
 Human Rights Network Ghana  
 International Association of Women Judges – Kenya  
 Nairobi Women's Hospital – Gender Violence Recovery Centre

National Police Service Kenya  
 Office of the Director of Public Prosecutions, Kenya  
 Ripples International (160 Girls Founding Partner)  
 The International Center for Reproductive Health – Kenya  
 Women and the Law Network, University of Malawi  
 Women Law Southern Africa – Malawi

*Annual Report Photo Credits: Brian Otieno and Jacquie Labatt*

*Annual Report Editor: David Hampton*

*Website Video Creation: Andrea Dorfman and Drew Alcorn*

*Annual Report & Website Design: Hillary Harris, HH Media & Design*

#### Contact Information:

The Equality Effect (e<sup>2</sup>)  
 77 Bloor Street West, Suite 600, Toronto, Ontario, Canada, M5S 1M2 (416)720-7359  
[info@theequalityeffect.org](mailto:info@theequalityeffect.org)  
[www.theequalityeffect.org](http://www.theequalityeffect.org)  
 Charitable Reg. #: 84537 8009 RR0001

