CREATING CHANGE

DOMESTIC VIOLENCE HAS NO RELIGION

CALL GENDER BASED VIOLENCE WHAT IT IS

DOMESTIC VIOLENCE HAS NO TRIBE

2018 ANNUAL REPORT
VISION
Our vision is to create a gender equal world where girls thrive and lead.

MISSION
Girl Up Initiative Uganda’s mission is to build a vibrant movement of girls through transformative leadership, sexual and reproductive health education, and skills development.

ABOUT
Girl Up Initiative Uganda (GUIU), founded in 2012, runs three programs in Kampala that aim to empower adolescent girls and young women through education, leadership skills and economic empowerment. Whilst girls and women constitute our focus group, our approach engages boys and men as well, as this is key to bringing about lasting gender transformation. The outcome is a harmonious and informed community of confident, aspirational independent girls and women, supported by gender-conscious boys and men.
A MESSAGE FROM OUR LEADERS

Dear Girl Up Initiative Uganda Friends, Supporters, Partners, and Changemakers,

In the wake of the #MeToo campaign, we have witnessed countless moments of courageous change from around the globe as women and girls no longer fear speaking up against violence and human rights violations. This global movement has shined the spotlight on a major issue that disproportionately affects girls and women, especially in developing countries. In Uganda, gender-based violence is extremely high with 64 percent of women, or almost 2 out of every 3 women (ages 15 to 49 years), having ever experienced violence. This is an astonishing statistic that must be changed if we are to create a safe world for all to enjoy.

Change starts at a young age as girls and boys start to learn and absorb social norms and what is acceptable behavior for their gender. Thus, it is critical that we use this time of adolescence to support and mentor girls and boys to actively question and challenge the status quo. For if the status quo isn’t challenged by youth, they will grow up to be part of the problem, rather than the solution. It requires that we invest heavily in developing the confidence and leadership skills of youth so they can find their unique voices and courageously speak up for their beliefs. In the past year, we have observed many such moments of courageous change from our adolescent girls taking to the streets of Kampala to march for girls’ rights to boys refusing negative peer pressure and making healthy life decisions.

Engaging men and boys continues to be a key violence prevention strategy for GUIU and in 2018 we reached over 10,400 men in male change agent dialogues and 870 adolescent boys with our Boy Champion mass campaigns. During these dialogues, our team leads discussions around the importance of gender equality, sexual and reproductive health, forming positive masculinities, ending violence, and developing healthy life skills (self-esteem, decision-making and peer pressure). As one boy from Murchison Bay Primary School, Mujasi, told us after the Boy Champion session “I now want to make good decisions every day, not to drink, smoke and join bad groups, but instead to believe in myself and encourage myself to do better”.

Simultaneously, GUIU is encouraged by the increasing acknowledgement among global leaders, philanthropists, and celebrities of the significant role of grassroots leaders in creating sustainable change in their communities. Our achievements would not have been possible without the dedication of our leadership team and staff, 90 percent (18 of 20 members) who are from the very communities in which we serve. This year, we gained international recognition for our grassroots approach to advancing girls’ education and empowerment. We will never forget October 11th, 2018 when Monica stood on US national television with Michelle Obama to launch the Global Girls Alliance, courageously standing there to represent the thousands of girls, young women, and youth that we work with!

When we reflect on what makes real transformative social change possible in our communities, we recognize that we cannot force change, particularly related to changing deeply-held beliefs and traditions around gender; change takes patience and understanding. Sometimes our team feels like we have accomplished a great deal, while other times the progress feels really slow, which can be frustrating and disheartening. It is therefore important to appreciate that each step we take and each “aha” moment with a young person, is slowly dismantling patriarchy and all the systems that promote gender discrimination.

Our work is needed now more than ever. The world is ready for change and we hope you will join us as a courageous changemaker.

Thank you for your partnership and commitment towards building a gender equal world for all to enjoy, prosper, and thrive.

In deep gratitude,

Monica Nyiraguhabwa
Co-Founder & Executive Director

 Kimberly Wolf
Co-Founder & Deputy Executive Director
2018 IMPACT

8,054 Street Theatre Performance Attendees

3,243 Youth Accessing Sexual Health Services

876 Boys Reached Through Mass Campaigns

560 Adolescent Girls Program Participants

117 Parents at AGP Engagement Meetings

25 Young Women Trained in Sewing & Fashion Design
2018 HIGHLIGHTS

Plan International CEO, Anne-Birgitte Albrectsen (center) and International Board members visited our Ni-Yetu Program activities.

We integrated sports into our programming through organizing gender soccer matches between girls and boys.

GUIU purchased an organizational van to transport our team and girls around Kampala for various activities.

GUIU finalized its Strategic Plan 2019-2021, including revising our mission, vision, and values.

We began serving differently abled girls at the Uganda School of the Deaf and introduced arts and painting into the Adolescent Girls Program.

Our team of young male leaders held dialogues for 876 boys on sexual and reproductive health, gender-based violence, and life skills.
In April 2018, our Executive Director, Monica Nyiraguhabwa, was accepted to join the first cohort of Obama Africa Fellows and subsequently received an exciting invitation to join an intimate roundtable discussion on girls’ education with actress Charlize Theron. Monica took the opportunity to confidently share GUIU’s experience on how best to work with men and boys to support girls’ rights and gender equality.

Two months later, NBC’s The Today Show arrived in Kampala with TV anchor, Jenna Bush Hager, to film a segment highlighting GUIU’s work to advance girls’ education and leadership. The NBC team experienced a community clean-up, Mazuri Designs fashion show, and interviewed our team, girls and young women. The segment aired on October 11th in celebration of the International Day of the Girl and the launch of Michelle Obama’s Global Girls Alliance. Monica was in New York for this, where she met Michelle Obama and other supportive celebrities such as Karlie Kloss and Freido Pinto. Monica was brought onto live TV and excited the crowd with her inspiring words: “It’s time for girls! Girls now! Girls are the future!”
We published our first book of girls’ stories: “We Have Something to Say” available for purchase on Amazon.com.

For over a decade, Megan Walrod envisioned collecting women’s stories from across the world and compiling them into a book. A personal tragedy led her to the fateful discovery of GUIU, and in August 2017 she was in Uganda learning about the experiences of the participants of the Adolescent Girls Program as a volunteer with the organization. Megan was immediately overcome with the power of these stories, and how important it was that they were heard.

So began a series of workshops run by Megan, supported by the GUIU team, which aimed to coach the girls to write about how their lives had changed since joining the Adolescent Girls Program. Honoring the culture of oral tradition the girls grew up in, each girl also had the chance to sit down one-on-one with a GUIU to tell their story while it was transcribed.

The book, “We Have Something to Say: True Stories from Adolescent Girls Growing Up In The Slums Of Kampala,” is a true collaboration, made possible by the brave voices of the girls, the passion and support of the GUIU coaches, the endless dedication of Monica and Kim, and the powerful vision that Megan brought to life.

The book is available for purchase on Amazon.com with all proceeds benefiting GUIU.
The Adolescent Girls Program (AGP) is a one-year, extracurricular life skills, sexual and reproductive health (SRH), and leadership training for primary school girls, ages 9 to 15 years, that covers topics such as self-esteem and body image, puberty and menstruation, and violence against girls with the goal of empowering girls to achieve their full academic potential; become leaders in their schools and communities; and make healthy, informed decisions about their bodies and futures. In 2018, 560 adolescent girls from 7 partner schools graduated from the AGP and joined the Big Sister Network.

Beyond the one-year training program, the AGP includes a number of synergistic activities to ensure that girls receive the skills, knowledge, tools, mentorship, and support to develop their self-confidence and voice to thrive as leaders in their schools and communities.
Community and School Advocacy
Boys’ Dialogues
Big Sister Network
Girls’ Mass Campaigns
Parents’ and Teachers’ Meetings
School Scholarship Program
Year-long Training Program
Community and School Advocacy
Girl Up Club
AGP HOLISTIC MODEL
Esther poetically described her 12 year-old self as having a ‘sour heart’ before she joined Girl Up Initiative Uganda’s Adolescent Girls Program. She was timid and introverted, and struggled to engage in classroom learning sometimes even hiding under her desk to avoid the gaze of her classmates when asked a question. Esther’s low self-esteem also hindered her ability to process certain emotions, like anger, in a healthy and productive way. She described an incident in class during which she became furious with one of her classmates for giving an answer before she could. Esther has always had a powerful voice and was desperate to be heard, but struggled to empower herself in social situations.

At the beginning of the school year, Esther joined the Adolescent Girls Program, during which she benefited from sessions focusing on improving self-confidence and communication with others. By establishing these foundational building blocks, Esther learned to practice respect for herself and others, no matter what their background was. The program gave Esther the space to discover the power of her voice and has enabled her to be aspirational about her future. Her goal now is to use her voice to inspire the same confidence and respect in others, through the medium of poetry.
GUIU is leading the Ni-Yetu Youth Program in all five divisions of Kampala, specifically targeting urban slum communities with the aim to empower young people, ages 13 to 24 years, with correct knowledge, attitude and skills for reducing gender-based violence and improving their sexual and reproductive health and rights outcomes. The project promotes gender equality and social norm change through youth-friendly engagements and peer-to-peer mobilization.

2018 was the third year of implementation of the project under the guidance and leadership of Plan International Uganda. In particular, the Champions of Change project that integrates sports into an extensive life skills, leadership, and SRHR curriculum gained international recognition, bringing Plan International visitors from Canada, Belgium, Sweden, and other countries to GUIU to experience the trainings in action.

48,704 Youth and community members reached by Ni-Yetu in Kampala.
10,429 Men reached through anti-GBV change agent dialogues.
420 Peer-led outreach sessions held for out-of-school youth.
NI-YETU HOLISTIC MODEL

In-school Peer-led Outreaches

Out-of-school Peer-led Outreaches

Street Theatre Performances

Local Stakeholder Meetings

Youth-friendly SRH Health Camps

Youth-led Advocacy

Male Change Agent Dialogues

Champions of Change

12
Chanon Bonnet is a 22-year-old singer who is arduously working to further his music career to support his university fees. He was invited to join the Champions of Change Program by his local chairperson. With a cautious intrigue, Chanon attended his first session and was instantaneously captivated by the coaches. The program was a catalyst for change in many aspects of Chanon’s life, encouraging him to reflect on his own behaviors and realizing that he was partially responsible for the oppression of girls in his home and community. Having been raised in a society with entrenched patriarchal values, it was seen as the norm for girls to do all the work around the house. During the course of the program, Chanon learned the value of sharing household chores with the girls in his family to encourage unity and equality in his household.

Chanon’s views about gender equality were completely transformed, and as a result, he now not only empowers his sisters, but also all girls in his community. The program also boosted Chanon’s confidence to be a leader in his community and affect positive change in other areas that affect youth, such as drug abuse. He used the communication skills he developed to encourage and approach others through motivation and empowerment, rather than through oppression. He is now passing on his learnings to enable his community to flourish and grow.
The Young Women’s Economic Empowerment Program (YWEEP) was developed by GUIU to respond to the high levels of formal youth unemployment in Uganda, particularly for disadvantaged young women, which stands at 86 percent unemployment. The YWEEP aims to enhance the economic empowerment of young women, ages 16 to 35 years, so they can become economically self-sufficient, build their confidence, and improve their overall well-being. The program supports and mentors young women to develop their business ideas; learn new vocational, entrepreneurial, and personal development skills; and join a community of supportive women.

In 2018, based on our evaluation data, GUIU placed a greater focus on providing personal skills development trainings to the YWEEP participants to ensure that they were equipped with information on sexual and reproductive health, communication, self-image, women’s rights, and violence against women. We also integrated a fashion show at the completion of the sewing training to recognize and appreciate the creative work done by the trainees.
YWEEP HOLISTIC MODEL
Salima is 18 years old and married with one child. Before joining the YWEEP, she often found herself sitting at home without constructive projects to invest her time and creativity in. Salima found out about the Sewing Our Futures project through a young woman who had taken part in the Adolescent Girls Program. Since joining the project, Salima’s hobby became a passion. She has learnt the fundamentals of design, creating beautiful, fashionable garments for clients and her family.

The Sewing Our Futures project also taught Salima valuable people skills, and the importance of working in a collaborative team and supporting those around you. Participants were encouraged to speak freely during activities and Salima was empowered to take opportunities to mentor others when they needed assistance with their work. This has instilled in her a sense of self-confidence that is immediately evident in interactions with her. She no longer averts her eyes when spoken to and instead communicates boldly and with assurance.

Above all else, reminiscent of its namesake, the project has inspired and enabled Salima to be aspirational about the road ahead of her. Her dream is to take the skills she has gained and her unwavering self-assurance to start a small business in order to support herself and her family. GUIU is rooting for her every step of the way.
2018 marked another successful year of growing our revenue through various sources while keeping our costs to a minimum! We continue to maintain a low administrative overhead in the US with our headquarters in Uganda so that our funds can best reach those in need while also supporting the local economy. Presented here are the financial results for both GUIU US and its sister organization, GUIU Uganda. It more accurately shows revenue streams and expenses for each organization. As programs have grown, grantors are increasingly sending funds directly to GUIU Uganda, and in this case, all funds from Plan International Uganda for the Ni-Yetu Youth Program go directly to GUIU Uganda. This is a positive trend that demonstrates the confidence partners have in our work; however, GUIU US continues to absorb the majority of fundraising expenses. Previously, we classified all funds sent to GUIU Uganda as program costs. This year, we have reclassified some program costs as administrative costs to more accurately represent the administrative costs at the Ugandan headquarters.

**Uganda Financial Statement 01/01/2018 – 12/31/2018**

**REVENUE**
- International NGOs: $114,578
- Funding from GUIU US: $101,259
- Income-Generating Activities: $6,253
- Bank Interest: $496
- **Total**: $222,586

**EXPENSES**
- Programs: $164,611
- Administration: $41,957
- **Total**: $206,568

Change in Net Assets: $16,018

**US Financial Statement 01/01/2018 – 12/31/2018**

**REVENUE**
- Foundations: $128,790
- Fundraisers: $17,401
- Individuals: $65,569
- **Total**: $211,760

**EXPENSES**
- Programs: $116,496
- Fundraising: $12,498
- Administration: $8,212
- **Total**: $137,206

Change in Net Assets: $74,554
GUIU DREAM TEAM 2018

Our transformational work would not be possible without the vision and commitment of each of our staff members who makes up the Girl Up Dream Team! It is not just about inspiring transformational change within others, it starts from within and by joining our team, our staff are committing themselves to personal and professional change.

Leadership Team
Monica Nyiraguhabwa
Executive Director
Kimberly Wolf
Deputy Executive Director

Uganda Team
Marion Achom
Program Officer, AGP
Caroline Achola
Program Officer, M&E
Joan Atimango
Program Assistant
Miriam Kabayo
Seamstress, Mazuri Designs
Gloria Komukama
Program Officer, AGP
Enock Kyambadde
Business Development Assistant
Annet Kyokutamba
Senior Seamstress and Trainer, Mazuri Designs
Susan Nantale
Seamstress, Mazuri Designs
Sharon Nayebare
Program Assistant
Michael Oonyu
Security Guard

Jane Tushabe
Accountant
Clare Tusingwire
Senior Program Officer, Ni-Yetu Project
Emmanuel Walusimbi
Media and Communication Assistant
Denis Allan Zziwa
Program Officer, Ni-Yetu Project

Volunteers/Consultants
Maxine Chikumbo
Content Creation and Social Media Specialist
Hajara Namuyimbwa
SRHR Specialist and Nurse
Janice Nason
Business Development and Marketing Advisor, Mazuri Designs
Ivan Kenneth Opio
Volunteer
Robert Otim
Monitoring and Evaluation Specialist

Uganda Board Members
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Brian Sekayombya, Treasurer
Monica Nyiraguhabwa, Secretary
Enid Nambuya, Director
Hawa Kagoya, Director
Saidi Alikwan, Director

US Board Members
Sofie Fredlund-Blomst, President
Daniel Weeks, Treasurer
Harvey Wolf, Secretary
Hilary Haber, Director
Connie Viveros, Director

“Never doubt that a small group of thoughtful, committed citizens can change the world. Indeed, it is the only thing that ever has.” – Margaret Mead

James Oromait, Chairperson
Brian Sekayombya, Treasurer
Monica Nyiraguhabwa, Secretary
Enid Nambuya, Director
Hawa Kagoya, Director
Saidi Alikwan, Director
PARTNERING FOR CHANGE

Behind us stands a group of 140+ individual donors and 8 institutional donors who are partnering with our team to ensure that change is possible! Your trust and belief in Girl Up Initiative Uganda is a constant source of strength for us as we work towards creating a gender equal world where girls thrive and lead.

**Institutional Donors**
- Anonymous
- Arthur B. Schultz Foundation
- Global Girls Alliance
- Lush Charity Pot
- Pace Able Foundation
- Plan International Uganda
- Segal Family Foundation
- The Stone Family Foundation

**Individual Donors**
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- Viola Lee
- William Leopard
- Will Obeid
- Winfred Van Wingerden

**YOUR SUPPORT MATTERS**

"It is most rewarding for me to support Girl Up Uganda. They know how to stretch a dollar and focus on what the girls need most."

Eduard Van Wingerden, Donor since 2016
STAND UP FOR CHANGE

www.girlupuganda.org