



Claiming  
Women's Space  
*in the Time of Crises*

Isis International  
2009 Annual Report

# Highlights of Isis International's Achievements and Progress in 2009



## Vision

Women's access and participation in media and information and communication systems contribute to women's empowerment

## Mission

Creating critical communications  
Documenting feminist visions  
Strengthening social movements

## Goals

To democratise access and participation of women in media and information and communication technologies

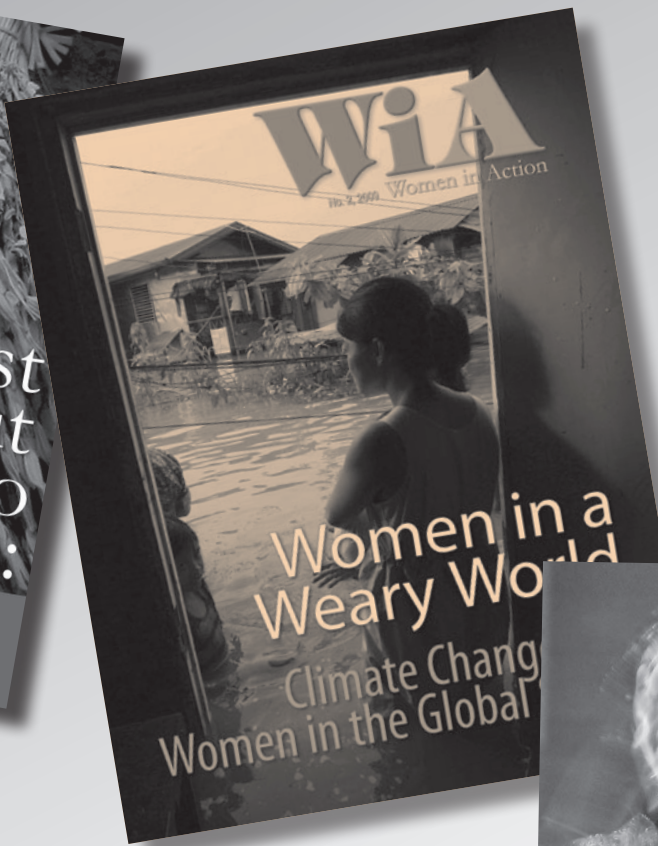
To build capacity, strengthen and support southern feminist analyses, advocacy, policy interventions and practices on key gender, communications, and human rights and development issues

To support advocacies and campaigns on key issues and link women's organisations, feminist networks and other social movements around the world

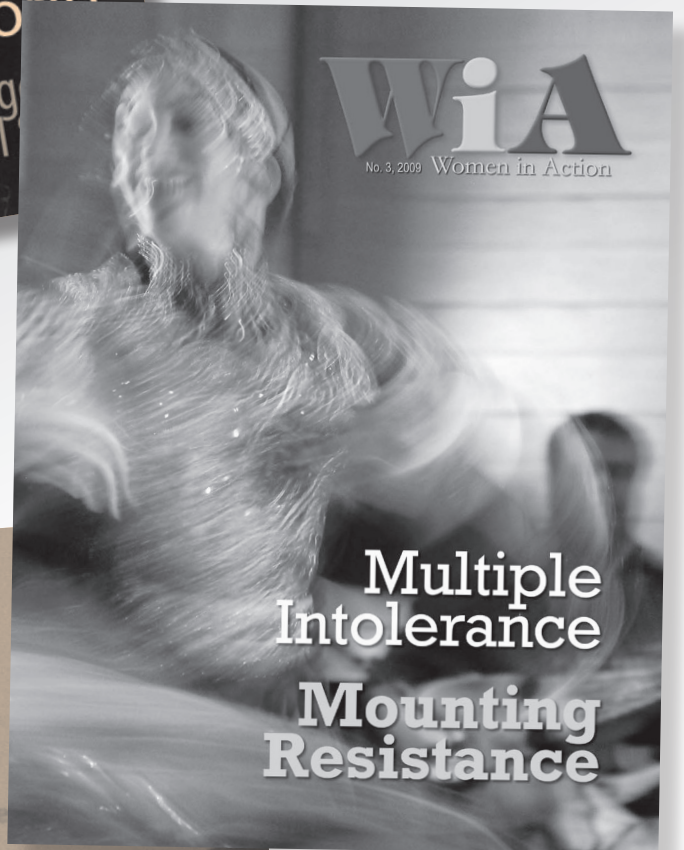
## Women Making Airwaves for Peace Seminar (16-20 October 2009, Manila, Philippines)



## Monitoring the Beijing Platform for Action +15 Process



Three issues of **Women in Action Magazine** in 2009: Isis flagship publication since 1974



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## Message from the **Chair of the Board of Trustees**

Isis was founded in 1974 on the premise that women everywhere shared a common factor—that their voices were not being heard on issues that affected them the most. Since then, much has changed. We now have a wide range of technologies where women can express themselves. We have mainstream media where women are a more common sight, and there are women in virtually every sector of life whether its politics, government, science, business, the military, sports, etc. But some pretty basic ones still remain.

Isis International too, has grown and diversified since its founding but it continues to understand that women need to talk about issues, and that it needs to be through their own perspectives, with their own voices, on their own terms. Sifting, funneling, censoring, deleting and shutting out women's voices are unacceptable and violate international human rights standards.

In 2009 we learned that change, while scary, is not bad. In fact difficulties can only make us more creative, while survival makes us stronger. The current times warrant that as women—and as a feminist organisation we adapt—we reinvent ourselves, and like a breathing organism, we shrink and expand, and may shrink again. But, we are confident that we will always expand again. Yet, we do not lose sight of our mandate that as a feminist information-communication organisation, our job is to continue to provide a space where women's voices can be heard, where women can strengthen their capacities to grow in their field of informing others, and where we investigate and interrogate those issues that affect women in our region.

Isis, through years of research in the region, has found that women rely on radio more than any other form of communication technology to get their information. However, mainstream radio does not always address what they need to know, and in many communities it is community radio.

In 2009, Isis conducted many radio trainings where women from the Asia-Pacific including some from Africa attended in order to strengthen their own community radio programmes that give information they need in such situations as after a disaster, during a drought, or to discuss the current events of their community.

Isis has initiated its own research agenda and at the same time developed partnerships with women's groups locally, regionally and internationally to look at current events affecting women and their communities. It is from this perspective that Isis engaged in action research and capacity building on women's participation in peace building in Philippines and Indonesia. Pioneering efforts include a study on—and with—the lesbian, gay and transgender communities on issues affecting the LGBT communities in the Asian region, building solidarity bridges with marginalised populations, and working with them to use info-com technologies and strategies to get their stories out.

Isis, as a recognised information communication organisation has taken on leadership roles in international and regional foras such as the preparatory meetings for the Copenhagen Summit on Climate Change, the FAO World Summit on Food Security in Rome, the NGO Asia-Pacific Regional Forum in preparation for Beijing+15 (held in Manila) and UNESCAP Meeting (in Thailand). At these meetings, Isis used ICT as a tool to reach-out, and on a day-to-day basis, keep women who were unable to attend these important international foras, updated.

2010 proves to be more exciting. As a 36 year old organisation, Isis makes neither excuses nor apologies for it. Isis is a mature organisation with young and vibrant women who continue to build on its organisational strengths and find new ways of doing things. Isis' goal is to ensure that there is always an opportunity, a platform, a venue where women's voices can be heard, where they can go to strengthen their skills and capacities in the use of information and communication technologies. In its trainings Isis goes beyond the technical capacity building but incorporates tools, frameworks, and knowledge for women to improve their skills as activists, mediators and leaders. Isis intends to formalise this capacity-building into an Activist School for Feminist Development Communication for 2010.

As Chairperson of the Board of Trustees and on behalf of the Isis Board, it is with pride that I ask you to review our annual report and to continue with us on this journey into 2010 and beyond.

  
Luz Maria Martinez

## Message from the **Executive Director**



With pleasure I present to you the 2009 Annual Report of Isis International. This report reflects the longstanding commitments of this 36 year old feminist organisation in advancing women's rights and gender equality through participation in media and communication, as well as highlights of its latest achievements in voicing women's struggles in the most prominent issues such as peace and conflict, climate change, food security, fundamentalisms and intolerance, among many others.

The year 2009 is marked with the multiple crises, from the financial crisis to the food crisis to the climate crisis and more. Through its flagship magazine *Women in Action* and various communication works, Isis International not only featured the impact of these crises on women, but also the women's initiatives and coping strategies in response to these crises which should be integrated in the policy-making processes and implementation to address these issues, at community, national, regional, and international levels, including at the various UN venues, such as Commission on Status of Women, Beijing+15 process, and UN Framework Convention on Climate Change negotiations.

In the same principle of voicing the concerns of women and marginalised communities, Isis International conducted the media and communication capacity training on how to use media and communication tools to advocate for their issues and mobilise their communities for women's groups/networks and community media practitioners from Asia Pacific region, including Philippines, Indonesia, East Timor, China, India, Laos, Cambodia, Fiji, and many other countries. The range of issues covered violence against women, women's participation in peace building and disaster management, poverty alleviation, and Lesbian, Gay, Bisexual and Transgender (LGBT) rights.

Yes, the world has changed and it will continue to change. Isis is amongst the first women's organisations to use computer and internet technology. Today its website receives millions of hits each year, and the number is still increasing. Communications is a fundamental tool in building movements, which includes both traditional forms like face to face discussions, printed media, radio and video, and new ICTs and internet-based tools (such as website, blogs, listservs, social networks, etc.). As an information and communication organisation, Isis exerts its endeavour in the new era of information society to contribute to dynamic women's movements, especially those from Global South.

Isis is a strong believer and an advocate of sharing information for free, because the information we produce and disseminate is created and owned by women and activists from all over the world. Thus, we owe many thanks to all those who shared with us their stories, critiques and perspectives on various issues, contributors of *WiA* magazine and *We!* newsletter; participants and facilitators of the workshops and seminars; as well as millions of website users. Their contribution and participation have made this women's space meaningful, crucial and empowering.

I truly appreciate the political guidance and continuous support from General Members and Board of Trustees and the commitments and excellent work of all the staff, partners and volunteers in 2009. Last but not least, I would like to thank our funding partners. With their support, Isis maintains its important activism of struggling for equality, justice and diversity in this turbulent world.

*Cai Yiping*  
Cai Yiping



# ACCESS AND PARTICIPATION OF WOMEN IN MEDIA & ICT

build & enhance capacities of local & national groups, regional & international partners, and communities

*"After I came from WMAP, I socialise my knowledge and experience with our community radio crews here. After that, I spoke and asked for a response from several communities here about women's issues, then I discussed it again with our crews to create a special program that aims for improving access and participation of women in Jombang. Everybody agreed to make a new programme which we subsequently named the 'Female Voice.'"*

**Noor Chasanah** of Suara Warga FM, Indonesia



## Women Making Airwaves for Peace Seminar

(16-20 October 2009, Manila, Philippines)

**Noor Chasanah was among the 30 women** community radio practitioners that participated in the inter-movement, inter-regional and inter-active 5-day seminar on community radio, entitled Women Making Airwaves for Peace (WMAP). Women from ten countries of South-East Asia and the Pacific as well as from China, Nepal and Sudan, participated in this cross-cultural sharing of experiences on the use of community radio for women's empowerment in peace building and conflict resolution processes. Immediately applying their newly acquired skills, the participants produced three 45-minute radio shows with radio features, radio drama, roundtable discussions, public service announcements, interviews and original compositions of WMAP songs about peace building and disaster response. WMAP participants were able to present some of the radio productions in a workshop they conducted during the Asia Pacific NGO Forum on Beijing+15, 22-24 October 2009, held in Manila, Philippines.

Based on the evaluation forms completed at the end of the seminar and their feedback, participants felt

empowered from the exchange, the interactive discussions and the new skills they obtained during the seminar. They also claimed to be very motivated to share the learnings with other women in their community and radio station. Some especially mentioned the importance of tools like the *Gender Policy for Community Radio* and the guide on *Engendering Peace Journalism* to strengthen them and their programmes within their radio stations to be able to provide more useful information to the women listeners in their communities.

Cristina Ximenes Belo, of Radio Rakambia in East Timor told us how important the session on *Gender Policy for Community Radio* and its implementation was for her. In her radio station, women have been trying to participate more actively in decision-making but the male leaders would not let them. Even when the *Gender Policy* was distributed in several AMARC events that were attended by male representatives from Radio Rakambia, she was never given a copy.

*"We were given a chance in our annual radio retreat to share about the WMAP seminar and what we learn out of it. We were touched by the reaction of our colleagues who rated our presentation as the best during the retreat. This means that the seminar was a success and that the knowledge gained from it has been of great benefit not only for us who attended it, but as well as our colleagues. In conclusion I would say that the seminar has acted as an eye opener on women issues."*

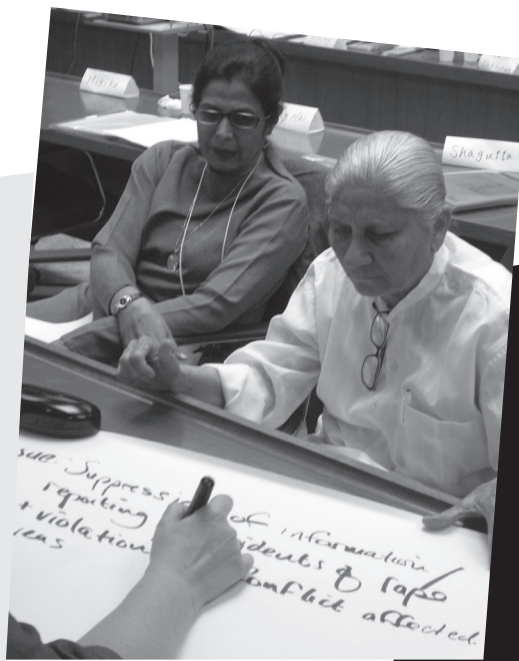
**Susana Igo Dokolo** of MIRAYA FM -UNMIS, Sudan



## Understanding Media for Advancing Feminist Advocacy on the Elimination of Violence Against Women and Children

(11-14 June 2009, Saitama, Japan)

Isis International is a long-standing member of the Asia Pacific Women's Watch (APWW), a women's network that actively collaborates with and monitors the United Nations (UN), national governments, as well as feminist and social movements in advancing women's human rights. Isis International conducted this workshop to provide the APWW members with skills on the effective use of media to reach the multiple development actors (such as policymakers, women organisations, civil society groups and the public at large) and advance feminist advocacies especially to address issues of violence against women and children (VAWC). The workshop focused on three main areas: understanding media; bridging the gap between NGOs and media, and media strategies and working plan development. Participants developed their own media strategies and working plans according to their specific issues by applying the knowledge and skills learned, and the experiences shared in the workshop.



Participants developed their own media strategies and workplans during the media training on the elimination of VAWC.



## SEWA Community Radio Management and Advanced Radio Production

(17-26 August 2009, Gujarat, India)

Thirty members of the Self Employed Women's Association (SEWA) participated in the Community Radio Management and Advanced Radio Production training. This training enabled the commencement of SEWA's own radio, 'Rudi No Radio' (Rudi's radio), broadcasting by November 2009. 'Rudi No Radio' is entirely managed by women, who have had no formal training in mass media. The station will run in local folk-style and the episodes will cater to rural listeners focusing on developmental issues such as agriculture, health, water and literacy. In the latter part of 2009, SEWA also conducted a 2-day training for volunteers where the training inputs from the Isis module were utilized.



Three months after this training, SEWA launched their own radio "Rudi No Radio", which is entirely managed by women.



**Chinese media** organisations and representatives from women's NGOs shared their experience in reportage on gender based violence issues.

## Gender training for journalists on Violence Against Women

(9-10 September, Beijing, China)

**Isis International co-facilitated** gender training for journalists on how to report on gender based violence. The training was organised by Combating Domestic Violence Network (Research Center) of the China Law Society, a Chinese NGO founded in 2000 to fight against domestic violence through research, advocacy and education. Twenty participants including journalists from various Chinese media organisations and representatives from women's NGOs shared their experiences in reportage on gender based violence issues, as well as good practices and lessons learned in media advocacy. Participants drafted and coordinated the media advocacy plan for the "Global 16 Days Campaign Against Violence Against Women" in November and December, 2009.



## Sagada Radio Strategic Planning

(19-20 December 2009, Sagada, Mt. Province, Philippines)

**In collaboration with Northern Media and Information Network (NMIN)** in Baguio and the Montaniosa Research and Development Center (MRDC) in Sagada, Isis International conducted a training workshop participated by 12 people who will be spearheading the establishment of the Sagada Radio in the Philippines.

The planning workshop resulted in the development of the Mission, Vision and Objectives; the draft structure for the radio; editorial guidelines; code of conduct; and the detailed action plan for the set up of the community radio including community participation and mobilisation. The radio will be officially launched in June 2010.

**Planning** for the programme format of Rainbow Radio, which was launched during the LGBT Pride March on 8 December 2009.

## Rainbow Rights Radio Production

(5-6 & 12-13 September 2009, Manila, Philippines)

**Rainbow Rights is a group of mainly lesbians** who are advocating for Lesbian, Gay, Bisexual and Transgender (LGBT) rights in Manila and the rest of the Philippines. The 4-day training in radio production was attended by 10 participants. It enabled Rainbow Rights to commence the "Rainbow Radio", which was launched during the LGBT Pride March on December 8, 2009. It broadcasts every Saturday in Metro Manila and can also be heard on air internationally via the Internet. This is the first LGBT radio programme in the Philippines and they have received many positive responses, including feedback from Singapore. Now, "Rainbow Radio" is supporting LGBT groups in other provinces in the country.



**Production** of the first station ID and five live programmes during the training.



## Thateng Ethnic Community Radio for Development

(July 2009, Sekong, Laos)

**Thateng District in the south of Laos** is a very rural area with a number of villages without roads. With the newly constructed studio for Thateng Ethnic Community Radio for Development (TECRD) in Sekong, Laos, UNDP Laos invited Isis International trainer to conduct two workshops. The first, a 2-day training on strategic planning, was attended by 99 participants. An action plan towards financial sustainability of TECRD was developed. The second workshop on radio programming was conducted over 3 days and was attended by 45 participants, 25% were women. Women's issues were discussed. Participants drafted the broadcast schedule for TECRD, and produced the first station ID and 5 live programmes. Topics included: laws on land management, how to increase rice production, how to become a culture village, gender policies for community radio, and local news.



production  
& dissemination  
of multimedia  
materials on  
the women's  
movements

## Women in Action (WiA) magazine

The WiA magazine is Isis International's longstanding publication which since the 1970s, has facilitated information exchange among women's movements, especially in light of developments recognising women's rights. It is a space for feminists and activists in the global South, especially the Asia-Pacific region, to articulate and strengthen gender analysis on various issues. The WiA is distributed globally to individual subscribers, women's organisations, social movements, media institutions, libraries, academe, information and communication technology advocates, development cooperation agencies and government bodies. Some WiA issues are part of academic readings particularly in courses on Gender and Development, Communication Arts and International Studies. It has also been used as educational or campaign materials by grassroots women's groups by reprinting and translating into local languages.

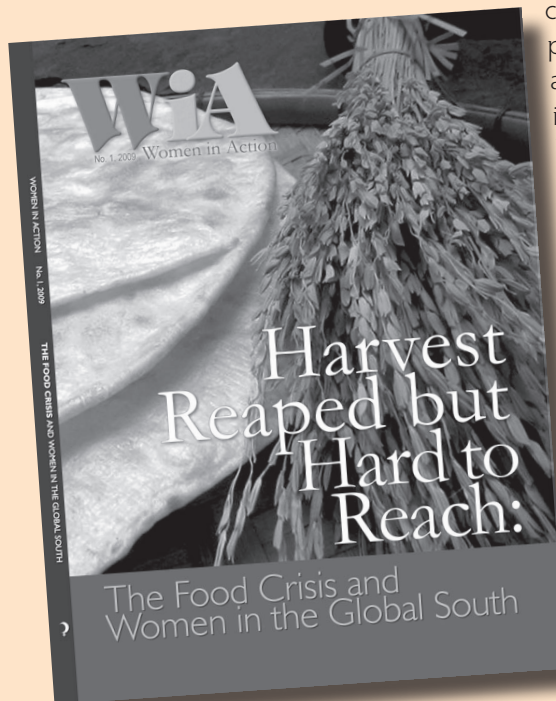
About one thousand copies per issue are produced, mailed out, as well as distributed in relevant conferences such as the United Nations Framework Convention on Climate Change (UNFCCC) intersessional meetings, the People's Forum for Food Sovereignty, the Asia Pacific NGO Forum on Beijing+15, and others. Chapters of the Food Crisis issue were reprinted over multiple weeks in the Women's UN Report Network (WUNRN).

For 2009, three WiA issues were produced:

### 1. Harvest Reaped but Hard to Reach: The Food Crisis and Women in the Global South

This issue examined the varying impacts of the food crisis on Southern women and communities, highlighting compounding factors such as people's ever-decreasing access to land, climate change and the recent global financial crisis. Using a gender perspective, it took a

critical look at the policies, programmes and practical interventions by states and development agencies; as well as the responses and interventions of women's and other social movements.

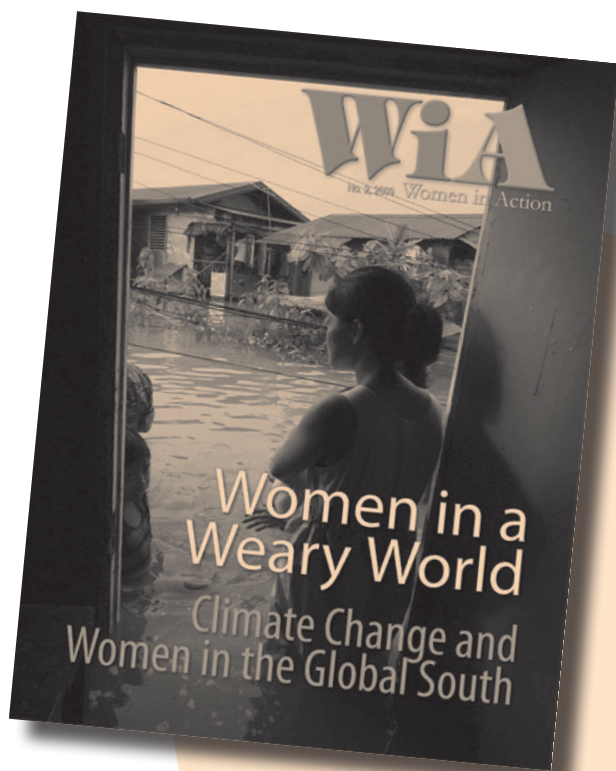


*I have now had a chance to study this outstanding publication. It is absolutely the voices and experiences of women, the "finger on the pulse of the gender lens of the compounded food and economic crisis."*

**Lois A. Herman**, Women's UN Report Network

*Congratulations on the latest issue of WiA. The articles in it are very relevant for us as food security is an issue that faces the women of our region and has been identified as a priority research area at our Schools of Economics, and Agriculture & Food Technology. We would like to receive future issues of WiA. Please let us know if this is possible.*

**Sin Joan Yee**, University Library, University of the South Pacific



## 2. Women in a Weary World: Climate Change and Women in the Global South

This issue raises awareness on the gendered impacts of climate change in the Global South, and the role of women as key stakeholders in averting the devastating potentials of climate change in the survival of their communities and their surrounding environment.

Isis also received requests for permission to translate articles from this WiA issue into their dialects and distributed to their communities. For example, "False Solutions to Climate in Crisis Amplify Eco-injustice," by Khadija Sharife and Patrick Bond, was translated into Japanese and will be included in the Asia-Japan Women's Resource Centre quarterly publication.



## 3. Multiple Intolerance, Mounting Resistance

This issue examines the emerging and old forms of intolerance based on the intersectionality of identities, emanating from gender, race, ethnicity, age, religion, class, caste, citizenship and location, among many others. The magazine also analyses the profound impact of restrictive security measures to feminist and social movements, and evaluates forms of intolerance within otherwise progressive social movements.

*The chance of meeting and speaking with Nina Somera from Isis International and WiA gave me an immense sense of inspiration. Her involvement as part of this media-awareness group has shown that communication is a cross-cutting element, which can help to re-define the power balance in this undemocratic system. Alternative media is a fundamental tool for us all who seek women's empowerment. By speaking to Nina, I could envision our work in Columbia, particularly the need to give voice to marginalised people and groups of society.*

**Claudia Gimena Roa**, participant of the Copenhagen Summit, Columbia

*Thanks again for giving me this great opportunity to share our story. ... I just received the WiA magazine! So colourful, so rich. I can't wait to devour all the articles in it. And my piece was so well edited with an excellent lay out! Well done! I know this will be asking for too much, but how about getting more copies? ... I can send to the four Environmental Rights Action offices and keep a few in a Gender Library...*

**Betty Abah**, contributor, Nigeria

*Nan Wieggersma, who is co-editor of the Zed Women, Gender and Development Reader would like permission to use the article I did with Elizabeth Barajas-Roman on "The Population Bomb is Back with a Global Warming Twist" in the new edition of the reader... Would this be OK? The Reader reaches a lot of folks all over the world so it would be great to have the piece in there..And we are already linking to the article on the website. It is such a great issue of Women in Action!*

**Betsy Hartmann**, contributor, USA

# We! Online news

We! is a bi-monthly online news bulletin that provides information on women and communications advocacies. It is downloadable for free on the Isis International website and it is distributed via email to subscribers worldwide. In 2009, 18 We! issues were published. Some of the topics and issues covered were on war and conflict, marriage migration, climate change, violence against women and coverage of discussions that took place at significant conferences. We! also comes out with a We! Flash for immediate reaction to highly contentious issues. Often, entire or parts of the articles and statements from We! are reprinted in other publications. Some We! articles have been translated from English into other languages or used as sources by women's organisations and activists to feed into their advocacies, research and activism.

*This is incredibly good... This point of Alber on the inefficiency of male migrant labour - supported of course by women in rural areas being super exploited so as to make male labour very cheap - is so crucial. It's something that hadn't occurred to me.*

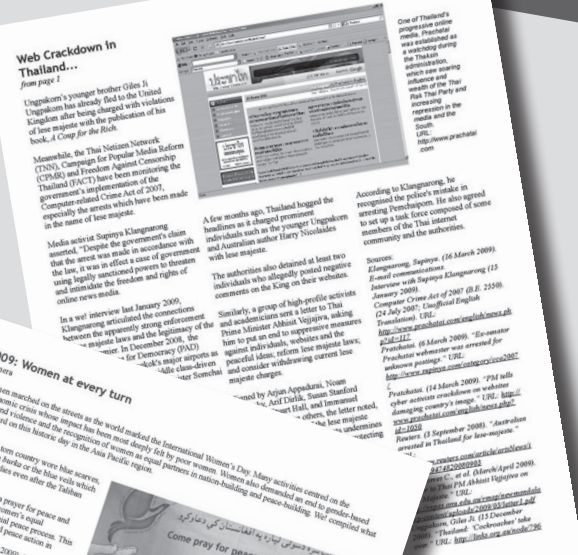
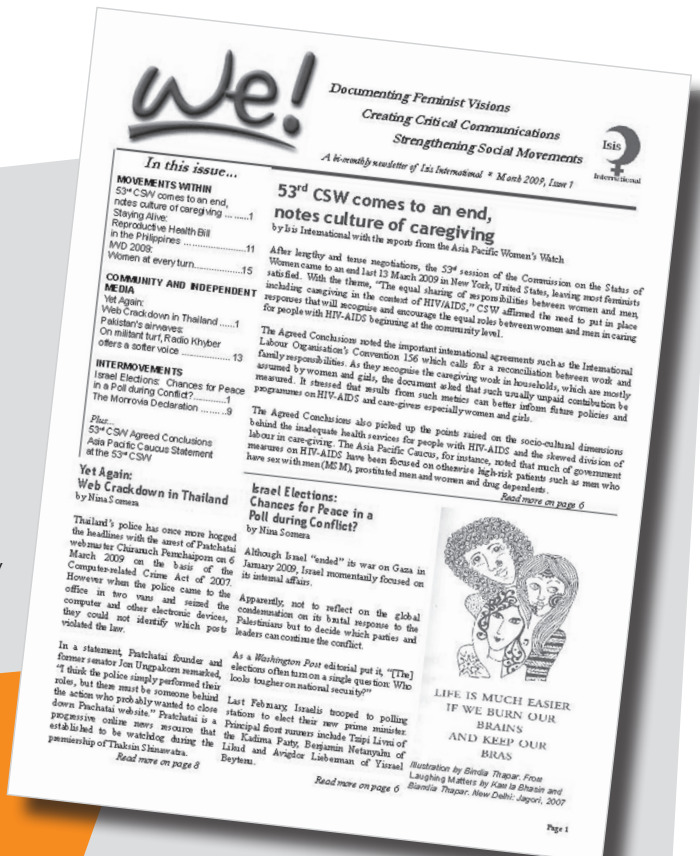
on "Beneath and Beyond the Skyscrapers: Women, Cities and Climate Change," by **Patrick Bond**, WIA contributor, South Africa

*Thank you for always bringing us the newest materials. Fantastic! ...I am drafting a paper on the Copenhagen Summit using the We! articles. I am very interested in knowing how NGOs comment on the Copenhagen Accord. Please share with me your perspective or statement on it if possible.*

on series We! articles on gender and climate change, by **Li Yingtao**, Professor of international politics, School of International Relations and Diplomacy, Beijing Foreign Studies University, China

*Great to hear the reports.*

on "Finland Still the Gender Champion," by **Malyn Ando**, ARROW, Malaysia



## Website ([www.isisinternational.org](http://www.isisinternational.org))

*My name is Amy and I've been using your webpage to do research for a project I'm putting together. As a women's studies major, it was very helpful.*

**Amy Marshall**

The Isis International website makes accessible its community and independent media products including WIA, We!, other Isis publications and primers, training kits and modules such as the Women Making Airwaves for Peace project including radio productions, conference reports and on site reportage, and podcasts. These materials are downloadable for free in accordance with the creative commons philosophy that promotes the free sharing of information.

The Isis International website also hosts email lists and websites of other organisations including the Asia Pacific Women's Watch (APWW), a list of over 500 women's groups in the region and Women and Gender Institute (WGI), based in Miriam College, Philippines and the Asia Pacific NGO Forum on Beijing+15 that was held in October 2009.



The Isis International website is widely followed and often used as a resource for news and information by individuals and groups around the world. For 2009, the website received an average of 520,000 page hits per month, an average increase of 283 page hits from 2008.

### Web page hits per month in 2009

February	367,335
March	509,076
April	491,035
May	497,236
June	492,844
July	522,597
August	533,775
September	597,059
October	667,818
November	571,632
December	473,326

*I've had a look through your website; it's absolutely fantastic. Those Bangkok reports are terrific; I only wish that the circuits I've been in (spanning the Focus and Ibon divide and Climate Justice Action and climate-int'09 listserves) would post your material. Now I know where to look for it. Please put us on your mailing lists.*

**Patrick Bond**, contributor of WIA, South Africa

*I had an idea for a women's group that would bind together to form a powerful group with enough size and influence to facilitate change. I decided to call it Women In Action and I went online to see if the name had been taken. I found you! I think that is wonderful. I think we are interested in the same things.*

**Tonja Walker Davidson**, actress and film producer, USA

# SOUTHERN FEMINIST ADVOCACY & POLICY INTERVENTIONS

feminist  
action  
research

## Women's Participation in Peace Building

(June 2008 to May 2010)

This is a two-year (2008-2010) and two-country (Philippines and Indonesia) research and capacity building

project that aims to create an enabling environment where women can actively participate in and significantly contribute to peace and conflict resolution processes, and to build the capacities of women in peace building processes. Using the innovative framework of cultural politics, the project will examine women's everyday realities as they are linked to the issues of conflict resolution and peace building, and to the United Nations Security Council Resolution (UNSCR) 1325 on increasing women's participation in peace negotiations. Focusing on conflict areas in Indonesia and the Philippines, the project is carried out in partnership with the Centre for Eastern Indonesia Studies, Indonesia and the BALAY Rehabilitation Centre Inc., Philippines. For 2009, the project focused on action research on cultural politics of peace. In small group community discussions and key informant interviews, women spoke about their experiences of conflict and peace building within and outside of their communities, their visions, values and symbols of peace, the value of everyday experiences vis-a-vis the UNSCR 1325, and how their experiences relate to the macro-conditions.



**Clay Play:** one of the creative exercises during the sharing of living a life of peace.

*"My only wish is for my children to finish college, I don't want them to experience the hard life that I had. I want them to finish college, and not have to stop in between. They know that it is my only wish for them." (Informal Worker, Mother and Wife, Philippines)*

*"Sometimes I wish, they would think about all the people in Pikit and in Aleosan, how so many they are, and for the mayor to say at one point, 'You don't need to be rebels anymore, you can have livelihood here, and have work if you wanted'. It's a small view that I hold, but maybe a thought that could help someday." (Leader and Organic Farmer, Philippines)*

*"As we learned in the seminars we attended, unity is what is emphasised. So even in playing games, I make it a point not to take sides during differences. We need to acknowledge mistakes made, whether we are Christians or Muslims, and even if we are related. We are all equal. I tell them this, and I make them sit altogether instead of in groups such as Christians sitting together, Muslims sitting together, and then the Indigenous children also need to sit here. This togetherness helps bridge understanding that sometimes depends on the children's attitude." (Teacher and Community Leader, Philippines)*

**Creation** of a peace collage to tell the story of conflict and peace in their communities.





*"Before the conflict, I never cared about the world outside my room. So I didn't know what was happening outside. When the conflict happened, it was unclear. Only the ones who can survive will survive. Many women took on a role and I joined them. My first social activity was with the youth. Together with my friends in church, I evacuated the refugees. I thought it was extraordinary. It was a huge task for me coming from a closed world. I learned a lot from the people I worked with and helped. I also learned to read the situation and know many people. I have never met so many people at once." (Activist in Tentena, Indonesia)*

*"Before the conflict, I was involved with the Aisyah women's organisation, and I was involved in many activities and with other women's groups, even though my role was limited in the local area. After the conflict, I bloomed. I wanted to learn how I could get involved in a larger scale and join humanitarian activities that had very complex issues." (Activist and Mother, Poso Kota, Indonesia)*

*"In 1998, my child died during an evacuation. She was 4 months old. We were evacuated at 3 in the morning to the forest in the hill. It was raining and my child who had no blanket had a heart attack. I was in such a panic that I still breast fed her. During the conflict, my brother was gashed several times and burnt alive. Fortunately he survived and is now healthy. He was saved by our Muslim friends. It felt like a job...my child died and my brother a victim. But God replaced it all. Now I have three children and my brother survived. The conflict also tightened my relationship with my parents in law." (Teacher, Mother and Activist, Tentena, Indonesia).*

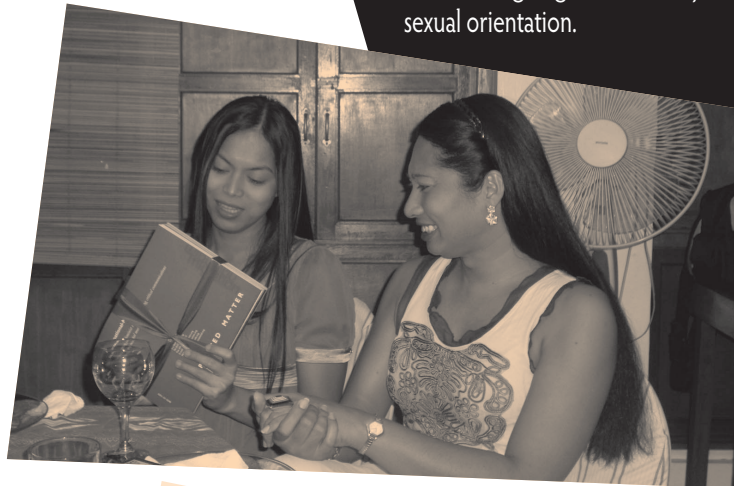
The findings from the research phase will contribute to the second phase activities which will focus on the development of communication materials on UNSCR 1325, and capacity building for community women leaders to utilize the various media and communication tools to participate in the formal peace negotiations as well as practice their formal and informal leadership in the everyday life in their respective communities.

## Social Representation of LBT Issues and Concerns

(June 2009 to April 2010)

Isis is conducting a 14-month action research that examines the understanding of lesbian, bisexual, and transgender people's (LBT) issues and concerns and how they are positioned in Philippine feminist movements, particularly in the areas of sexual health and violence against women, and seeks to achieve affinity politics in feminist movements. Aside from an extensive review of literature, the research has employed focus group discussions and key informant interviews with LBT organisations and LBT individuals who have had previous participation/leadership roles in LBT organising and advocacy work and with feminist and women's health organisations. Thus far, initial learnings identified that while feminist groups have attempted to include lesbians and bisexuals within the scope of their services on health and violence, they have also felt the limitations of their assumptions and understanding of the sexual diversity and its implications on their issues of health and violence. On the other hand, lesbians, bisexuals and transgendered people struggle to define and understand each others common issues and diverse concerns. Transgendered groups, seemingly young and new in LGBT organising and advocacy but have worked hard on issues of transphobia, discrimination and understanding of gender identity and sexual orientation.

Transgendered groups work on issues of transphobia, discrimination and understanding of gender identity and sexual orientation.



## Global Report on the Status of Women in the News Media

(February 2009 to June 2010)

Isis International took on the role of Regional Research Coordinator for the International Women's Media Foundation's (IWMF) research project *Global Report on the Status of Women in the News Media*. As the regional coordinator, Isis collaborated with researchers from China, Japan, Malaysia, Philippines and South Korea to conduct the survey on the status of women in the news media organisations, including their working conditions, salary and benefits, as well as the gender policy in respective media organisations. The final global report will be launched in 2011.

## Beijing+15 Process

With its consultative status (category II) at the UN Economic and Social Council (ECOSOC), Isis International has actively engaged in the process of monitoring the implementation of Beijing Platform for Action (BPfA), the outcome document of the 4th UN World Conference on Women in Beijing in 1995.

### The 53rd session of UN Commission on Status of Women (CSW53)

(March 2009, New York, USA)

**Isis International conducted three presentations** on the issues of women's participation in peace building, media and communication strategies to address violence against women, and men's involvement against gender based violence in the parallel events organised by APW/W and the Philippine governmental delegation. Isis also contributed to the drafting of the APW/W statement that was distributed and presented in the plenary session during CSW53.



### Experts Meeting at the UNESCAP

(May 2009, Bangkok, Thailand)

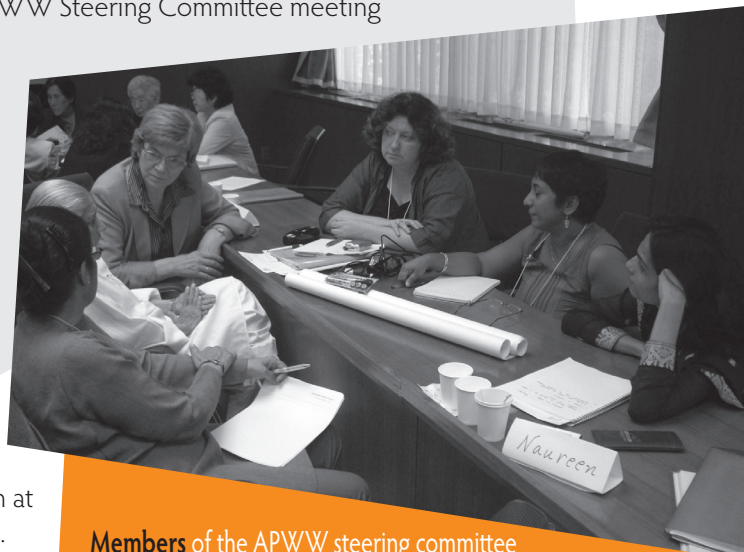
**This meeting was organised** by the Social Development Commission of the United Nations Economic and Social

Commission for Asia Pacific (UNESCAP) in preparation of the High Level Intergovernmental Meeting on the review of the implementation of the BPfA that was held on 16-18 November 2009, in Bangkok, Thailand. Isis International was invited as an observer and NGO representative to assess the past five years since the Beijing+10. This meeting was attended by ten experts from Asia and the Pacific, representing NGOs, the academe and the UN agencies. Isis gave the inputs on the emerging issues regarding Section J of BPfA on Women and Media. Isis wrote an article regarding this experts' meeting and posted it online and disseminated it via We!, Isis' online bulletin and listserv. Isis also contributed to the planning and organising of the Asia Pacific NGO Forum on Beijing+15 by sharing the report with the Asia Pacific Women's Watch (APW/W) members during the APW/W Steering Committee meeting held on 11-14 June 2009, in Saitama, Japan.

### APW/W Steering Committee Meeting

(11-14 June 2009, Saitama, Japan)

**Isis International is a member** of the Asia Pacific Women's Watch (APW/W), an Asia Pacific network that monitors women related UN agreements. Its Steering Committee is regional with Isis serving as a regional representative and with the particular role of providing the network with information and communication support, including hosting and maintaining the APW/W website and apww-meet listserv. Isis also contributed to APW/W's preparations for participation at the AP NGO Forum, held in October 2009, Manila, Philippines.



Members of the APW/W steering committee meet to prepare for the AP NGO forum.

Marriage Migration workshop session, one of four parallel sessions during AP NGO Forum conducted by Isis International.

## Asia Pacific NGO Forum on Beijing+15

(22-25 October 2009, Manila, Philippines)

Isis conducted a podcast of all the plenary sessions as well as produced daily articles. These were all posted and uploaded on the AP NGO Conference website, the APW/W website and the Isis International website. Aside from being part of the organising committee, Isis International was also an active participant of the conference. Isis conducted four workshop sessions on the following topics: gender, media and ICT; marriage migration; lesbian, gay, bisexuals and transgender (LGBT) rights; and community radio for disaster management. Isis' Executive Director, Cai Yiping was selected by the organisers as a speaker for the plenary on Feminisms Through Generations, which included other known feminists such as: Patricia Licuanan, Chairperson, UN Commission on the Status of Women (1994-1996); Leticia Ramaos-Shahani, Secretary General, Third World Conference on Women, Nairobi, Kenya (1985); and Nighat Said Khan, ASR Resource Centre (Pakistan).

*I came back home from the Forum with an empty suitcase which I initially prepared to bring the papers and materials...Thanks to Isis who podcast the plenary speeches and uploaded them in the website simultaneously. It demonstrates how women effectively utilize the new ICTs to facilitate the sharing of information, meanwhile they can protect the environment by reducing the use of papers. My colleagues and I downloaded the papers and speeches from the website and translated them into Chinese to share with more activists here. (Liu Bohong, Deputy Director, Women's Studies Institute of China)*



### Issues

- Phil embassies/consulates are not readily accessible nor helpful
- Absence of mechanism to guarantee the veracity of the stated purpose in the issuance/renewal of passports. Brokers coach applicants what to write down or say.
- Marriage tourism : use of tourism to facilitate marriage of Filipinas to foreigners



**Cultural Night** to welcome the participants to the UNESCAP meeting.

## UNESCAP High Level Intergovernmental Meeting

(16-18 November 2009, Bangkok, Thailand)

More than two hundred women and men from governmental and non-governmental organisations participated in the discussion and debate of this fifteen year review of the implementation of the Beijing Platform for Action. Isis International conducted the podcast of this three-day meeting, as well as produced articles highlighting some major issues such as: the successes and challenges in the regional implementation of the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW); and, on the regional campaign to end violence against women. Coordinating with the Isis staff in the Manila office, this information was simultaneously disseminated online and amongst Isis networks through mailing lists services and via we!, Isis' online bulletin.

## Climate Change and Food Security

**UNFCCC** (29 September to 9 October 2009, Bangkok, Thailand;  
7-18 December 2009, Copenhagen, Denmark)

**Isis International performed information and communication work** at the United Nations Framework Convention on Climate Change (UNFCCC) intersessional meeting, otherwise known as 15th Conference of Parties (COP15) on 29 September- 9 October 2009 in Bangkok, Thailand; and at the Copenhagen Summit in 7-18 December 2009 in Copenhagen, Denmark. Isis International joined this process primarily through the Gender CC (Women for Climate Justice). Isis participated in the women's caucus regularly performing media work for the caucus. Isis International also drafted the language on gender in key documents particularly the issues of adaptation, technology transfer, finance and most importantly the shared vision or what is suppose to be the preamble of the outcome document of COP15. This process began in the Bangkok conference through to the conference held in Copenhagen, where the statement was delivered in the plenary by the Women and Gender Constituency. Isis International also joined the marches including the women's march and other civil society events.

### **People's Forum for Food Sovereignty** (13-17 November 2009, Rome, Italy)

**People's Forum for Food Sovereignty 2009** is an autonomous and self-organised space that debates and articulates processes and proposals on Agriculture, Fisheries and Food Policies as an input to the action of the social movements and to the Intergovernmental Summit. At this Parallel Event to the World Summit on Food Security, attended by social movements, Isis participated in the women's caucus and shared the WiA on "The food Crisis and Women in the Global South" and the statement of the Asia Pacific NGO Forum on Beijing+15. Isis also discussed further collaborations with women's groups and networks, such as WOCAN and Huairou Commission, to strategise the advocacies on interlinking gender, food security and climate change at the Copenhagen Summit (December 2009) and UNCSW54 on Beijing+15 (March 2010).

## Media and Communication

### **AMARC-WIN Networking**

**Isis continues to pursue its vital role** in the World Association of Community Radio Broadcasters (AMARC) of bringing the gender perspective and promoting gender equality which has contributed to strengthening the World Association of Community Radio Broadcasters Women's International Network (AMARC-WIN) and its members.

Collaborative activities between Isis International and the AMARC-WIN include the broadcasting of March 8 women's events; the work of the Women Making Airwaves for Peace (October 2009), and the re-launching of the Gender Policy for Community Radio (March 2009).

### **Mekong Media Forum**

(9-12 December 2009,  
Chiang Mai, Thailand)

#### **Organised by Inter Press Service (IPS)**

Asia-Pacific and Probe Media Foundation, this Forum brought together 150 Mekong journalists, media professionals and resource persons to discuss and debate media issues and reflect on the changing media environment in Mekong region (namely, Thailand, Lao PDR, China, Vietnam, Myanmar and Cambodia).

Isis was invited to speak in three sessions: "Talking, Thinking, Reporting Gender", "Reporting Sexuality in the Mekong", and another session on community radio, in collaboration with UNDP Laos. Isis shared the insights on how media accept/imbibe/understand gender awareness in their work, where improvements have been made, where the challenges are, where the situation is, and the kind of capacity-building perhaps needed. The participants also appreciated Isis' call to give more importance to civil media and community media and the need to engender journalism.

**As one of the speakers** during this media forum, Isis advocated on the need to engender journalism.

## Women's Human Rights

### International Leadership Development Meeting and From Abortion Rights to Social Justice: Building the Movement for Reproductive Freedom Conference

(31 March to 5 April 2009, Hampshire University, USA)

**This International Leadership Development Meeting (ILDMD)** brought together representatives from 10 organisations/regional networks working on leadership development in the fields of reproductive health and sexual rights. Isis spoke during international roundtables and workshop sessions at this conference and participated in interactive discussions with US-based activists on issues such as abortion access, occupied bodies/occupied territories, voices against state violence, women and globalisation, and youth activism. Isis International expanded its networks with women's groups and youth groups in Africa, Latin America and Europe.



**Susanna George** (right), Isis Board member discusses with another participant during the session break.

### LGBT and human rights training (26 October to 14 November 2009, Stockholm, Sweden)

**Isis is an active and strategic member** of the International Lesbian and Gay Association (ILGA), through its work of bringing feminist analyses to the lesbian, gay, bisexual and transgender (LGBT) community. Its work is directed at addressing the challenges and barriers that have prevented the building of alliances amongst women's, human rights and LGBT movements on the issues of sex and sexuality. By attending the LGBT and Human Rights training organised by the Swedish Association for Sexuality Education (RFSU) for LGBT activists, NGO representatives, educators, policy makers, and media professionals from selected Asian and African countries, Isis obtained updated information and knowledge on LGBT



and human rights issues and strengthened its network with LGBT groups and advocates in Asia, Africa and Sweden. This training and networking will enable Isis to carry out its planned projects on LGBT issues and identify the needs of LGBT communities with regards to communication and media tools for the Isis Activist School on Feminist Development Communications. One of the themes of the School is focused on engaging the LGBT community.

**The training** included LGBT activists, NGO representatives, educators, policy makers and media from Asia and Africa.

# ADMINISTRATIVE AND ORGANISATIONAL DEVELOPMENT



## Organisational Policy Manual

In consultation with staff, Isis International developed the new Organisational Policy Manual, which was approved by the Board of Trustees in June 2009.

Friends and Board of Trustees of Isis International get together at the reception of the General Membership and Board annual meeting in June 2009, Manila, Philippines.

## Staff Development

Isis International carried out both internal and external staff development activities. Such activities have focused on, reflected direct links with, and exhibited immediate usefulness to the work of Isis.

Internal staff development activities included: Results-based Management Training - conducted by the Isis Executive Director and attended by all the staff and Radio Training - conducted by the Isis Community and Independent Media Programme Officer and attended by all staff. Other training attended by specific members of staff (identified depending on their roles and positions in Isis) were:

content management system software of the web server upgrading, email management training, minute taking training, and solid waste management training.

Radio Training was participated by all Isis staff.



Isis staff also attended capacity building trainings held outside of the organisation, which contributed to the work of Isis on the concerns of sexuality, LGBT and human rights and women in peace building.

Role playing was used in the training on interview techniques.



## Internship Programme

The Communication and Independent Media (CIM) Programme and the Governance Communication and Democracy (GCD) Programme hosted three interns in 2009, whose outputs have contributed to Isis work in different ways. Evanca Custodio from the Philippines was involved in the production of We! and WIA. Erika Rosario from the Philippines provided support in organising the WMAP II project that was held in the Philippines and Mohjammad Moosa Azmi from the Asian Bridge India, spent one week with Isis based at the Resource Centre and developed book abstracts and video annotations.



Interns at work.

## Isis International Women's House

The Isis International Women's House is the institution's small income generating project. For 2009 it has contributed to the institutional operational fund by 6%. In keeping to the principles of a women centered safe space, culturally sensitive, environmentally sound and affordable rates, Isis International Women's House provides meeting rooms and spaces including an outdoor patio area that can also be used for social events; a recording studio; and office or desk spaces for like-minded organisations. In 2009, the Women's International House commenced hosting the office of the Inter Press Service, Asia Pacific. As well, the Women's International House provides guest rooms for international and local groups and individuals such as government agencies, visiting students, professionals and researchers, NGOs and development practitioners, funding agencies, and more.



*"...good place to stay on official duty for civil society groups." Sunila Singh, Migrant Forum Association*

*"Good services; friendly staff; nice breakfast." Sho Takano, ICAN Foundation Philippines, Inc.*

*"Excellent; everywhere very clean; staff friendly & helpful." Gemma Ingham, British student*

*"Really nice; clean & affordable for staying in Manila." Nanette Antequiera, ECOWEB/PHILSEN*

*"We had a very nice stay in Isis. Keep it up." Jenny M. Jereza, NTFP*

*"Chris and Cha (Isis caretakers) made an amazing job making me feel welcome and I felt like home. All breakfast were delicious." Ivanna Marcela Arizcurinaga Zeballos, LRC-KsK/LUMID Sweden*



Isis chats with young women about disaster preparedness in their communities



## Gender Consultancies

Isis International's development of expertise in specific areas of media and ICT as they relate and intersect with women and gender issues, has enabled the organisation to continue its consultancy work in capacity building for gender as a cross cutting concern in human development. In 2009, Isis engaged with local and regional development organisations, in the area of community empowerment, people with disabilities, and conflict and disaster management.

- i. Capacity building intervention on gender as an important concern in communities with the Southeast Asia Regional Initiatives for Community Empowerment (SEARICE), 16 July 2009, Philippines.
- ii. Gender as cross-cutting concern for economic empowerment with the National Federation of Cooperatives for People with Disabilities (NFCPWD), 15-16 September 2009, Philippines.
- iii. Capacity building on gender peace and development with the Office of the Presidential Adviser on Peace Processes (OPAPP), October-December 2009, Philippines.
- iv. A thematic evaluation of the gender intergration in disaster preparedness programmes in Asia and the Pacific with the Australian Red Cross, April-May 2009, China.

## Isis International Resource Centre

Isis International maintains and continues to develop its unique and historic collection of books, periodicals and multi-media materials by, from and about women and the key issues of concern to women's movements and advocacy worldwide. Isis International maintains a searchable database of this material and of women's organisations and other social movement groups worldwide. With its dynamic repository of feminist and gender focused materials, resources and documentation, the Isis International Resource Centre continues to be of use to activists, students, teachers, development workers as well as government agencies with an interest in gender as it relates to their work.



Isis Resource Centre is used by activists, students, teachers, development workers and government agencies.



## Institutional Profile

### Institutional History

Feminists, who believe that information should be organised and disseminated in ways that are far more accessible and appropriate for women, founded Isis International in 1974 in Rome, Italy. Isis International's thrust of asserting women from the developing South to build their capacities for networking, communications and active participation in development processes, was strengthened when the Isis office relocated from Rome, Italy to Manila, Philippines in 1991. This move allowed Isis International to be geographically closer to its constituencies in Asia and the Pacific, as well as better immersed in the everyday realities of the developing South. Isis International is a 36-year old international feminist development organisation that works for women's empowerment, and active participation and leadership within social justice movements. Isis International's primary approach is through the practice and advancement of feminist development communications. Isis International's strategies are generally directed at challenging development paradigms that are biased towards western male and market-driven interests at local, regional and global levels.

**Today**, Isis International continues its commitment to work towards women's empowerment for active citizenship, shaped by social justice and respect for diversity. It engages in research, knowledge and capacity building, policy advocacy, and the production and dissemination of multimedia products on cutting edge issues, in close cooperation with women's groups and other civil society organisations.

**For the future**, as one of its major goals, Isis International intends to intensify its advocacy and capacity building work in feminist development communications. In 2010, with the support of Mama Cash, Isis will be launching the first Activist School for Feminist Development Communications, conducting in-house and on-site education and skills training on the various traditional and alternative media to advocate and address women's development concerns.

### Institutional Achievements

Since 1974, Isis has been a *pioneer in feminist development communications* primarily through its community and independent media. Its flagship publication, *WiA* or *Women in Action* magazine is one of the oldest feminist publications regionally and internationally. To this day, *WiA* continues to popularise visions, strategies, and information relevant to women's movements, and challenges dominant discourses on development issues presenting the southern feminist analyses. Isis also continues to venture into both traditional media (including producing publications, films and radio spots) and new ICTs and other multimedia products that effectively promote women's human rights in the developing South.

Isis International has been one of the pioneer feminist organisations that has actively engaged the United Nations, and has been *at the forefront of major global women's events*, including the 4th World Conference on Women in Beijing in 1995, with its consultative status (category II) at the UN Economic and Social Council (ECOSOC). In 2003, Isis International was among the women's organisations that facilitated the gender caucus at the World Summit on the Information Society (WSIS) in Geneva, Switzerland. At AWID's International Conference in 2005, Isis lobbied for the importance of understanding the notion of information and society in the context of critiquing its public and private dichotomies. At AWID's International Conference in 2008, Isis sponsored an interactive panel session on "Global Feminist Critical Collaboration: Confronting the Realities of the South."

The *promotion of community and independent media* as one of Isis' flagship advocacy instigated many capacity building projects as well as advocacy activities, particularly in community radio. Realising the high potential of community radio as an affective communication tool for marginalised groups like women, Isis International has conducted many capacity-building activities on community radio that focus on issues such as: women's participation in peace building and disaster management, reproductive and sexual health and rights, combating violence against women, poverty alleviation, women's leadership, and more.

# Organisational Structure

General Membership

Board of Trustees

## Feminist Movement Building (FMB) Programme

is the political engine providing direction to the other project areas. The programme houses the institutional governance and political direction-setting of Isis, ensuring Isis' place within strategic settings and contribution to significant discourses within the rubrics of feminist analysis and intermovement building.

## Community and Independent Media (CIM) Programme

provides ground-breaking news and salient trends that inform social movements on the work of the women's movements in the Asia and Pacific regions and vice-versa. The various modalities under CIM also enables Isis to contribute to setting advocacy directions in the fields of media, gender, cultural diversity, sexual well-being, among other pressing social issues.

## Governance, Communication and Democracy (GCD) Programme

focuses on responding to the need for appropriate feminist development communications framework-building and knowledge production for the developing South. Grounded in both action and research, the programme develops new modes of analysis through feminist framework building via feminist research projects, documentation support services and feminist interventions.

## Organisational and Administrative (ODA) Programme

handles the administrative dimensions of the institution ensuring Isis International is an effective organisation, responsive to the needs of its committed staff and its development partners. This includes institutionalising principles and procedures of feminist management, putting into action programmes and policies that generate higher levels of resources, strengthening institutional mechanisms for staff development and implementing efficient planning, monitoring and evaluation systems.



# Audit Report

**RSantiago  
PdeloSantos  
MVerzosa & Co.**

Certified Public Accountants  
(formerly OPTIMA Auditing & Accounting Services, Co.)

Rm. 207 Mariwasa Bldg.  
717 Aurora Blvd.  
Quezon City, Philippines  
Telfax (632) 726-8298  
(632) 727 9598

## INDEPENDENT AUDITOR'S REPORT

The Board of Trustees  
Isis International Women's  
Information and Communication Service, Inc.  
#3 Marunong Street, Central District  
Quezon City, Philippines

We have audited the accompanying financial statements of Isis International Women's Information and Communication Service, Inc. which comprise the Statements of Financial Condition as of December 31, 2009 and 2008 and the Statements of Operations, Statements of Changes in Fund Balances and Statements of Cash Flows for the years then ended, and a summary of significant accounting policies and other explanatory notes.

### Management Responsibility for the Financial Statements

Management is responsible for the fair presentation of these financial statements, in accordance with accounting principles accepted in the Philippines. This responsibility includes: designing, implementing and maintaining internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error; selecting and applying appropriate accounting policies, and making accounting estimates that are reasonable in the circumstances.

### Auditor's Responsibility

Our responsibility is to express an opinion on these financial statements based on our audit. We conducted our audits in accordance with Philippine Standards on Auditing. Those standards require that we comply with ethical requirements, plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

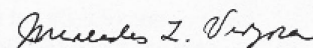
An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgement, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

### Opinion

In our opinion, the financial statements referred to above present fairly, in all material respects, the financial condition of Isis International Women's Information and Communication Service, Inc. as of December 31, 2009 & 2008 and the results of its operations for the years then ended, in accordance with Philippine Financial Reporting Standards.

BOA/PRC Certificate of Registration No.0648  
Issued on February 12, 2010  
Effective until December 31, 2012  
Tax Identification No.002116420



MERCEDES L. VERZOSA  
Partner  
CPA Certificate No. 007702  
PTR No. 3238567 B  
January 20, 2010  
Quezon City

March 12, 2010  
Quezon City, Philippines

Isis International Women's Information & Communication Services, Inc.

**Statement of Financial Condition**

As of December 31, 2009

**Assets**

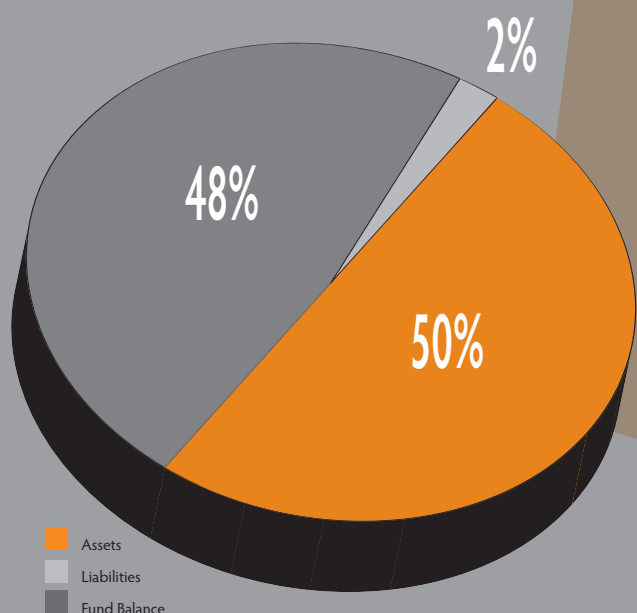
Current assets	\$137,141.78
Non current assets	211,043.04

**Total Assets** **\$348,184.82**

**Liabilities & Fund Balances**

Liabilities	\$ 14,207.33
Fund balance	333,977.49

**Total Liabilities & Fund Balances** **\$ 348,184.82**



■ Assets  
■ Liabilities  
■ Fund Balance

Isis International Women's Information & Communication Services, Inc.

**Statement of Operations**

For the year ended December 31, 2009

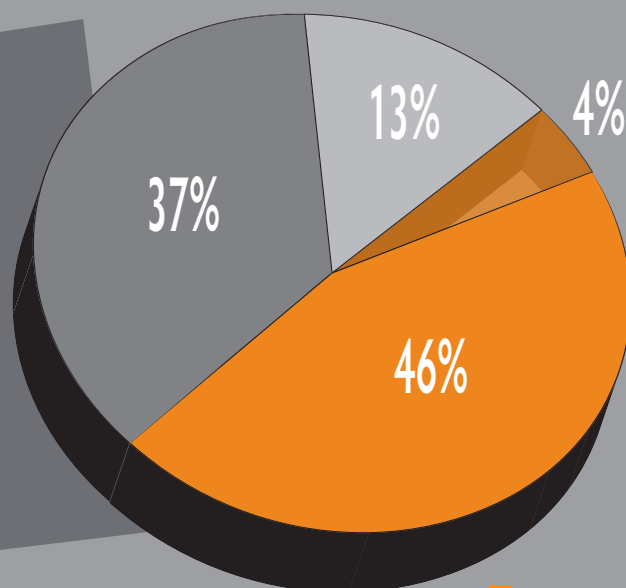
**Income** **\$195,397.38**

**Expenses**

Programme	\$158,593.06
Administrative	55,456.44

**Total expenses** **\$214,049.50**

**Excess (deficiency) of income over expenses** **(\$18,652.12)**



■ Income  
■ Fund Balance  
■ Admin Costs  
■ Programme Costs

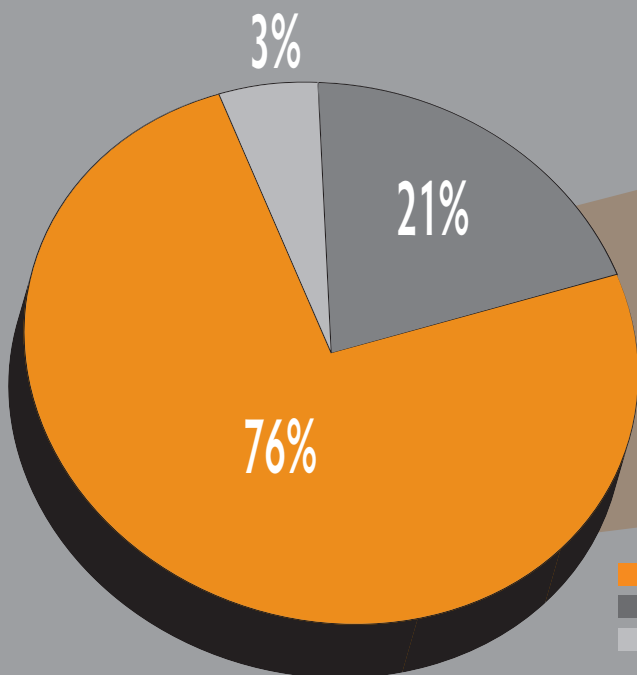
Isis International Women's Information & Communication Services, Inc.

**Fund Sources**

For the year ended December 31, 2009

Grants	\$148,387.40
Donations & contributions	41,350.33
Other income	5,659.65

**Total** **\$195,397.38**



■ Grants  
■ Donations & Contributions  
■ Other Income

# General Membership, Networks & Partners

## General Membership

### Special members

Marilee Karl, Honorary Member, Italy  
Co-Founder, Isis International

Ruth Ojiambo-Ochieng  
Executive Director, Isis WICCE, Uganda

Ana Maria Gomez  
Coordinator, Isis Santiago, Chile

### Members

Sylvia Estrada-Caludio  
Director, University Center for Women Studies,  
University of the Philippines, Philippines

Carole Shaw (as of June 2009)  
JERA International, Australia

Mavic Cabrera-Balleza (as of June 2009)  
International Coordinator, Global Network of Women  
Peacebuilders, Philippines and USA

Sonia Randhawa (as of June 2009)  
Editor, GenderIT.org, Malaysia and Australia

Supinya Klangnarong (as of June 2009)  
Vice-chair, Campaign for Popular Media Reform (CPMR),  
Thailand

Joanne Maglipon, (ended June 2009)  
Editor-in-Chief, Yes magazine, Philippines

### Board of Trustees

Luz Maria Martinez, Chairperson  
Coordinator, Social Work Program, Miriam College, USA and  
Philippines

Mary Jane Real, Vice-Chair  
Coordinator, Women Human Rights Defenders, Philippines

Carolyn Sobritchea, Secretary Treasurer  
Faculty Member, Asian Center University of the Philippines,  
Philippines

Anita Gurumurthy, Member  
Director, IT for Change, India

Maria Lourdes Marin, Member  
Executive Director, ACHIEVE (Action for Health Initiatives,  
Inc.), Philippines

Sharon Bhagwan Rolls, Member  
Excutive Director, FemLINKPACIFIC, Fiji

Susanna George (as of June 2009)  
Board Member, Asia Pacific Resource and Research Centre for  
Women (ARROW), Malaysia and former Isis Executive Director

Aida Santos, Member (as of June 2009)  
Executive Director - WedPro, Philippines

Elizabeth Enriquez, Member (as of June 2009)  
Vice Chancellor for Student Affairs, University of the  
Philippines Diliman, Philippines

Senator. Letica Ramos Shahani, Member(ended June 2009)  
Former Member of the Philippine Senate;  
Dean, College of International and Humanitarian  
Development Studies Miriam College, Philippines

Johanna Son, Member (ended June 2009)  
Director, Inter Press Service-Asia Pacific, Philippines and Thailand

## Staff

### Feminist Movement Building Programme

Cai Yiping, Executive Director, China

Tesa C. de Vela, Associate Director, Australia (ended  
February 2009)

Lalen C. de Vela, Resource Development Officer, Australia

### Governance, Comuniations & Development Programme

Marion Cabrera, GCD Programme Coordinator, Philippines

Mayang Taldo, Resource Centre Associate, Philippines

### Community & Independent Media Programme

Bianca Miglioretto, Community Radio Officer, Switzerland

Pretchie Obja-an, ICT Development Officer, Philippines

Nina Somera, Media Information & Communication  
Associate, Philippines

### Organisation Development and Administration Programme

Elvie Colobong, Finance and Business Officer, Philippines

Betong de los Reyes, Administrative Officer, Philippines

Joria Wenceslao, Administrative Assistant (ended March  
2009), Philippines

Leah Aviles, Administrative Assistant, International Women's  
House, Philippines

Chris Almoquera, Caretaker (commenced August 2009),  
Philippines

## Consultants

### Research Associates

Maureen Pagaduan  
Asian Regional Exchange for New Alternatives (ARENA)/  
Faculty, Social Work and Community Development,  
University of the Philippines, Philippines

Mira Ofreneo  
Faculty, Psychology Department, Ateneo de Manila, Philippines

Tesa de Vela  
Faculty, International Studies, Miriam College, Philippines

Elmer Malibiran  
Faculty, National Teacher's College (NTC), Philippines

Liew ShaoYi  
Student, College of Social Work & Community Development,  
University of the Philippines, Philippines

Matt Wamil  
Faculty, College of Social Work and Community Development,  
University of the Philippines, Philippines

Jennifer Josef  
Faculty, Department of Social Anthropology and Psychology,  
College of Social Sciences, University of the Philippines  
Baguio, Philippines

### Advisers/Technical Staff

Aileen Familiara  
Artist and Journalist  
Freelance, Mauritius

Rizza Faith Ilbanes  
Lawyer, Philippines

Irene Chia  
Layout Artist  
Freelance, Philippines

Jim Marpa  
Layout Artist / Illustrator  
Freelance, Philippines

### Interns & Volunteers

Erika Rosario  
Student, Psychology,  
Ateneo de Manila, Philippines

Evanca Custodio  
Student, International Studies.  
Miriam College, Philippines

Mohammad Moosa Azmi  
Asian Bridge, India

### Partners and Networks

#### Collaborative Projects

##### **Social Representations of LBT Issues and Concerns**

Action for Health Initiative (ACHIEVE), Philippines

Women's Legal Bureau, Philippines

Women's Crisis Centre, Philippines

Linangan ng Kababaihan, Inc. [LIKHAAN], Philippines

Society of Transsexual People of the Philippines

Rainbow Rights, Philippines

##### **Women's Participation in Peacebuilding**

Centre for Eastern Indonesia Studies, Indonesia

Balay Rehabilitation Centre, Inc., Philippines

##### **Global Report on the Status of Women in the News Media**

International Investigations of Women's Status in Media, Japanese Committee, Japan

Media Monitor Network for Women, China

Kim Suk-yon, Professor, Republic of Korea

##### **Interactive Sessions on Gender**

South East Asia Regional Initiatives for Community Empowerment (SEARICE), Philippines

National Federation of Cooperatives for People with Disabilities (NFCPWD), Philippines

Office of the Presidential Adviser on Peace Processes, Philippines

#### Isis Membership in Regional and International Networks

##### **Asia Pacific Women's Watch**

All-China Women's Federation (ACWF), China

Asia Pacific Forum on Women, Law and Development (APWLD), Regional

Asian-Pacific Resource and Research Centre for Women (ARROW), Regional

Astitva – Women's Resources and Advocacy Centre, India

Australian National Committee on Refugees Women (ANCORW), Australia

Beyond Beijing Committee, Nepal

CEDAW Working Group Initiative, Indonesia

Centre for Refugee Research / Asian Women's Human Rights Council (AWHRC), Australia

Feminist League, Kazakhstan

Fiji Women's Rights Centre, Suva Fiji (FWRM), Fiji

Forum of Women's NGO's of Kyrgyzstan, Kyrgyzstan

Japan Women's Watch (JAWW), Japan

Korea Women's NGO Network (KWNGO), Republic of Korea

MEHR Association of Women's NGOs, Uzbekistan

MONFEMNET/National Network of Mongolian Women's NGOs, Mongolia

Pacific Women's Watch (NZ) Inc & Bridgebuilders Trust Inc., New Zealand

Shirkat Gah, Karachi, Pakistan

South East Asia Women Watch (SEAWWatch), Philippines

Thai Women Watch, Thailand

The Women and Media Collective/ Sri Lanka Women's NGO Forum, Sri Lanka

Tonga National Centre for Women and Children (TNCWC), Tonga

Women United Together Marshall Islands (WUTMI), Marshall Islands

Women for Women, Bangladesh

##### **World Association of Community Radio Broadcasters-Women's International Network (AMARC WIN) Asia Pacific**

Bragi FM Radio, Indonesia

Civil Media Development Institute, Thailand

Combine Resource Institution, Indonesia

Darsa FM Radio, Indonesia

Equal Access, Cambodia

FemLINKPacific, Fiji

Fingkaw FM, Indonesia

Internews Afghanistan, Afghanistan

Khoun Community Radio for Development, Laos

Lima Cemara Radio, Indonesia

Radio Radiq, Malaysia

Radio Rakambia, East Timor

Radio Sagarmatha Antenna, Nepal

Sagada Community Radio, Philippines

SEWA (Self Employed Women's Association), India

Society for Integrated Development, India

Suarah Radio, Indonesia

Surga FM, Indonesia

Ujas Radio, India

VHR News Centre, Indonesia

Voice, India

Women's Radio, Afghanistan

##### **GendeCC - Women for Climate Justice**

## Funding Partners

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## Exchange Publications

### Africa

African Centre for Women, Information and Communications, Kenya  
African Women's Development and Communication Network, Kenya  
Ezealor Community Library, Nigeria  
*Sister Namibia*, Sister Namibia, Namibia  
E-Knowledge for Women in Southern Africa (EKOWISA), Zimbabwe

### Asia Pacific

*The Country Web, Rural Women's Network*, NSW Department of Primary Industries, Australia  
*Pacific Women Against Violence*, Fiji Women's Crisis Centre, Fiji  
*Asian Labour Update*, Asia Monitor Resource Centre, Hong Kong  
*Facts against Myths*, Vikas Adhyayan Kendar, India  
*Groots*, Grassroots Organisation Operating Together in Sisterhood (South Asia), India  
*In plainspeak: talking about sexuality in South and Southeast Asia*, The South and Southeast Asia Resource Centre on Sexuality, Tarshi, India  
*i4d: information for development*, I4D: Information for Development, India  
*The Voice of the Working Woman*, All India Coordination Committee of Working Women (ALICCW), Centre of Indian Trade Union (CITU), India  
*In God's image*, Asian Women's Resource Centre for Culture and Theology (AWRC), Indonesia  
Gender Equality Foundation, Japan  
*NWEC Newsletter*, National Women's Education Center (NWEC), Japan  
*Voices from Japan: Women's Asia 21*, Asia-Japan Women's Resource Center, Japan  
*DAWN Newsletter*, DAWN Center (Osaka Prefectural Women's Center) Osaka, Japan  
*Asian Women*, Research Institute of Asian Women, Sookmyung Women's University, Korea  
*Asian Journal of Women's Studies*, Asian Center for Women's Studies, Ewha Women's University, Korea

*AL-Raida*, Institute for Women's Studies in the Arab World, Lebanese American University, Lebanon

*Arrows for Change*, Asia Pacific Resource and Research Centre for Women (ARROW), Malaysia

*Third World Resurgence*, Third World Network, Malaysia

Croenecke, Lower Hutt Women's Centre, New Zealand

*Panui*, Ministry of Women's Affairs, New Zealand

*The Muslim World*, Motamar Al-Alam Al-Islami (World Muslim Congress), Pakistan

*Newsheet*, Women Living Under Muslim Law (WLUML) & Shirkat Gah Women's Resource Centre, Pakistan

*DAWN Informs*, Development Alternatives with Women for a New Era (DAWN), Philippines

*IGOROTA: Alternative Magazine*, IGOROTA Foundation, Philippines

*Burma Issues*, Peace Way Foundation, Thailand

*CCAnews*, Christian Conference of Asia, Thailand

*Forum News*, Asia Pacific Forum on Women Law and

Development (APWLD), Thailand

*YASODHARA (Newsletter on International Buddhist Women's Activities)*, YASODHARAVen., Thailand

### Europe

*Dimitra Newsletter*, Dimitri, Belgium

*Development*, Society for International Development, Italy

*International Peace Update*, Women's International League for Peace and Freedom (WILPF), Switzerland

*ILAV International Newsletter*, International Information Centre and Archives for the Women's Movement (IIAV), Netherlands

*LEISA MAGAZINE*, Low External Input and Sustainable Agriculture (ILEILA), Netherlands

*FORCE Migration Review*, Refugee Studies Centre, Department of International Development University of Oxford, United Kingdom

*Review of African Political Economy*, ROAPE Publications, United Kingdom

*Tapol: Promoting Human Rights, Peace and Democracy in Indonesia*, TAPOL, United Kingdom

### Latin America

Isis Santiago, Chile

*Women's Health Journal*, Latin American and Caribbean Women's Health Network (LACWHN), Chile

### North America

*WINGS*, Women's International News Gathering Service (WINGS), Canada

*China Rights Forum*, Human Rights in China, United States

*CONSCIENCE: The Journal of Catholic Opinion*, Catholics for a Free Choice (CFFC), United States

*Development Outreach*, World Bank Institute, USA

*Feminist Collections: A Quarterly of Women's Studies Resources*, Women's Studies Library, University of Wisconsin System, USA

*Global Future*, World Vision International, USA

*International Family Planning Perspectives*, Guttmacher Institute, USA

*NACLA: Report on the Americas*, North American Congress on Latin America, USA

*Off Our Backs*, Off Our Backs Collective, USA

*Sister Wisdom*, Sister Wisdom, USA

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