



Raising Voices of Change

Annual Report 2011/2012

F→RWARD

Safeguarding rights & dignity

Who We Are

FORWARD (Foundation for Women's Health, Research and Development) is a leading African Diaspora women led campaign and support charity. Since 1985 we have been dedicated to advancing and safeguarding the sexual and reproductive health, rights and dignity of African girls and women. We enable women and girls to play a key role in changing practices and policies that affect their rights and wellbeing. **FORWARD** works through partnerships in the UK, Europe and Africa.

Our Vision

"A world where women and girls live in dignity, are healthy, have choices and equal opportunities".

Our Aims

- **Ending** gender based violence (GBV) in particular female genital mutilation, child marriage and related health rights issues affecting African girls and women.
- **Increasing** access for at risk women and girls to specialist support services, skills and livelihood opportunities.
- **Improving** capacity and sustainability of partner organisations.
- **Strengthening** voices of African Diaspora women in policy processes and development.

Our Values

FORWARD's work is centred on the following:

- **Protection** of rights of women and girls.
- **Provision** of entitlements and support.
- **Participation** of those affected by enabling them to engage effectively, building partnerships at all levels with key stakeholders.

Our Focus

Female Genital Mutilation (FGM): involves the partial or total removal of the external female genitalia, and/or injury to the female genital organs for non-medical reasons. **100-140 million** African women have undergone FGM worldwide. **24,000** girls in the UK are at high risk of undergoing the most severe form of FGM.

Child Marriage: is the formal or informal marriage of children before they reach 18 years of age. Every day **25,000** girls are married whilst still children. It has a particularly negative impact on girls and violates their right to choose their spouse, curtails their life options and education, impairs their health and perpetuates poverty.

Obstetric Fistula: a severe medical condition, resulting in a hole between the bladder and the vagina leading to constant leaking of urine. This is caused by obstructed labour and lack of access to adequate maternal health care. Approximately **2 million** cases go untreated each year as it mainly affects marginalised women and girls. Child marriage is directly linked to the high number of girls and young women with obstetric fistula due to them being too young when having their first child and their bodies not yet being fully developed for childbirth.

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Message from the Chair

The voices of African women and girls often go unheard, compounding the fact that they experience multiple challenges which violate their rights and dignity. **FORWARD's** work in 2011 placed added emphasis on raising voices of African women and girls at the community level, in policy processes and in the media. FGM and child marriage can only end if communities are supported and encouraged to change their attitudes and behaviour. **FORWARD's** ethos focuses on ensuring communities, in particular women and girls, have the capacity and confidence to participate and shape events, influence policies and effectively represent the issues affecting them directly.

In 2011 **FORWARD** engaged over 1000 women and girls affected by FGM in the following cities in the UK; London, Bristol, Manchester, Middlesbrough and Birmingham. Additionally **FORWARD** continued to champion the role of a network of African Diaspora to promote the health and rights of African women. The establishment of our Diaspora African Women's Network (DAWN) enabled us to reach a wider audience, including young women who attended our first ever Diaspora Women's Conference.

The current shift towards acknowledging the important role of the Diaspora in the development of Africa has helped shed more light on our development work in Africa. **FORWARD** participated in a study on the impact of Diaspora organisations in international development. The evidence highlighted the valuable work of our three year programme in Northern Ghana and the importance of our role as a Diaspora organisation in development work. In the past year we successfully partnered with eight organisations as part of our Africa programme, strengthening their management capacity and performance. This is reflected in the expansion of the "Girls Clubs" and networks which have supported over 1000 girls.

FORWARD's work is made possible by the support and efforts from our generous funders, friends and supporters. We truly appreciate your contributions. The majority of our supporters

have been with **FORWARD** for many years and have demonstrated real commitment to safeguarding the rights and dignity of African girls and women. We will continue to strengthen information flow with our supporters over the coming year through our new quarterly e-digest and events. I would like to also express our gratitude to our dedicated trustees, staff and volunteers. You remain pivotal to **FORWARD's** work through the provision of your invaluable resources, skills, knowledge and passion. We also acknowledge those who have left the **FORWARD** family in the past year, and thank them for their contributions. Our success is no doubt wedded to your continued support and we hope this will continue during the upcoming year.

Our strategic priorities over the next three years will focus on strengthening staff capacity to deliver cutting edge programmes, increasing our support base and diversifying our income streams to enable us to scale up our work on gender based violence including FGM, child marriage and obstetric fistula. We will build on our two campaigns on child mothers and ending FGM together.

Finally a big thank you once again for working with us. Our joint efforts can create real change and transform lives of women and girls. As you read through this annual report you will find quotes from the women, girls and men who **FORWARD** works for. Now they have this platform to be heard, please make sure you share this report with others so these voices reach far and wide to end the pain caused by FGM and child marriage.

Dr Soheir Elneil



Reflections from the Executive Director

A truly unique attribute of **FORWARD** has been our ability to stay focused and committed to our ethos of campaigning on taboo issues while continuously supporting the diverse needs of affected women and girls. We are seeing progress on a number of fronts; hearing new voices in the campaign and seeing evidence of shifts in engagement from a range of stakeholders at local, national and international level. We hope to share with you some of these voices of change in this report.

Our programme theme in the UK was “Ending FGM Together”. This initiative aims to strengthen local voices of change; build competency of key actors and raise awareness to shift attitudes towards ending FGM (attitudes which thrive on silence, lack of awareness and general attitude of not wanting to offend other people’s cultures). **FORWARD** is starting to engage new players including men. We worked with statutory professionals, schools, young people and women and helped shape new multi-agency partnerships to improve coordination and response in relation to FGM.

Over the course of the year, we strengthened our existing partnerships and increased collaborative work in Africa, Europe and the USA. Most of this collaborative work was a result of requests to share our programme learning and experiences. We joined the global Girls not Brides partnerships led by The Elders, to increase global advocacy to end child marriage. We contributed to consultations in Belgium, Canada, Holland, Spain, South Africa and the USA. We set out to inform and influence agenda setting, shape programme strategies and ultimately strengthen global voices of change.

When I took over as head of **FORWARD** in 2007 we only had four members of staff, today we have 12 staff members. We continue to attract committed volunteers, interns and supporters who have contributed tremendously to our work. Many continue to utilise the experience, skills and exposure gained from **FORWARD** to campaign for

the rights of women and girls in the UK and beyond.

We have strengthened our fundraising efforts despite the difficult economic climate, and have managed to increase our income. This is indeed evidence of the confidence of donors and supporters in our work. We are revamping our internal systems, human resources policies and structures as part of our organisational development plans. We started the award winning quality assurance process (PQASSO Quality Mark) focusing on improving our internal standards in all areas of our work. This has been a challenging but rewarding process. In the coming year we plan to improve our electronic data management system and better manage our growing portfolio of programmes, supporters and stakeholders.

FORWARD was built on the work of dedicated supporters and friends and we aim in the coming year to return to our roots and strengthen our support base. Our new programme to mobilise African women in the Diaspora will form a central part of this shift. We are keen to ensure that African women, in particular young women, rekindle their passion for Africa and be part of the drive for change to improve lives of girls and young women.

We welcome your continued support and look forward to you joining our journey.

Naana Otoo-Oyortey,
MBE



Listening to Voices of Community Women

FORWARD's work with communities affected by FGM forms a core component of our aims. During the year, we focused on strengthening community voices of change in both our UK and Africa programmes. This helped to inform our policy work, engage relevant stakeholders and shape our community programme interventions. **FORWARD's** research in 2007 had estimated that 24,000 girls in the UK were at high risk of the most severe form of FGM. In the absence of an enabling policy environment, we have worked to ensure that communities play a central role in safeguarding their girls from FGM.

Community Empowerment and Development in Action



"During my antenatal visits, I explained all about FGM to my midwife. After finding out that I am involved in FGM work, she asked questions which I was able to respond to." - Somali Woman.



"Evidence gathered from multiple sources within the communities and some health professionals suggests that attitudes and knowledge about FGM have changed. In particular, many of the Community Health Advocates have wide connections and are passing messages through word of mouth at schools, weddings, events etc." - Bristol project evaluation, 2012.



Participants at the Zero Tolerance to FGM event, Bristol 2012



Men's group discussion, Bristol 2012

FORWARD played a crucial role in empowering communities. We began by listening to the experiences of women who are seldom heard and giving them the space and confidence to articulate their situation. We enabled them to acquire skills to lead change, nurtured their leadership skills and enabled them to shift attitudes and behaviour towards FGM. This is part of our vision to empower communities to say no to FGM and yes to women determining their own lives.



Street advocacy in London 2011

Street Advocacy Action



"I wasn't sure about the street advocacy approach but the training allayed my fears. Families were receptive and received FGM information with great enthusiasm. I spoke to a lady who later identified herself as a social worker; she didn't know what to look out for regarding FGM and girls at risk. We had a good conversation and it was an eye opener. This has boosted my confidence and will do this again." - Summer campaign and family picnic volunteer July 2011.

In the past four years, we have adopted a community development and empowerment approach in Bristol and this has brought about a shift in engagement on FGM. We have worked in partnership with Refugee Women of Bristol, to train 15 community health advocates who have listened to and supported women in their communities. FGM affected communities are increasingly becoming explicit in stating their opposition to FGM, calling for the necessity to safeguard their daughters and have demanded better healthcare for women who are living with the harmful consequences of FGM.



"The reason I contacted FORWARD to attend the training is because I didn't want my daughter to go through what I went through. I now know there is support and I am ready to protect her from FGM" - Khadra

Enabling Women to Engage and Participate in Programme Interventions

FORWARD aims to support the representation and participation of women affected by FGM. Therefore, we have continued to coordinate a Community Advisory Group in London to facilitate engagement and a coordinated response to ending FGM. The group comprising of representatives from the statutory sector, community organisations and individuals affected by FGM meets quarterly to advise and plan the implementation and monitoring of project activities. They share best practices, programme lessons, organise joint community events and contribute to resource development. This has expanded FORWARD's reach to wider communities in London and we now have a broader group of organisations who are enthusiastic about African women's health and wellbeing.



London Summer event participant, 2011

Creating Safe Spaces to Help Unfold Inner Strength and Voices



"You never get to talk about it [FGM], it happened and you get on with it. It's a secret society thing you know."
-Sierra Leonean woman

Talking about a taboo subject like FGM is a huge challenge for many women affected by the practice. At **FORWARD** we create safe spaces for women to talk as the first step towards protecting their daughters and ultimately developing the confidence to reach out to the wider community to campaign against FGM. Our monthly information-sharing coffee mornings in our London offices have become increasingly popular, with 45 women signed up so far. This safe space has enabled women to share information and experiences as well as support each other.



"I would never have thought that I would have attended something like this in my entire life. This is our culture's untouchable subject, so today we break the barrier" - Somali woman



"I was very happy, to share with other women who are exposed to FGM and especially to learn about my rights as a woman. I greatly appreciate the work and support FORWARD is offering to us women who are at risk and facing threats of FGM and other domestic matters. I'm very encouraged, especially after meeting other women and knowing that there are people there who are supporting me mentally and emotionally. I'm hoping to attend more coffee meetings and hear more from the ladies. They are very welcoming, encouraging and I had a great time with them." - Anab, London

Building Leadership Skills to Shape Women's Voices and Engagement



"I would like to thank you for giving me the opportunity to take part in the women's health and leadership skills training. The training has given me knowledge and confidence to stand and share my story." - Fatou, London

FORWARD's 'Women's Health and Leadership Programme' grew significantly in 2011. During an eight week course, we trained 79 women in Bristol, Birmingham, London and Essex. We also tailored the training to meet the needs of women in the Royal Borough of Greenwich. Women graduating from the programme have gone on to volunteer at organisations including **FORWARD**; organise FGM awareness community events; set up local support groups and speak at different forums. Their outreach work enabled us to reach more than 400 women.



Woman in London receiving her leadership skills certificate from FORWARD Community Outreach worker Maria Aden



Women in Bristol receiving their leadership skills certificates



"It was challenging to talk to the community women about FGM and we felt nervous but we were more and more excited after we all talked about it. I tell everyone I love the message that this is not good for their girls." - Health Advocate Bristol



"This tree means a lot to me. I have moved from the bottom to the top and now bearing fruits. Mothers, join the FGM campaign." - Amina, Bristol Health Advocate

As part of NHS Bristol safeguarding training programme, female health leaders assisted and co-presented sessions on FGM at professionals' training.



"Being able to hear first-hand from someone within the community really brought this subject to life and enabled better understanding by being able to ask questions and discuss to clarify issues.

Listening to the emotiveness of this issue really made it mean something, and has left me feeling much more confident about the subject."

- Health professional, Bristol.

We believe that communities are experts in their own lives and their engagement is an essential part in enabling them to actively end FGM in the UK. Working with communities enables a change in attitudes and behaviours - a view captured in the evaluation feedback in the Bristol summer campaign.



Bristol summer campaign event, 2011

Raising Voices of Young People

Creating Change and Challenging Assumptions

FORWARD aims to create a platform for young people to become advocates to help change behaviour and attitudes towards FGM, child marriage and other forms of gender based violence. Our aim is for girls and young women to improve their sexual and reproductive health, their wellbeing, dignity and choices.

Keeping in line with **FORWARD's** mission, young people within our youth programme in the UK and Africa have become agents of change. They continue to educate and inform their peer groups and community, thus providing support for young people and empowering them to become advocates. This has helped to prove that young people have the capacity to make change happen if their voices are nurtured and heard within programmes and at policy level.



'Thank you for all your support, that was really a raw part of my history/life and I always thank Allah firstly and secondly that I crossed paths with this lovely organisation (FORWARD) and the beautiful girls and professional like yourself, Jenny, Dr Imaan and Naana to name a few that have made this platform possible.' - Young woman attendant at YPSO training



Youth Advocacy Café participants, London 2011



Youth advocate - Danya, facilitating at the Youth Advocacy Café, 2011.

During the year, we worked with New Step for African Communities (NESTAC) in Greater Manchester, Platform 51 in Bristol, Aspen Forward in Middlesbrough and Eurosoma in Birmingham. With continued support from the national FGM Special Initiative (funded by Esmée Fairbairn Foundation, Rosa Fund and Trust for London), our youth groups in Rochdale, Middlesbrough and Bristol have developed exciting approaches to youth campaigning on FGM. These included the creation of an awareness-raising FGM song, the development of short films which are used in FGM awareness sessions in secondary schools, and a play about the impact and effects of FGM on young people from a variety of different angles. Our London group has also had two dedicated interns, who have added value to our youth programme by, for example, developing innovative resources for young people.

'FORWARD Women', our London young women's group, has continued its own unique brand of creative arts-based awareness-raising events. In the past year, these have included a 'Youth Advocacy Café' where **'FORWARD Women'** joined forces with other youth advocates (including two advocates from Holland) and worked on a variety of human and women's rights violations and issues. The day proved to be informative and thought provoking. Participants felt it **'brought together young women...'** who **are all determined to change the lives of other women around the world'**. They also recognized the importance and the need for them to continue to collaborate and work together.

Engaging Young Diaspora Voices

During the year, we held a 'Mobilising Young African Women in the UK' conference. The initiative aimed to engage Diaspora young women on development issues. The 120 participants engaged with issues including the challenges and strategies for promoting voices and rights of girls in Africa. They also looked at the role that young African women in the Diaspora can play in mobilising action on gender equality and rights of African girls.

The conference concluded with a practical skills session which included identity and culture, mentoring, media training and leadership and campaigning skills.

The feedback was very positive and attendees said that it felt like an **"African female movement"** was in the making.



"The message I take is that there are so many fantastically well informed young black women in this country and there are the ones that will make so much of a difference in the future of change and improvement for women." - Mobilising Young African Women in the UK Participant.



Participants at 'Mobilising Young African Women in the UK' Conference.



Participants and facilitator Minna Salami



Stall holder

Aspen Forward, our youth partner in Middlesbrough, has focused on developing visual literacy skills through the creation of art cards. Young women have also written and performed poetry to voice their campaign to end FGM among the Diaspora refugee communities living in Teeside. One young woman sums up her experience of being part of Aspen Forward:



"What I enjoyed the most was getting the group together in discussions and listening to others' opinions! I think this kind of project is important to women especially since it is making awareness of what is happening around us. Before the project I wasn't 100% sure that circumcision happened to women! It was very positive for me because I learnt something different, I met lovely people and also I felt I benefited [as] I learnt to understand new things from other women!"



Group discussions on Challenges for young African women in the Diaspora



Voices of Young People

Data on the extent of the problem of FGM in the UK has continued to be a major barrier to action. Data on the prevalence of FGM in the UK is based on a study conducted by **FORWARD** in 2007 which estimated that 24,000 girls in the UK were at high risk of undergoing the most severe form of FGM. In 2011, **FORWARD** launched a national online survey to ascertain the extent of young people's knowledge, attitudes and experiences of FGM in the UK.

The results will help inform and shape policy, including provisioning of support services and intervention programmes for young people. The survey targets young men and women (aged 16 - 25) living in the UK and **FORWARD** hopes it will provide lessons for similar studies in other parts of Europe.

Celebrating Voices of Young African Women

To celebrate International Women's Day, **FORWARD's** Youth Programme in London helped raise the profile and voices of young African women by organising the 'Tunaweza' Festival. This means 'we can' in Swahili and was named after our inspirational girls' network in Tanzania. The day included a film screening of 'Africa Rising', performances by female African artists, stalls selling African food, African jewellery and craft as well as informative stalls on a variety of African, women and youth organisations. Over 110 people attended and we received very positive feedback.



"The day was run by young ladies to a very good standard. It is assuring to see African young women getting involved in community projects." - Tunaweza Festival Attendee.



Ruby and The Vines



Henna Art



Senegalese dance



Our youngest dancer



Tunaweza festival guests

Empowering Youth Advocates to Mentor and Support their Peers

In response to a request by **FORWARD's** young women's group to support direct programming, a pilot project for peer educators and peer mentors called 'EMPOWERED' was created. The eight-week programme worked intensively with eight young mentees (aged 13 - 17) in Camden, London to shape their voices, knowledge and experience on FGM, gender based violence, sexual and mental health as well as dance and self-defence. The feedback was very positive and the mentees appreciated the opportunity to learn alongside other young women. EMPOWERED has been such a successful model of holistically engaging young women to collaboratively examine, explore and engage their own voices that we intend to extend the programme to other boroughs including Brent and Haringey.



EMPOWERED peer mentoring participants, 2011



EMPOWERED peer mentoring participants, 2011

In Bristol 2012, the Girls' Group facilitated by Platform 51 has designed an FGM board game for use with young people in secondary schools and community settings. The game has enabled challenging conversations and difficult questions about FGM to be raised in a safe and fun environment and was generously funded by NHS Bristol.

Young Voices Campaigning for Change

FORWARD's Youth programme has expanded its FGM awareness-raising sessions. Over 30 sessions were held in 2011, engaging over 400 young people. These involved a variety of audiences including schools, youth groups, universities and activist groups in London, Birmingham, Leeds and Brighton. Many of these sessions were co-facilitated or organised by the youth advocates in '**FORWARD Women**'.

NESTAC Youth Group's campaigning to end FGM has focused on the production of two drama documentaries. The films were written, produced and directed by and starred the young people as lead actors and actresses. This powerful resource has been taken into local secondary schools and is available on NESTAC's website- <http://www.nestac.org>

The Bristol Girls' Group has engaged in a wider agenda of opposing violence against women and girls, and was for the first time part of the Reclaim the Night March through Bristol in November 2011. To make their presence known, the group created a banner stating 'Do not be afraid of the dark'.



Feeding back on the experience, the girls commented that they enjoyed the chanting, especially the cry, "wherever we are, wherever we go, yes means yes and no means no".

Raising Voices of Girls through Participatory Research in Ghana and Nigeria



"Girls in Tamale say that multiple marriages bring maltreatment, conflict, and pain to the female. It affects the girl children especially in their education. They do not get proper care. They will become school dropouts, pregnant, and some end up being beggars due to financial problems and lack of love from fathers"

Girl in Tamale, Ghana

FORWARD conducted a PEER (Participatory, Ethnographic, Evaluation and Research) study in Tamale, in the northern region of Ghana and in two coastal villages in Badagry Creek, Lagos State, Nigeria. The study explored the key issues and challenges affecting the sexual and reproductive lives of girls.

FORWARD uses participatory research to inform our programme intervention. PEER trains community members to enable them to interview their peers. The process is empowering for the interviewers and it provides in-depth information that could not be gained by other research methods. A total of 42 young women took part in the PEER study which was jointly conducted with our project partners - Platform for African Youth Development (PAYDP) in Ghana and Sail Harbour Foundation in Nigeria.



PAYDP, FORWARD staff and Girls in Tamale, Ghana



Sail Harbour Foundation Staff, FORWARD researcher and Girls in Badagry, Nigeria



Girls in Badagry, Nigeria



Girls in Tamale, Ghana

Strengthening Voices of Girls in Africa through Networks and Clubs

In the past year, **FORWARD** supported girls and young women in Ghana, Liberia, Nigeria, Sierra Leone and Tanzania as part of the programme 'Advancing the Health and Rights of African Girls and Women' and 'Mobilising Action on Rights of Girls'. The most significant outcomes over this period was an increase in the confidence of girls and their improved knowledge of their rights. The programme supports local partners through capacity development, one to one guidance and funding. We have continued to support young women led organisations because they often have less access to funding (in many countries). The partners we worked with in the year included Girls of Destiny World in Liberia, Purim African Youth Development Platform (PAYDP) in Ghana, Sail Harbour Foundation in Nigeria, Planned Parenthood Association of Sierra Leone, Children's Dignity Forum, UMATI and Chipua in Tanzania.

Highlights of the Africa programme achievements include the following:

- 42 girls trained as researchers to conduct PEER research in Ghana and Nigeria. This provided insight into the lives of vulnerable girls in marginalised communities.
- In August 2011, 100 girls participated in a march (on girls' rights) through the streets of Tamale, Ghana, during the launch of the girls' clubs. A panel of girls presented the research findings to an audience of over 250 people including policy makers, students, local organisations and community stakeholders. They discussed challenges that faced girls, including early initiation of sex; lack of access to health information and support; illegal abortions; prostitution and poverty.
- Over 200 students and network members marched through the streets of Tarime, Tanzania, during the launch of the Tunaweza Girls' Resource Centre (in October 2011). The centre has received 201 women, 152 girls, 98 boys and 59 men (from diverse parts of the region) including many requesting information and taking part in activities organised by the centre.



Girls in Tarime, Tanzania on the day of the March



Official opening of Tunaweza Girls' Resource Centre



Tunaweza Girls' network, Tarime, Tanzania



Girls March in Tarime, Tanzania

- There are over 1000 members in the girls' clubs and networks in Ghana, Liberia and Tanzania. These clubs provide a safe space for girls to meet and learn about their rights, share information and acquire skills to advocate for their rights and reach out to their peers. Participants in the girls' clubs are usually of school age while the networks participants tend to be girls who have dropped out of school and child mothers.



Girls Club, Tamale, Ghana

- 30 schools consisting of a total of 3000 students benefitted from the "Power of Expression" project. This project used theatre performance to tell a story of empowerment and freedom including messages on "No to FGM" and child marriage. The performance was written and performed by young girls from Dar es Salaam, Tanzania.



"Power of Expression" in action, Dar es Salaam, Tanzania



"Power of Expression", Tanzania



School audience at 'Power of Expression' theatre show, Dar es Salaam, Tanzania



Young women members of Umoja Girls Network, supported by Children's Dignity Forum and FORWARD, Nyamwanga, Tanzania 2011

Amplifying Voices of Men in Promoting Change

Ending harmful cultural practices such as child marriage and FGM requires a clear understanding of the belief systems and social norms that reinforce these practices. This is especially important in developing intervention programmes. In the past year, **FORWARD** has strengthened our engagement with men as key stakeholders, because they are critical players in decision-making. Here is a review which highlights **FORWARD's** work to gain the support and commitment of men.



"I go to these things and they are usually just full of women so it's great to see men and boys here today, we need more of this" - Conference Participant, Bristol

Engaging Men in the Campaign Against FGM in the UK

We have adopted a number of strategies to reach out to men from FGM-affected communities in the UK. We have worked with Islamic scholars, to provide men-only spaces enabling them to reflect on their role as agents of change. Additionally, health advocates conducted informal talks and conversations with men. Key findings from a workshop with men included:

- A general feeling that men do not understand the level of harm that is caused to girls and women subjected to FGM and are unable to adequately support their partners.
- A misunderstanding of FGM in a religious context and many are not aware that FGM is not evidenced in the Quran as a religious obligation.
- A need for awareness-raising for men to support stopping the practice.



Male participants, Bristol



"I felt proud of our work when my husband told me how he explained the effects of FGM to Sudanese men after they questioned what we were doing in Muller Hall and argued that FGM was just a small cut and that women should get on with it" - Bristol Health Advocate.

Raising Voices of Men on Child Marriage in Tanzania

In Musoma, Tanzania, we witnessed the emergence of new voices on child marriage and girls' rights. Over 30 male members of the community comprising of ward executive officers, religious leaders and community development officers took part in training on engaging men to safeguard the rights of the girls in Tanzania (in December 2011). The training organised by UMATI, our local partner, discussed challenges women and girls face and the need for male involvement in improving women and girls' reproductive health and rights. Recommendations from the training included:

- The need to increase male involvement within sexual and reproductive health advocacy.
- The establishment of networks with legal institutions in order to address the problem of gender based violence.
- Support for men to take a stand in delivering messages about sexual and reproductive health (SRH).



"I ask all stakeholders in Mara region to take this project as a golden chance towards mitigation of all forms of gender based violence against women, such as female genital mutilation, early marriage, and early pregnancy which hinders many girls especially from rural areas from enjoying their basic rights such as right to education, right to health service."
- District Medical officer, Musoma



Mens training, Musoma, Tanzania

Advocacy, Campaigns and Public Awareness

FORWARD's programme priority theme "Ending FGM Together" featured strongly in our campaign and policy work during the year. Our work aims to inform and shape policy as well as raise awareness among statutory professionals, policy makers and the general public. Therefore, we supported a number of advocacy events in Europe, Africa and North America on FGM and child marriage.

Ending FGM Together: Communities - The Missing Link, Parliamentary Event, London

FORWARD organised an event on the 23rd March 2012 at the Houses of Parliament hosted by Kerry McCarthy, Labour MP for Bristol East as part of the END FGM Campaign collaboration work. The campaign is led by Amnesty International Ireland in partnership with 14 European organisations. It aims to put FGM as a priority on the European Union agenda and to raise the voices of women who have undergone FGM and those who remain at risk.

The event showcased promising interventions on working with communities affected by FGM from the UK and Holland, and helped to raise awareness of the valuable role communities play in ending FGM. Speakers included Jane Ellison MP (Chair, All Party Parliamentary Group (APPG) on FGM), Prof. Hazel Barrett (University of Coventry), Layla Ismail (Refugee Women of Bristol), Zahra Naleie (Federation of Somali Associations of Netherlands - FSAN), Diana Nammi (Iranian and Kurdish Women's Rights Organisation, IKWRO) and Saria Khalifa (**FORWARD**). Over 45 people attended the event which provided great networking opportunities and was the first visit to the Houses of Parliament for many of the community women who attended the event.

Research conducted as part of the REPLACE FGM project (a joint programme by **FORWARD**, Coventry University, FSAN and West Midlands European Centre) was also showcased at the Parliamentary event. The one year project developed a pilot toolkit for community programs on behaviour change.

FORWARD facilitated an experience-sharing meeting where Zahra Naleie from FSAN spoke about the Dutch approach to working with communities, with Jane Ellison MP and policy makers from the Department of Health and Home Office. The UK government is currently exploring adopting an FGM health declaration tool similar to one used in Holland.



L-R Prof. Hazel Barrett, Jane Ellison MP, Diana Nammi, Naana Otoo-Oyortey, Layla Ismail, Zahra Naleie.



Community women and Jane Ellison MP



Panel with Kerry McCarthy MP



Participants at Parliament Event

Protest Action - FORWARD's Response to the Swedish Cake Controversy

On 1st May 2012 Saria Khalifa of **FORWARD** spoke at the Rage Against Racism protest, at the Swedish Embassy. This protest was organised by Black Feminists in response to the 'cake art' by Makode Linde in Sweden. The art work involved a cake in the form of an African woman, which was cut (starting at the genitals) by Swedish Minister for Culture Lena Adelsohn Liljeroth to raise awareness of the harmful effects of FGM. The incident was extremely offensive to women and girls affected by FGM and caused outrage around the world. (See our News section on the website for coverage of the protest and for more information.)

Joining Global Voices in the Campaign to End FGM and Child Marriage

FORWARD continues to participate in a number of campaign actions at the European level and has supported experience sharing and learning with other campaigners and activists at the global level. This enables improved programme interventions and the identification of gaps in knowledge. A glaring feature of these conferences was the need for more robust evaluation of programme interventions and dissemination of knowledge.

Highlights of the events that **FORWARD** supported in the year included:

- A conference on Female Genital Cutting: Focus on Canadian Approaches to Addressing FGC was organised by the Sexuality Education Resource Centre in Manitoba, to mobilise knowledge-sharing and action among researchers, programmers and community organizations from Canada and Europe. **FORWARD** presented two papers on the UK policy and programme approaches and helped inform the agenda-setting sessions.
- The International Congress to Eradicate Forced and Early Marriages was jointly organised by the University of Southern California and Yelitaare, a Senegalese Diaspora organisation based in Los Angeles. The exchange sessions examined on-going interventions on child and forced marriage with the aim of enhancing collaboration and strategy development. **FORWARD** presented a paper on our child marriage programme in Tanzania.
- Girls Not Brides: the Global Partnership to End Child Marriage was launched in Addis Ababa, Ethiopia in June 2011 to give greater visibility to child marriage on the global policy agenda. This initiative led by The Elders, an organisation of global leaders. Dr. Gro Brundtland, Mrs Graça Machel, Mrs Mary Robinson and Archbishop Desmond Tutu (members of The Elders group) shared their vision at a strategic planning meeting which was attended by over 70 participants including **FORWARD**, we have since become a member of the global network.
- **FORWARD** supported a Tanzania partner to set up a national alliance against child marriage in November 2011. The alliance currently has 20 organisations as members, with the majority coming from small grassroots organisations. The alliance will focus on advocacy action to improve the legal environment, for example under Tanzanian law where the marriage of girls of 14 years is permitted with parental consent.

FORWARD's Ambassadors for Change Initiative



"Artists have the power to move people and influence decision makers (including traditional/religious leaders) and parents in FGM-affected communities." - **FORWARD** representative.

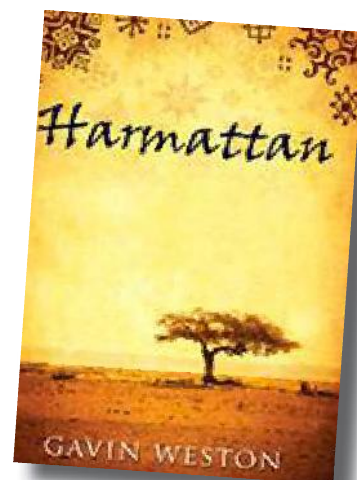
FORWARD launched a new Ambassadors for Change Initiative where artists and other influential people, mainly from the creative industry were selected to represent **FORWARD** and the issues we are working on. This initiative includes the selection of youth ambassadors and community champions. This is based on our belief in the power of music and art to spread positive messages, reach wider audiences and create a positive change within society through the use of different forms and mediums such as art, music, journalism, creative writing and spoken word.

FORWARD Ambassadors and Community Champions share a commitment to end FGM, child marriage and other related reproductive health rights abuses. They, like **FORWARD**, envision a world where all women and girls have the right to dignity, health, choice and equal opportunities. They play a very important role within **FORWARD's** outreach work and support **FORWARD's** core values, including supporting and raising the voices of young women.

Raising the Voices of Child Brides

FORWARD is very excited to be collaborating with the talented visual artist and writer Gavin Weston on his newly launched book - '*Harmattan*'. The beautifully written book set in Niger highlights the harsh life of a child bride. **FORWARD** has been working with Gavin since early 2011 and is honoured he accepted the role of a **FORWARD** Ambassador. Gavin is using the novel to raise much-needed awareness of the issue of child marriage which is estimated to affect 10 million girls worldwide every year.

Gavin took part in a consultation seminar on child marriage which **FORWARD** organised with Enabling Education Network (EENET) and the International Planned Parenthood Federation (IPPF) in March 2012. The seminar provided a platform for international development practitioners, policy makers, researchers, students and organisations to share on-going interventions and shape agenda setting on research, advocacy and programme strategies to address child marriage.



Raising Voices through the Power of Films

'The Witches of Gambaga' Film Premier

FORWARD, in collaboration with AFRUCA, screened the premier of the film **'The Witches of Gambaga'**, at Amnesty International's Human Rights Action Centre (HRAC) in London. The film was awarded 'Winner of Best Documentary' at the Black International Film Festival in 2011. It tackles the taboo subject of witchcraft in Ghana and is a collaboration between members of the 100-strong community of so-called witches, women's activists in Ghana and abroad, and feminist researchers uniting their passion to bring dignity and improve the lives of women in Africa. The film was followed by a panel discussion with Naana Otoo-Oyortey, **FORWARD's** Executive Director; Yaba Badoe, the film Director; Debbie Ariyo, the Executive Director of AFRUCA; and was chaired by Don Boyd, **FORWARD's** patron and filmmaker.



Naana Otoo-Oyortey, Yaba Badoe
and Don Boyd



Audience at 'The Witches of Gambaga' launch



Panel discussion, 'The Blood of Women'
film premier.

'The Blood of Women' Film Premier

FORWARD screened the UK premier of the 'The Blood of Women' directed by Christian Lajoumard in London on 10 October 2011. The film is set in Northwest Kenya's Great Pokot region - where FGM and child marriage are widespread. It addresses the harsh reality of the effects of FGM, child marriage and child birth through the testimonies of Pokot women, doctors and social workers. It also highlights the positive voices of change within the community. The film screening was followed by a panel discussion with Naana Otoo-Oyortey (FORWARD's Executive Director); Christian Lajoumard (the Film Director); Efua Dorkenoo OBE (Equality Now); Francoise Moudouthe (The Elders) and Evelyn Mathai (Ealing NHS) with a much needed focus on the mental health implication that FGM can and does have on many women and girls. For your copy of The Blood of Women please see the FORWARD website to order.



The Blood of Women

The Secret Pain Screening

To celebrate International Zero Tolerance to FGM day on 6 February 2012 **FORWARD's** Youth programme hosted a film screening of 'The Secret Pain' - a powerful documentary examining the practice of FGM in Sierra Leone. The film screening was followed by a youth panel, that was made up of advocates from various organisations including Africa Advocacy Foundation, Daughters of Eve as well as **FORWARD's** own Young People Speak Out! youth programme.

The event was attended by over 70 people and provoked interesting discussions and conversations, particularly around the importance of including FGM training for student midwives. Audience members were encouraged to suggest ways that young people can get involved in the FGM campaign and an audience member stated that it was **"very empowering to hear the panel and the audience views about FGM"**.



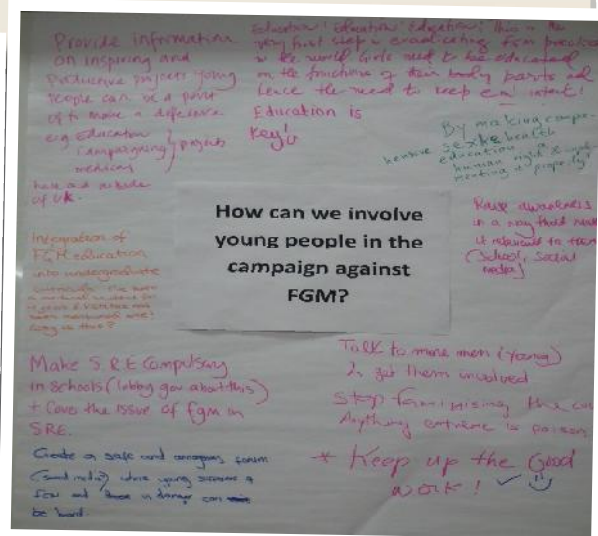
THE SECRET PAIN



Panel discussion- Saria Khalifa, Dalia Farah, Rukayat Akanji-Suleman, Nimco Ali



Saria Khalifa addresses the guests



Fundraising Highlights

The 'Vulva' Patchwork Quilt

Eve Morris donated an exquisite handmade quilt, cushion cover and wall hanging to **FORWARD** to raise funds to support the organisation's work. We plan to include these items as part of a touring art exhibition next year.



The Cushion Cover and Quilt



The wall hanging (a gift to the FORWARD office) + Eve with the quilt



"This quilt came about when I participated in an online quilt block swap. I decided to make something for charity and was inspired by Yoni Quilt Art Challenge that took place a few years ago. I'd heard of your charity and felt it was a cause I very much wanted to support, and the theme of the quilt fit well. I chose to do piecing for the quilt blocks, a very traditional form of quilting, but to give it more of a modern twist and theme around female sexuality. As a result, the quilt was named the 'Crazy Women Quilt', although it formally became known as the 'Vulva Quilt'. I made a block, various people made other blocks. Women from all over the world were part of this project. A few are rape survivors, and many people commented that they were honoured to be involved in the project for that reason. Many of us found it an emotional experience to be working with this subject matter. We wanted to make something that acknowledged the vulnerability of female sexuality, but was celebratory in its approach. I certainly learnt a great deal when making this project and enjoyed it immensely."

The quilters who contributed to the beautiful work were: Amanda (US), Becca (US), Brandi (US), Cari (US), Eve (Scotland), Hardhatcat (Australia), Jeanne (US), Kristel (Canada), Mary (US), Monika (Australia), Ralu (US), Roxanne (US), Shannon (US), Suri (US).

Crossbeat Charity Sound Clash, Dancing to Raise Funds to End FGM

In September 2011, Jack Sellen and Rob Chetwood hosted a night of African and Afro-Caribbean music to raise funds for **FORWARD**. All profit from the door was donated to **FORWARD** while those who were unable to attend on the night but who were still keen to support the cause were able to donate online.

In total the pair raised over £700! This is a fantastic idea of how to fundraise; we cannot thank Jack and Rob enough for their contribution and continued support.



Rob + Jack

Charity Duck Race Fundraising Event in Bibury, Gloucestershire

Janet Walford OBE took part in a charity fundraising duck race event at the beginning of 2012 and contributed £1,000 of her winning money to **FORWARD**. Janet has been a strong supporter of **FORWARD** and we wish her all the best in her retirement.



Janet Walford with the cheque

Volunteer and Intern Voices

FORWARD's Volunteers

Elizabeth Stout, Youth Programme Intern



"It has been fantastic to learn how many other young women are determined to put an end to FGM, and to work together creatively in order to reach as many people as possible. One of the best things about working on the Youth Programme is talking to so many different young people about the issue, and watching them learn about the campaign, and take it on as their own. Working with FORWARD gave me confidence to engage young people, and has given me so many new skills which I will continue to use in the campaign against FGM and other women's rights abuses for as long as they are in existence."



Elizabeth Stout

Sarah Wallimohammed, Community Programme Intern



"I want to take my experience and knowledge acquired at FORWARD and apply them in Tanzania. Being at FORWARD has brought out the determination within me to fight this practice (FGM) like the staff at FORWARD do on a constant and daily basis, and I feel that I can contribute my maximum efforts to bringing justice to those affected by FGM and those at risk. Working with FORWARD has developed my skills in many ways such as event planning. The staff have been a great support to me through their guidance which has greatly improved my communication and interpersonal skills. I believe that my confidence has also increased whilst working at FORWARD and it has opened my eyes to a lot of oppression women face. It's a practice that has plagued many women within society and needs to be stopped, in order to ensure the safety, security and health for all women and girls."



Sarah Wallimohammed and Carmen Togbelo (former intern)

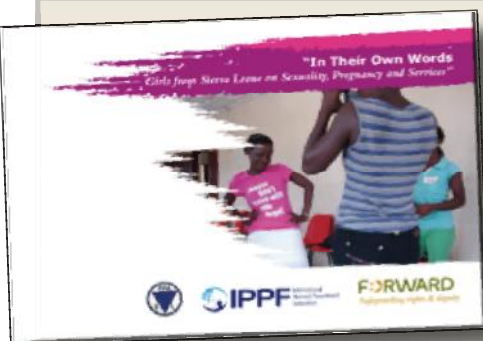
Mutiat (Mimi) Salami, Africa Programme Volunteer



"During my internship I had such a great experience and I grew as an individual both intellectually and individually. I had the opportunity to work with women who were very compassionate in their work. On my first day at FORWARD I had little knowledge of FGM, but thankfully I have learnt a lot from FORWARD. On my return to America, I intend to help organize a club to reach out to the African community on campus so that we can all come together and raise awareness against FGM and child marriage."

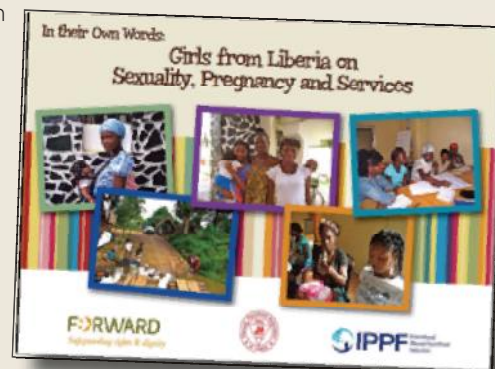


Mimi with FORWARD's Events + Special Projects Coordinator Naomi



In Their Own Words: Girls from Sierra Leone and Liberia on Sexuality, Pregnancy and Services

FORWARD and International Planned Parenthood Federation (IPPF) worked in partnership with the Planned Parenthood Association of Sierra Leone (PPASL) and the Planned Parenthood Association of Liberia (PPAL) on the "Empowering Girls at Risk" project. The two reports are based on the participatory research conducted with girls in Freetown, Sierra Leone and Monrovia, Liberia to share their stories, including their experiences and the effects of teenage pregnancy and early motherhood on their lives.



16 Ways to Help End FGM

FORWARD's youth programme: Young People Speak Out (YPSO) started a campaign to encourage young people to get involved in taking steps towards helping to end FGM. A youth-focused booklet was published featuring 16 things that young people can do to help end FGM, from telling a friend about FGM to making a film.

REPLACE Toolkit, for Replacing Approaches to Ending FGM in the EU: Implementing Behaviour Change with Practising Communities

This is a joint publication with Coventry University, Federation of Somali Associations in the Netherlands (FSAN) and West Midlands European Centre. The toolkit, which was based on a project funded by the European Union, is designed to be for programmers working with communities on behaviour change.

These publications along with many more useful resources can be found on our website www.forwarduk.org.uk


Programmes at a Glance

Programme Description	Highlights of Activities
<p>Young People Speak Out (YPSO!) provides young people (aged 16 - 25) from FGM affected communities with skills to advocate in their communities against FGM, child marriages and other forms of gender based violence (GBV). The programme operates in London, Middlesbrough, Bristol and Rochdale/ Manchester.</p> <p>Funded by Comic Relief UK, Esmée Fairbairn Foundation, Home Office Community Action Against Crime Innovation Fund, John Lyons Charity, London Councils, NHS Bristol, Trust for London, Rosa Fund.</p>	<p>FGM awareness raising sessions in schools and youth groups.</p> <p>Launch of Youth Online Survey on the attitudes, perceptions and knowledge of young people on FGM.</p> <p>16 ways to Help End FGM booklet developed and disseminated.</p> <p>'EMPOWERED' peer mentoring and education project piloted in the London borough of Camden.</p> <p>Three creative awareness raising and skills building events with over 250 participants in London.</p> <p>Two films on FGM scripted, End FGM Song written and performed by young people in Greater Manchester.</p> <p>An FGM Board Game created and produced by young people in Bristol.</p> <p>Art cards depicting "End FGM" messages for use in creative group work and training in Middlesbrough.</p>
<p>'Mobilizing action to safeguard the rights of girls in Tanzania'</p> <p>Funded by Comic Relief - Girls and women's programme. Runs from April 2011 - March 2014.</p> <p>The project works with two partners Children's Dignity Forum, a child rights organisation and UMATI who specialise on sexual and reproductive health rights.</p>	<p>The project aims to mobilize action to safeguard the rights of girls affected and at risk of FGM, child marriage and early pregnancy in Tarime, Rorya and Musoma districts of Mara region, Tanzania.</p> <p>The key project activities include:</p> <ul style="list-style-type: none"> • providing information to access services and economic opportunities for young women affected by child marriage • setting up girls' networks and support groups including a resource centre in the 3 districts • campaigning and community mobilisation against gender based violence including FGM and child marriage • advocating for the sexual and reproductive rights of girls at local, regional and national level.

Programme Description	Highlights of Activities
<p>FGM Community Development Project</p> <p>Our Community Programme core principle is sustainable community engagement and empowerment. We promote action to bring about positive social change. Communities affected by FGM inform all our work and lead the campaign towards zero tolerance to FGM. We run community programmes in London and Bristol with local partners and continue to establish strategic multi-agency partnerships to widen our reach.</p> <p>Funded by NHS Bristol, Lankelly Chase Foundation, Westminster PCT and Wates Foundation.</p>  <p>London Summer Campaign, 2011</p>	<p>79 community women completed the Women's Health and Leadership skills training.</p> <p>15 community women took part in street advocacy at the FORWARD summer safeguarding event held at Paddington Recreational Ground.</p> <p>A core group of 15 Community Health Advocates actively engaged in FGM community work in Bristol.</p> <p>A pioneering Self-care and Active Listening Skills training for Bristol's Community Health Advocates.</p> <p>Over 800 people reached through our annual events: celebration of the 'International Zero Tolerance to FGM' day and our summer 'Campaign to safeguard girls and protect daughters' community events.</p> <p>Community Advisory Group coordinated by FORWARD in London. Made up of 16 organisations to facilitate engagement and a coordinated response to ending FGM.</p> <p>The monthly information sharing coffee mornings, get inspired, get sharing, get empowered have 45 women have signed up!</p>



"I felt the support, the changes and all the smiles I wore on my face were through the **FORWARD** Coffee Morning women/team, because of the encouragement we had, even to fund us with bus fare to encourage us to attend. I will appreciate the Coffee Morning group with a donation because they continue to make changes/renew people's lives, just as you did for myself. I have to say that I will never forget **FORWARD** even now as I reside in Portsmouth." - **FORWARD** service user who attended the Community Programme's monthly Coffee Mornings.

Programme Description	Highlights of Activities
<p>REPLACE FGM - Joint programme with Coventry University, Federation of Somali Associations of Netherlands and West Midlands European Centre.</p> <p>12 months project funded by the European Union DAPHNE Programme.</p>	<p>The project aimed at understanding the barriers preventing ending FGM among Somali and Sudanese communities in Holland and the UK using a participatory action research.</p> <p>FORWARD led on the UK community research in Bristol - recruiting and supervising the data collection.</p> <p>A toolkit has been developed in English and Dutch. A website has been set up to showcase the project www.REPLACEFGM.eu.</p> <p>Two conferences were held in Coventry and Brussels to share the research and develop further the agenda on FGM in Europe.</p>
<p>Girls Empowerment Movement (GEM) -</p> <p>Africa Programme Funded by The Sigrid Rausing Trust Runs from March 2012 - March 2015.</p>  <p>Young girl, PEER training, Badagry, Nigeria, 2011</p>	<p>This programme aims to advance the sexual and reproductive health and rights for young women and girls in East and West Africa and builds on existing programmes which started in 2006.</p> <p>The GEM programme:</p> <ul style="list-style-type: none"> • provides sub-grants for partner community based organizations based in Ethiopia, Ghana, Kenya, Sierra Leone and Tanzania to build their capacity and deliver programmes to address rights of girls and young women • facilitates girls' leadership and movement building • advocates and campaigns for reproductive and sexual health and rights of vulnerable girls and young women • conducts participatory research and develops materials to raise awareness on FGM, child marriage and related rights violations, affecting girls and women.



Girls at the launch of the Tunaweza Resource Centre, Tarime, Tanzania 2011

UK & Europe

END FGM European Campaign - www.endfgm.eu

Federation of Somali Associates in the Netherlands (FSAN) - www.fsan.nl

Women's Health and Equality Consortium (WHEC) - www.whec.org.uk

End Violence Against Women (EVAW) - www.endviolenceagainstwomen.org.uk

North of England Refugee Services (NERS) - Aspen Forward - www.aspenculture.org.uk

New Step for African Communities (NESTAC) - www.nestac.org

African Women's Welfare Group (AWWG) - www.awwg.org.uk

Refugee Women of Bristol

International Planned Parenthood Federation (IPPF) - www.ippf.org

Enabling Education Network (EENET) - www.eenet.org.uk

Acton FGM Specialist Clinic

Ocean Somali Community Association (OCSA) - www.oceansomali.org.uk

Girls Not Brides - www.girlsnotbrides.org

Her Centre Greenwich - www.hercentre.org

Bristol NHS - www.bristol.nhs.uk

Africa

Children's Dignity Forum (CDF) - www.cdftz.org

Chipua Institute for Social Transformation - www.chipua.org

UTU Mwanamke - www.womensdignity.org

Purim African Youth Development Platform (PAYDP) - www.paydp.org

Girls of Dignity World - Young women led organisation in Liberia

Sinyati Womens' Group - Kenya

Planned Parenthood Association of Liberia (PPAL)

Planned Parenthood Association of Sierra Leone (PPASL)

Pro Futures - Ethiopia

Chama Cha Uzazi na Malezi Bora Tanzania (UMATI) - www.umati.or.tz



Children's Dignity Forum (CDF) staff, Tanzania



PAYDP staff with FORWARD's Naana Otoo-Oyortey, Ghana

Financial Statement 2011

Statement of Financial Activities for April 2011 - March 2012

INCOMING RESOURCES

£

Donations	32,103
Grants Receivable	456,401
Other Income	23,474
TOTAL	511,978

EXPENDITURE

Fundraising	6,274
Charitable expenses	521,523
Governance	12,757
TOTAL	540,554
Net incoming resources	-28,575
Total Funds b/f	217,103
Total funds c/f	188,528

BALANCE SHEET AS AT 31ST MARCH

Current assets	314,224
Creditors	-125,696
Net assets	188,528

REPRESENTED BY:

Restricted funds	113,327
Unrestricted funds	75,201
Total funds	188,528

What Can You Do to Support the Work of FORWARD

FORWARD envisages a world where gender based violence including Female Genital Mutilation (FGM) no longer exists. There are several ways in which you can help change lives and achieve a brighter and healthier future for African women and girls. Please contact **FORWARD** for further information or to discuss your interest. Here are just a few ways that you can get involved:

- Raise awareness in your local area and within your community
- Become a volunteer or intern for **FORWARD**
- Become a supporter or member of **FORWARD**
- Fundraise for **FORWARD**
- Make a regular or one off donation to **FORWARD**
- Join our Young People Speak Out programme for training, to gain skills in mentoring, advocacy and more. Please contact our Youth Programme for more information youth@forwarduk.org.uk

To donate towards **FORWARD's** work please visit:

1. www.justgiving.com/forwarduk
2. www.charitychoice.co.uk and search for **FORWARD** to donate.

Please contact **FORWARD** for more information, materials and support.



FORWARD staff, young women's group and our amazing supporter Imhotep

Patrons and Matrons

Baroness Gould
Karon Monaghan QC
Don Boyd

Board of Trustees

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Hanan Ibrahim - Vice Chair
Lisa Smith - Treasurer
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Faduma Hussein
Monica Mhoja (stepped down 2011)
Beatrice Mutali
Irene Noel (stepped down 2011)
Jessica Farrand
Dr. Yunes Teinaz
Booan Temple
Catherine Willoughby

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Julie Christie-Webb
Elizabeth Gezahegn King
Sanuba Din
Naomi Reid
Rita Buhanda
Jenny Comery
Estelle Robinson
Yvette Robbin-Coker
Saria Khalifa
Maria Aden
Josephine Hombarume
Zara Mahdi
Gifty Saba
Saida Ali
Rita Janani

- Executive Director
- Head of UK Programmes
- Africa Programme Manager
- Finance and Admin Manager
- Events and Special Projects Coordinator
- Community Programme Coordinator
- Youth Programme Coordinator (left 2011)
- Policy and Information Officer (left 2012)
- Training & Development Coordinator
- Youth Programme Officer
- Community Outreach Support Officer
- Research Officer
- Africa Programme Assistant
- Finance and Administrative Assistant
- Youth Outreach Worker (left 2012)
- Executive Assistant

Interns and volunteers

Abida Ahmed
Annalina Kazickas
Antoinette Pratt
Carmen Togbelo
Elizabeth Stout
Fatou Gassama
Meredith Asheri
Mutiat Salami
Norah Mutuma
Rebecca Miller
Sarah Wallimohammed
Suaad Jama
Tess Carlson
Zoe Leigh Smith

Aida Teshome
Ann-Marie Wilson
Anuli Iwuchukwu
Chintya Caiman
Emmanuel Kumi
Jennifer Nsubuga
Mustafa Awale
Natalie Chant
Princess Kandeh
Rita Janani
Shirin Monks
Tara Zengeni
Yasmin Romodan

A Big Thank You

FORWARD would like to say a BIG thank you to everyone who has supported our work in any capacity over the past year. We are deeply grateful for all of your support and we look forward to continuing to work with you in the coming year. Together we can keep up the fight to safeguard the health, rights and dignity of African women and girls.

A special thanks goes to FORWARD's Funders:

Amnesty International Ireland
Awards For All- Big Lottery
Bristol PCT
Comic Relief
EU Daphne Fund
FGM Hilife
Home Office - Innovation Fund
Home Office - Community Development Fund
International Planned Parenthood Federation (IPPF)
John Lyons Charity
Lankelly Chase
London Councils
NHS Bristol
Rosa Fund
The Esmée Fairbairn Foundation
The Sigrid Rausing Trust
Trust for London
Wates Foundation
Westminster PCT

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Individuals and organisations:

Gary Straughan of BRAINBOX (www.brainboxweb.co.uk) for hosting and supporting our website for many years, his patience, expertise and skills have been greatly appreciated.

A. Yaf Cutler, Alan Smith, Alex Morgan, Alice Perry, Amanda West, Andrew Miller, Angelina Carrozza, Anne Isaac, April Finch White, Augustina Valli, B. P. Blackmore, Barbara Savage, Benjamin Moore, Bibury Cricket Club, Bridget Cass, Bristol Sexual Health Service, C. Fearman, Catherine Brown, Charlotte Powell, Christina Oshunniyi, Claudia Logan, D J Moore, Daisy Upton, David Blackmore, Deborah Ainger, Deborah Hodes, Dianne Rogers, Dr. Genevieve Liveley, Dr. Walpole, E. Coldicott, Eleanor Kendrick, Elisa Martinez, Elizabeth Alsoodani, Elizabeth Felix, Eve Morris, F P McGregor, Flora MacTavish, Freshwater Consultancy, G. Holden, G. Wathall & Son, Gabrielle Poole - for the beautiful artwork featured on many FORWARD publications, Gary Rawlings, Gavin Weston, Gerardo Santiago, H. Bunter, H E Runesten, H. Iozzi, I M Folchoc, Iain Hatfield, Imhotep Oyortey, Isabel Cole, J F Mott, J H Shiel, J M White, J. McGregor, J O Eccleston, Jack Sellen, James Edward, James Irving, James Kirkup, Jane Harris, John Middleton, John Pegington, Jonathan Bloom, Jude Pereles, Judith Fessler, Julie Darroch, Keren Carss, Kim Curran, Kit Shan Yu, Laura Devine Solicitors, Leslie Smith, Lion Walk URC, Lucia Brza, M S Priestley, M. N. Bentley, M O Seltman, M. Scannell, Make Every Woman Count, Margaret Wynne, Melissa Tait, Michael Coulston, Miss A Johnson, Miss Frempong, Miss K A Moonan, Miss M. E. Kennedy, Miss M. Tustain, Miss P A Coomber, Miss S J Keatings, Mr & Mrs Bannister, Mr & Mrs King, Mr Bank, Mrs Goodwin, Mrs Jyothsna Somasunder, Mrs K. Robinson, Mrs M L Frost, Mrs M. Winters, Mrs T Kavanagh, Ms & J. H Bahgat, Ms & Mr Ross, Ms A F Dale, Ms Frankel, Ms Isabel Cole, Ms K Clement, Ms M Priestley, Ms R S Oelman, Sarah Early, Ms Williams, Muhammed Afsor Miah, Mu Wing Ki, Paru Vekaria, Patrick Crozier, Preetesh Parmar, R L Nevile, R. Drew, R. Ratcliffe, Rachael Hughes, Rachel Heath, Rebecca Case, Rev. J. Pathmarajah, Rob Chetwood, Rod Usher, Rosalyn Clare, Ruby Lescott, S L Cluderay, Shahin Parmar, Silvia Martin, Stephen Harrison, Stephen William, Suzanne Clayton, Tessa Finch, Valerie Alasia, Winifred Laws, Jemma Molly and Mr & Mrs Channer Pitt. Natasha Iwowo for editing this report.

FORWARD's dedicated young women's group who are amazing advocates - Nora Tahir, Sabah Abdullah, Ahlam Abdullah, Meredith Asheri, Danya Nimir, Dalia Farah, Ekene Oboko, Asia Tariq Elgady, Rasha Farah, Natalie Chant, Rashida Sanni, Elizabeth Stout, Awet Yohans, Amina Doherty, Shirin Monks, Nimo Hussein, Mayada Umbadda, Isha Janneh, Suaad Jama, Rachel Adams, Eleanor Mason and Khadra Warsame.

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Facebook: facebook.com/FORWARD.Safeguarding.Rights.and.Dignity



Produced by Naomi Reid
Designed by Youth Friendly

Charity Registration number: 292403 Company Number: 01921508