

EMPOWER

INFLUENCE

VOICE(S) UNTAMED

A YEAR OF #BEAUTIFULTROUBLE



ANNUAL REPORT 2019

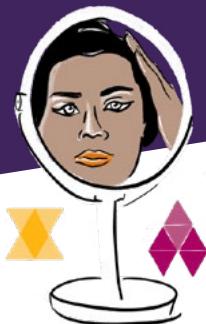
WHO WE ARE	4
2019 JUBILATIONS	6
WHO WE FUND	8
A CLOSER LOOK	10
GOING DEEPER	11
HOW CHANGES HAPPENED	14
EMPOWER	16
INFLUENCE	22
AMPLIFY	30
HOW WE LEARN	36
WHAT IS IN STORE	42
HOW WE SPENT	44
COLOPHON	48

**WOMEN
WITH
ALBINISM**
invisible, ritual killings,
ghosts or devil, prone to
skin cancer, visual
impairments



**TRANSGENDER
WOMEN**

no access to
health,
discrimination,
violence



**YOUNG
PEOPLE
WITH
DOWN SYNDROME**



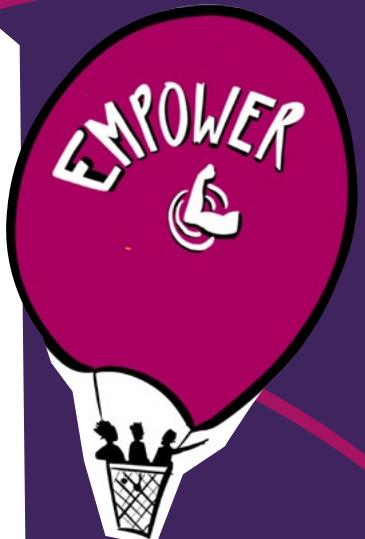
invisible, no voice,
not being taken
seriously, not
represented in
disability
movement



AMPLIFY



INFLUENCE



EMPOWER

A THANKFUL JOURNEY

The revised Theory of Change is the anchor Voice has chosen to frame the 2019 Annual Report. Its pathways **Empower**, **Amplify** and **Influence** are interwoven throughout to show how far the journey has taken us since the programme's launch in 2016. The visual is as rich, colourful and diverse as Voice is and wants to be - perfectly matched with the untamed voice(s) that have helped to create #beautifultrouble in 2019. Voice(s) Untamed refers to the shift we are seeing from finding your voice to raising it – by a growing number of self-led influencers. Some of them made it to the cover of this report and website; replacing the faceless images we started with in 2016. Voices and quotes from rightsholders are kept private and authentic – out of respect. We hope to have done justice in presenting your voices accurately, beautifully and with dignity.

INDIGENous WOMEN in AFRICA



early marriage,
FGM, beading, no
land rights, low
status

INDIGENous WOMEN in ASIA



no land rights, no
access to
resources, low
status

ELDERLY WITHOUT SOCIAL SERVICES

no state pension,
invisible, forgotten,
caretakers



voice

NOW-US! FUND

Voice is an innovative grant facility that promotes diversity and inclusion of rightholder groups in ten countries: Mali, Niger, Nigeria, Kenya, Tanzania, Uganda, Cambodia, Indonesia and the Philippines. Voice aims to amplify and connect thus far unheard voices in efforts to leave no one behind.

Nothing about us Without Us, better known as NOW-US!- is a guiding principle within Voice to select and support local civil society organisations. Those affected most by the issues need to be in the driver's seat of their own destiny to an ALL inclusive world.

Voice is an initiative by the Netherlands Ministry of Foreign Affairs and is executed by a consortium between Oxfam Novib and Hivos.



INFLUENCING

Supporting organisations and networks led by rightsholders and/or their representatives, using a range of lobby and advocacy tools to influence the policies, practices and/or behaviours of individuals, families, communities, private sector, religious leaders, (social) media, and/or other decision makers. Influencing grants are the biggest most-in-demand grants with a maximum timeframe of 36 months. Influencing grants at country level are available from €25,000 to €200,000 while a global multi-country grant goes up to a maximum of €500,000.



EMPOWERMENT

Intended for (informal) groups or organisations led by rightsholders to raise awareness, develop transformative leadership, build confidence and skills, strengthen already existing capacities, and work on their own empowerment process -at individual and/or organisational level. Empowerment grants are smaller grants with a maximum timeframe of 24 months. Informal groups can access funding by partnering with a formal host organisation. Empowerment grants are available from €5,000 to €25,000 at national level and up to €75,000 at regional level. In 2020, there will be a pilot of graduation grants for successful empowerment grantees, called Empowerment Accelerators.



SUDDEN OPPORTUNITY

Creating flexibility to undertake collective action to address specific unanticipated opportunities. This could be to influence policy or to deal with a threatened reduction of civic space which impacts one or more of rightholders (groups) in one or more of the impact themes. Sudden Opportunity grants have a timeframe of 6 to 12 months and are available from €5,000 to €200,000 both through a national and/or global Call for Proposals available on a rolling basis.

INNOVATE AND LEARN

Targeting rightholder groups who want to work with organisations and social enterprises to test, scale, and share new inclusive approaches. The approaches are more about human-centred design and less on technology/new applications. The approaches need to address issues relevant to the empowerment and influencing processes of rightholders. Innovate and Learn grants have a timeframe of 12 to 24 months and are available from €5,000 to €200,000 both through a national and/or a global Call for Proposals.



RIGHTS HOLDERS

Voice works with five different rightholder groups, noting that vulnerabilities can overlap/intersect and can be reasons for further exclusion.



PEOPLE WITH
DISABILITIES



LGBTI PEOPLE



WOMEN FACING
EXPLOITATION, ABUSE
AND VIOLENCE



VULNERABLE YOUTH
AND ELDERLY



INDIGENOUS PEOPLE
AND ETHNIC MINORITIES

LINK & LEARN

BY VOICE

Linking and Learning is our heart and soul. This is because Linking and Learning is integrated in everything we do. We ask everyone, including ourselves, to **reflect** on our own practices, needs, and communities. We ask everyone to **explore** what others are doing, see what has happened before and learn from what others have done. Lastly, we ask everyone to **test**. Try new ideas, new methodologies, and new ways of working. If it does not work then reflect on why and start the process all over again. If it does work, reflect on how can it be better.

To enrich the grant-making, Voice *links* rightholders to *learn* across countries, organisations and thematic areas. This is done through a team of Linking and Learning facilitators, global events and a continuous process of (internal) reflection and adaptations.

IMPACT THEMES



IMPROVED ACCESS
TO SOCIAL
SERVICES, HEALTH
AND EDUCATION

$$1+1=2$$



IMPROVED ACCESS
TO RESOURCES AND
EMPLOYMENT



INCREASED SPACE
FOR POLITICAL
PARTICIPATION AND
CITIZEN ENGAGEMENT



2019 JUBILATIONS!

The grand finale of the 25 youth bootcampers showing their talents for social transformation.
Credit Street Project Foundation, Nigeria.

Voice(s) Untamed jubilates the #beautiful-trouble that grantees have helped to create in 2019. The report presents an overview of the achievements, challenges, lessons learned and opportunities that we collectively experienced throughout 2019. Using the revised Theory of Change as the anchor we show how the grantees navigated the three distinct yet interconnected pathways for change to **(self-) Empower**, to **Amplify** and to **Influence**, visualised by three hot air balloons -each unique in size and direction- which cross and reinforce one another at different points in time. Rich in energy and filled with dreams, the balloons stand for the individual and collective journeys the

345 projects have embarked upon to reach “their” sky. While the report can only touch upon the tip of the iceberg or sky, it is important to note that the growth and change process are not only a result of the Voice grants but also the numerous Linking and Learning activities, allowing to reflect on the journey, including the ups-and-downs.

The information and photos were generously provided by grantees, Voice country teams, the Coordination team as well as the overall recorded results against the 2019 Annual plan.

Voice(s) Untamed is a reflection of 2019 in terms of what we focus on and the distribution of our projects (**Who we fund**) the lessons we continue to draw (**How we learn**) and lastly our plans for the future (**What is in store**). The report is centred on how we have supported change in moving toward an inclusive world in **How changes happened** through the pathways.



5.007
**PROJECT
APPLICATIONS**

received from 2016-2019



32
**COMMUNITIES
OF PRACTICE**



345
**PROJECTS
FUNDED**
between 2017-2019
of which 129 in 2019



23
**NATIONAL
LINKING AND
LEARNING EVENTS**



3
**REGIONAL MINDFUL
INCLUSION
WORKSHOPS**



**3-YEAR
EXTENSION APPROVED!**

2021-2024

WHO WE FUND

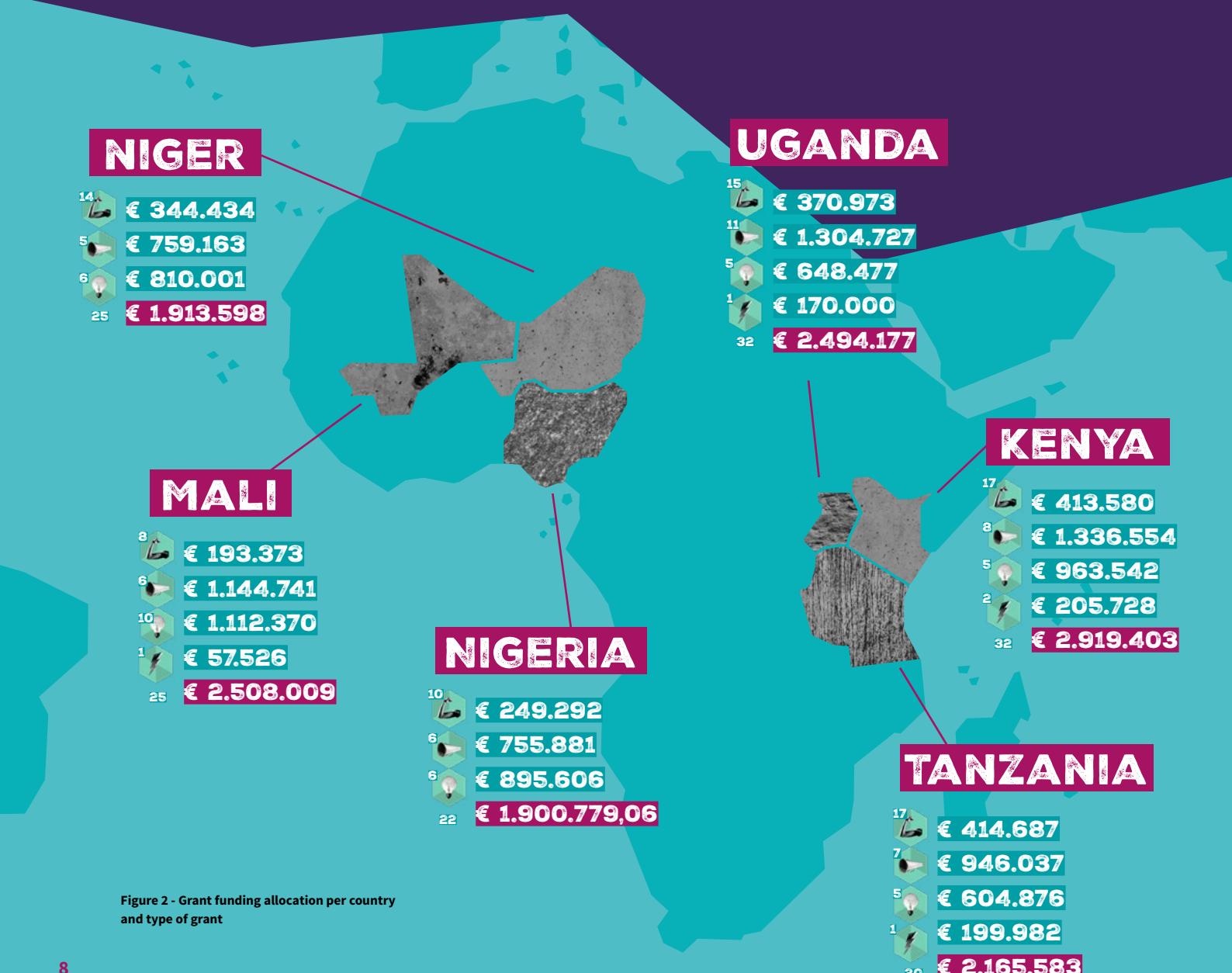
85
2017 & 2018

82

Between 2017 and 2019, Voice has supported a total of 345 projects jointly implemented by 760 (local) organisations, informal groups and networks across ten Voice focus countries. These 760 organisations represent for the overwhelming majority local groups. In 2019, Voice financed 129 new projects, a slight decrease from the 143 in 2018. This was because there was a strong focus on empowerment grants which continue to make steady progress -but do require more support. In addition we couldn't issue Calls for Proposals with a longer duration than 12 months due to the limited time available under the current phase. This shorter timeframe is more suited for empowerment grants rather than for the other grant types.

EMPOWERMENT PROJECTS

led by small rightsholder groups to raise awareness, invest in their own leadership, and build the necessary (self)-confidence, which they may find or 'Come to Voice'. These types of projects continued to be the focus in 2019 with great progress.





INFLUENCING PROJECTS

to strengthen lobby and advocacy or rather influencing capacities of organisations to better represent, include, and amplify, the voices of rightsholder groups.

INNOVATE AND LEARN PROJECTS

which allow grantees to test, learn from and potentially scale-up new ideas and approaches. This includes organisations who act as the Linking and Learning facilitators or grantees for each country.

SUDDEN OPPORTUNITY PROJECTS

were approved in most countries with rapidly changing civic space contexts -for better or for worse. For better is the case of including intersex data in the Kenyan census, described elsewhere. For worse is the case of global grantee Tournons la Page, setting up an internal rapid response mechanism to address civic shifts for its members in Francophone Africa.

LAOS

16		€ 376.700
6		€ 663.291
8		€ 807.940
30		€ 1.847.931

PHILIPPINES

18		€ 436.601
10		€ 1.357.931
3		€ 1.135.150
6		€ 369.985
43		€ 3.299.668

CAMBODIA

17		€ 407.033
4		€ 726.099
6		€ 1.054.793
27		€ 2.187.925

INDONESIA

31		€ 741.559
10		€ 1.765.600
7		€ 1.057.712
2		€ 90.000
50		€ 2.171.225

MULTI-COUNTRY

4		€ 295.731
6		€ 2.920.220
16		€ 2.151.472
3		€ 392.438
29		€ 5.759.861

GRAND TOTAL

€ 30.651.805
345 GRANTS APPROVED

WHO WE FUND

A CLOSER LOOK

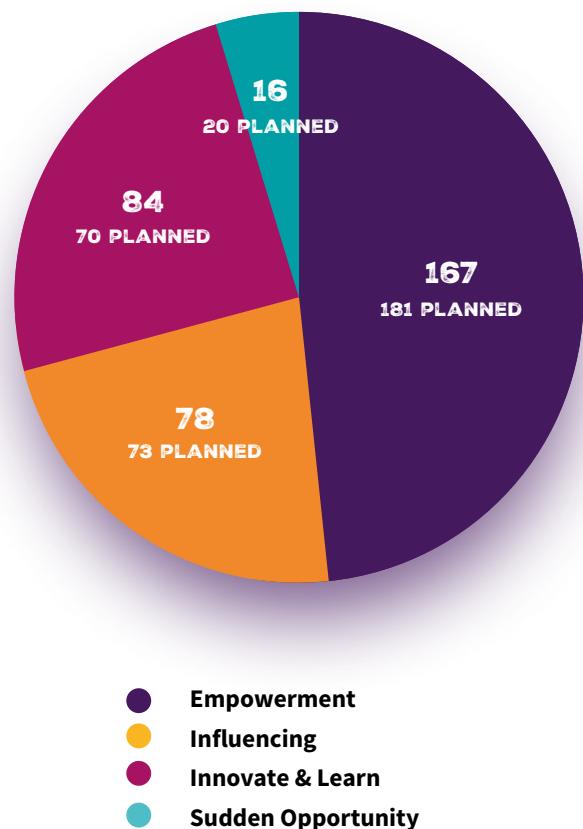
This section provides a closer look at where we are, comparing targets estimated versus achieved, disaggregated by grant type, rightholder groups and impact themes.

Overall Voice priorities and grant allocations per year are kept flexible in order to adapt to the ever-changing context at local, national, regional and international level. This flexibility is based on the continuous learning from the past three years, the engagement with grantees, rightsholders and other stakeholders and the 2018 context analysis. This enables Voice to respond strategically.

These analyses, despite annual fluctuations and shifts in the funding priorities, support Voice in keeping track to achieve the original objectives and targets of the programme set forth in the Voice Programme Document.

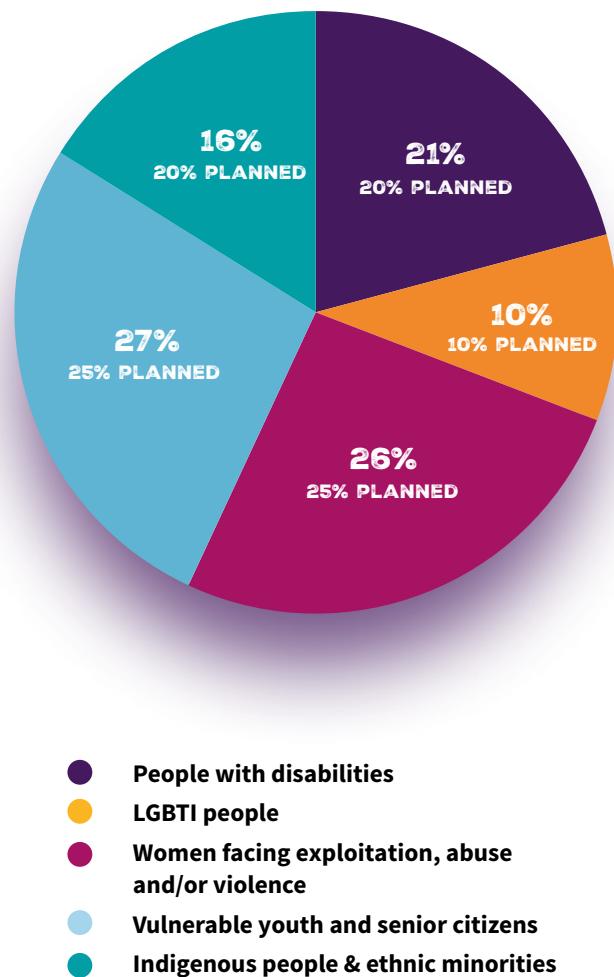
GRANT TYPES

The overall grant portfolio has grown significantly and we have exceeded the total planned number of grants. **345(!) grants realised thus far versus 344 planned.** Forty-eight percent of these are Empowerment grants (14 under the target of 181) in line with our focus on emerging voices, supporting processes of thus far unheard rightsholders coming to voice. We have far exceeded our goal for Innovate and Learn grants 84 versus 70 but that is also because of the Linking and Learning facilitation grantees we have at national level. In general Innovate and Learn grants prove popular as they allow for testing new human-centred approaches and learning from (reasonable) mistakes. Sudden Opportunity grants have picked up significantly as we are doing more active outreach to address specific emerging issues and have lightened the application process by having more conversations rather than demanding a lot of paperwork.



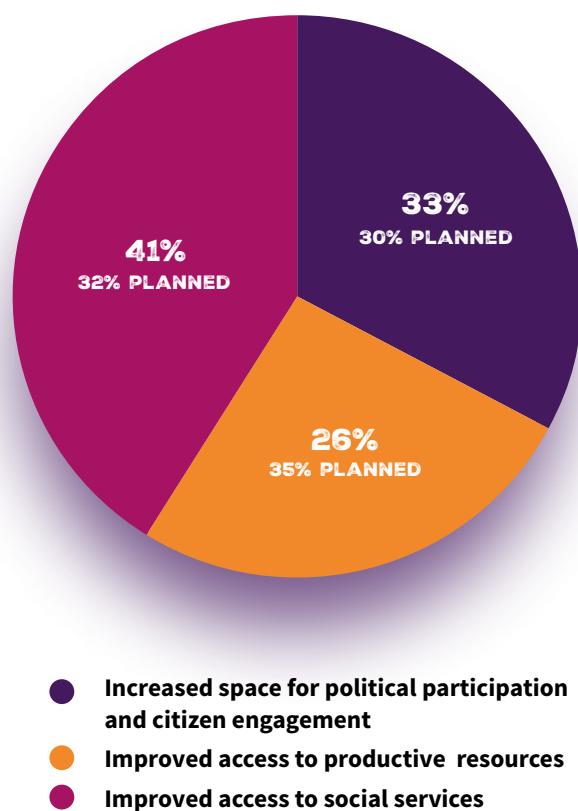
RIGHTSHOLDERS

It is important to note that most projects involve more than one group - due to the intersectional approach we encourage as people face overlapping vulnerabilities. A deeper dive into the most common intersections in 2019 showed that gender, ethnicity, age and disability were most prevalent across all regions. Examples of these are women with albinism in Mali and Niger, young indigenous women in Kenya, Indonesia and the Philippines and teenage girls with mental health issues in Mali. Across the groups we are generally on track with what we planned except for our engagement with indigenous groups and ethnic minorities they remain slightly below plan. Also in 2019 we invested more in supporting youth-led groups with focused Calls for Proposals to work on political participation and citizen engagement -especially in countries with planned elections in 2020 or 2021.



IMPACT THEMES

Also here it is important to mention that groups may work on more than one impact theme. Seventy-one percent of all Voice grantees contracted in 2019 work towards improved access to social services in particular health and education (cumulative this percentage is 41%). This cuts across all the four grant types and can be attributed to the fact that service delivery for basic services is a top priority among the rightsholders and continues to be a huge challenge. Also here we are roughly on track against all the cumulative plans (2016 – 2019).





WHO WE FUND

GOING DEEPER

Defying stereotypes of masculine jobs
by championing women in those roles.
Credit to Femmes et Tic, Mali.

2019 was used to explore different ways of doing outreach – going deeper and more personal to places where “specialised” groups are to be found. This was particularly successful in Nigeria and East Africa using a mixture of online (especially through WhatsApp) and offline approaches. We are highlighting the case of starting to engage with the LGBTI community in a country in East Africa. Behind what looks like a simple letter, lies a complex journey of introspection, reflection, engagement, leadership, courage and alliance-building in a very hostile environment. The fact that we don’t deem it safe to even disclose the country, speaks truth to power.

San Julian Pride, Inc painted the first-ever Pride Crosswalk in Eastern Visayas, the Philippines. Credit to San Julian Pride and Kayla Lapiz.



FROM EAST AFRICA WITH LOVE

ENGAGING THE LGBTI COMMUNITY

In light of a Call for Proposals for Empowerment grants, we reached out to the LGBTI community by inviting community members through an umbrella organisation to interact with staff at the offices. Later, we liaised with the individual organisations separately; this turned out to be a challenge as their small size and the limited capacity of organisations were rendering them ineligible. Instead, we made connections with associated community networks of rightsholders whom LGBTI organisations thought would benefit, having clarified the purpose of empowerment grants. We organised targeted outreach sessions where we went and presented the programme,

thoroughly explaining the scope of the Call, the application process and encouraging groups to ask clarifying questions. These face-to-face encounters were interactive and had a human touch as a bonus.

Finally, we leveraged the IDAHOT celebrations to further reach out to the members of the groups and this provided us a huge network which we currently communicate and engage with for networking purposes. We built rapport and we encouraged the rightsholders to inform their network members and with time the call had circulated, it resulted in 87 applications!

From Voice Country Team

HOW CHANGES HAPPENED



EMPOWER
AMPLIFY
INFLUENCE

Young indigenous woman, member of
Conserve Indigenous People's Language
Organisation, Cambodia. Photo from CIPL.

The first four years of implementing Voice (2016-2019) confirmed that social change processes follow a complex path where change shifts over time. In many instances, the contextual changes in countries have drastically altered the relationship between civil society organisations and government, demanding a different set of responses. Reflecting on the original assumptions underpinning the Theory of Change as well as the outcomes that we jointly harvested with grantees, we observed and acknowledged the diversity of empowerment, amplification and influencing processes happening at multiple levels and for different rightholders groups. Based on that, Voice revised its ToC and underlying assumptions in 2019 to reflect the steps and phases in social change, both in the spheres of control and influence of Voice.

The visual reflects the revised Theory of Change starting with the heart of the programme: the rightholders. Voice's new theory of change places the rightholders right at the centre. It tells the story of actual existing personas within Voice grantees. They represent the five rightholders groups who are living with intersecting forms of exclusion or discrimination. They are a woman with albinism, a transgender woman, an indigenous woman, an elderly man and a young man with Down syndrome. They are a small selection of the rightholders -by no means exhaustive.

In 2019 Voice navigated its journey through three distinct yet interconnected pathways: Empower, Amplify and Influence aiming to strengthen the capacity of (informal) groups, organisations and networks to influence, to find strategic allies among powerholders and duty-bearers, and to promote collaboration within civil society to defend rights in an ever shifting civic space. In this section we give a brief explanation of what the pathways mean for Voice, and how we have seen them manifest in 2019.



THEORY OF CHANGE

Empowered rightsholders are able to express their views and demand their rights for responsive and inclusive societies

1+1=2

improved access to

Social Services, Health & Education

improved access to

Resources & Employment

IMPACT

Political Participation & Citizen Engagement

TELL STORIES



EMPOWER

COMING TO VOICE

AMPLIFY
LEAVE NO ONE BEHIND



GRANTS

INNOVATION

LINK-LEARN

By voice



FIND A NEW GROUP

JOIN AN EXISTING GROUP

WOMEN WITH ALBINISM

UNVISIBLE, RITUAL KILLINGS, GHOSTS OR DEVIL, PRONE TO SKIN CANCER, VISUAL IMPAIRMENTS

TRANSGENDER WOMEN

NO ACCESS TO HEALTH, DISCRIMINATION, VIOLENCE

INDIGENOUS WOMEN IN AFRICA

EARLY MARRIAGE, FGM, BEADING, NO LAND RIGHTS, LOW STATUS

INDIGENOUS WOMEN IN ASIA

NO LAND RIGHTS, NO ACCESS TO RESOURCES, LOW STATUS

ELDERLY WITHOUT SOCIAL SERVICES

NO STATE PENSION, INVISIBLE, FORGOTTEN CARETAKERS

INVISIBLE, NO VOICE, NOT BEING TAKEN SERIOUSLY, NOT REPRESENTED IN DISABILITY MOVEMENT

YOUNG PEOPLE WITH DOWN SYNDROME

PEOPLE WITH DISABILITIES

LGBTI PEOPLE

WOMEN FACING EXPLOITATION, ABUSE AND VIOLENCE

AGE DISCRIMINATED PEOPLE

INDIGENOUS CROWNS AND ETHNIC MINORITIES





HOW CHANGES HAPPENED

EMPOWER

The 2019 Ms and Mr Albino show organised by
the Association Malienne pour la Protection
des Albino, Mali. Credit to AMPA.



To Empower: A continuous process of coming to or finding one's voice, leading to increased confidence, enhanced self-esteem and more power within. It forms a crucial part to lead to our overall impact goal of empowered rightsholders in an ALL inclusive world. Organisations are made up of individuals, and hence individual empowerment is a critical entry point based on the fact that rightsholders have the right to own their own empowerment processes.

I used to be shy. But since I started this (project), I can face the public and talk in public.

DIARIST WITH INTELLECTUAL DISABILITY IN CAMBODIA



ENTRIES OF THE EMPOWERED

In 2019, in collaboration with Oxfam Novib's Impact Measurement and Knowledge team, Voice facilitated the ENpower (Entries of the Empowered) diaries project. We wanted to explore whether the use of diaries would and could help rightsholders to reflect and learn from their own lived experiences, whilst also shedding light on the complex dynamics of empowerment processes. The learning trajectory took place from April to December 2019 in Cambodia, Mali and a location in East Africa that remains undisclosed. We also wanted to explore whether to fully integrate a diary component as a qualitative tool within Voice. This question remains but we have decided for 2020 to also invite Empowerment grantees to be part of a lighter version of Outcome Harvesting. For the purposes of this report we focus on ENpower in the three countries – without disregarding any activities relating to empowerment in other countries.

From the testimonies of the diarists, stories ("Voices") of change and milestone reports, we realised that empowerment grantees have been essential in supporting rightsholders to find their voice. **Empowerment grantees created an enabling environment and provided opportunities.** In some instances this led to some level of influencing even if it was just within the household or family structure.

Project activities encouraged diarists to engage in reflection, not only about themselves and their place in the world but also concerning those around them who may experience the same marginalisation or face similar difficulties. This resulted in opportunities for advancements in self-growth, self-knowledge, critical thinking and awareness. A little over one-third of diarists reported on this sphere of empowerment, particularly amongst people with albinism, those with a physical or mental disability, and domestic workers.

RESULTS AT A GLANCE

744 RIGHTSHOLDER GROUPS HAVE A SAFE SPACE

744 rightsholder groups have a safe space to convene, share concerns and exchange ideas and experiences. This exceeds by 233% our target of 400 for the end of 2020. This is partially due to the fact that most empowerment grants involve several (informal) smaller groups.

605 GROUPS PRESENTED COLLECTIVE DEMANDS

605 formal and informal groups have presented collective demands to external stakeholders through their own agendas for change, exceeding our expectation of 400 for the end of 2020 by 151%.

152 GROUPS INCORPORATED NEW IDEAS IN THEIR WORK

152 groups working in empowerment projects have incorporated new ideas in their work through storytelling, campaigning, income-generating skills, capacity strengthening in research and policy advocacy, mentoring young women, training communities on how to overcome cultural barriers and patriarchal systems in government structures, creating safe spaces for people with disabilities and living with HIV/AIDs.



A young deaf woman signing in Vietnamese in front of the camera. Credit Handspeak Vietnam, NOW-Us! winner 2018.

Capacity and life-skill strengthening have been highly valued by all rightholders groups. Diarists reported improvements in communication, learning and engagement skills, which also impacted their self-confidence. This is where we find the highest number of benefits reported: 30 out of 54 diarists or 55% experienced some kind of skill strengthening through the platforms the empowerment grantees offered.

Peer engagement and support networks facilitated by grantee organisations have also been highly valued amongst empowerment project participants. Some diarists noted that gaining a support network system was particularly important in helping reduce feelings of loneliness, contributing to their overall well-being. This is a critical step in ensuring sufficiently empowered rightholders necessary for self-led movements.

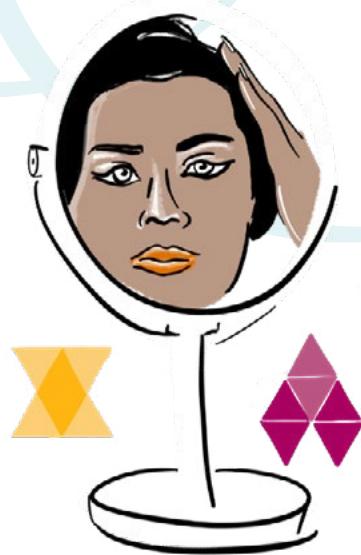
In some instances, we observed that grantee efforts also had an impact on the immediate life needs of rightholders, with a small number of them reporting having received concrete help from the organisation in, for example, accessing health services, pension schemes and educational opportunities, or in meeting more fundamental provisions including food and classes. In the particular case of LGBTI-focused projects in East Africa, besides providing opportunities for building communication skills, diarists highlighted how the grantee activities helped them gain more self-awareness, confidence and acceptance, which suggests the activities increased their power within.

I was able to meet many communities and also to know the state and the problems that the elders had and I was able to collaborate with them by looking [observing] and this was after me getting educated by Empower.

ELDERLY DIARIST IN EAST AFRICA

EMPOWERMENT PAR EXCELLENCE

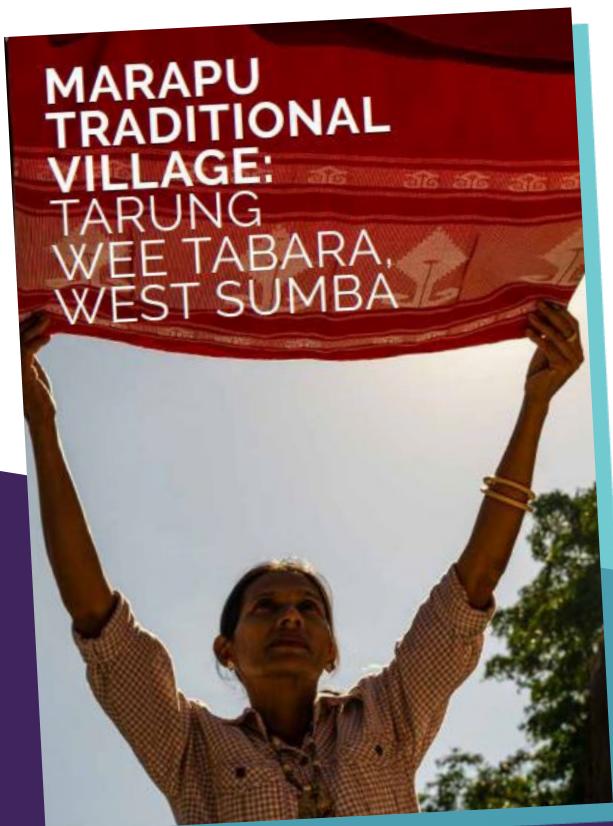
Umma Yamme, Bahasa for “Our Home”, is a group which emerged from the National Alliance of Bhinneka Tunggal Ika’s ([ANBTI](#)), an indigenous people’s movement fighting for equality, which is implementing Marapu Indigenous Women & Youth Empowerment in West Sumbaa, an [Empowerment project](#) in Indonesia. The project focused on the empowerment and inclusion of the Marapu people through a participatory action strategy. In their joint empowerment journey, the group was able to create a Community-Based Learning Center later transformed into Umma Yamme. The group became known for fostering learning spaces especially for women and youth. Together,



they identified key issues they face, formulated plans and advocacy as a response to these struggles, and opened a space for collective gathering and capacity development.

To transform their village, Tarung-Wee Tabara, into a Marapu-based authentic eco-tourism destination. Not only would this idea provide for livelihood opportunities; but more importantly it would preserve their indigenous customs, traditions, and beliefs. For the community, there has been nothing more exciting than turning this idea into a reality!

Inspired by the results of this project, ANBTI plans to replicate this with the surrounding villages of Marapu, also at the request of their local government.



Credit to ANBTI Indonesia.

DOES EMPOWERMENT LEAD TO INFLUENCING?

This is a question that we ask ourselves often and which was an assumption in the initial programme document. However, the learnings from [Positive Vibes](#), one of the first multi-country grantees combined with the experiences within the empowerment processes have defied that assumption. Therefore in the revised Theory of Change we have decided to take it out. But the question remains interesting. Through the balloons in the visual and the line going through it, we show that there may be a connection but not a guarantee – rather a condition. The diaries gave some useful insights but especially the Knowledge Exchanges on Indigenous Women Rising and Influencing Unbound were instrumental in understanding the intrinsic

motivation of (self-led) influencers, in line with the NOW-Us! principle. [The Exchanges demonstrated that empowerment is considered as an unmissable condition to come to self-led influencing.](#)

While reviewing the diarists' reflections, examples were found of rightsholders speaking up to others, using their power to influence the decisions of others in their community, or to come to the support of others in need. [People took action on behalf of others approximately as often as they took action on behalf of themselves.](#) In one extreme case an intervention by a diarist contributed to saving the life of a baby with albinism.



Indigenous women from Highlanders Association in Cambodia. Credit to Savann Oeurn.

One day, a lady came to my place and told me that she gave birth to an albino baby that she wanted to throw away. I asked her the reason why? She told me that her child was an albino and neither his father nor the family like the child. [...] I told her not to throw the baby away, that I was going to talk to the family. I first called the father of the baby, and talked to him. Then I talked to the mother of the baby and to both (together). After that I went to the family to sensitise them. On the first day of sensitisation I was subject to many insults. I said nothing, because I knew what I was doing. After one month of sensitisation, the idea of rejection, throwing away and abandonment was given up. The family started looking after the baby and they all loved him. Today, the child is one year and half to two years. I am happy to have helped and saved an albino like me; another human being like me.

DIARIST WITH ALBINISM IN MALI

By our definition of influencing, these are considered examples -albeit at a small-scale- of raising voice and influencing. Recognising the level of marginalisation and the multitude of challenges that rightsholders have to overcome we consider that such actions are already impressive achievements and important stepping stones for them to engage and influence politically in the future.

At a more advanced but exceptional level, rightsholders were able to demand their rights from local duty bearers. In some cases, people took a stand in public to advocate for the rights of people like them, for



Students performing a song to mark World Down Syndrome Day in Indonesia. Credit YAPESDI

instance in the media or at a public event. This is when we see collaboration flourishing between different rightsholders to raise their voice and these instances were often facilitated by grantee activities. We find that in all cases where people were able to raise their voice and influence others, they put into practice different kinds of power, including power within and power to, and in some cases power over. This suggests a link between coming to voice and an increased influencing capacity.

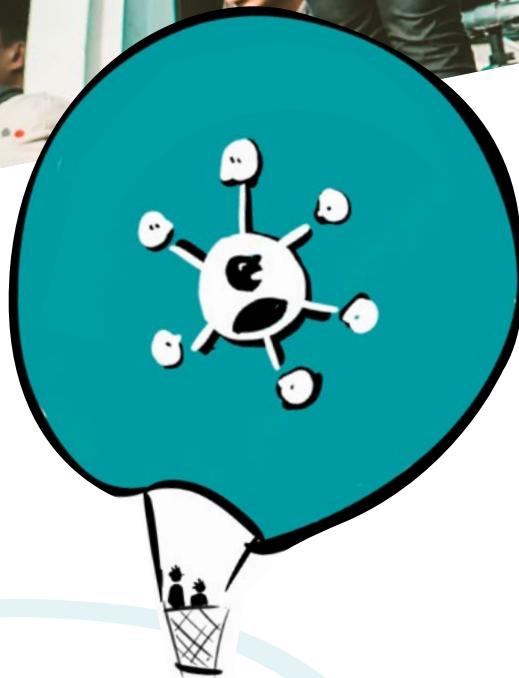
coming To Voice



HOW CHANGES HAPPENED

INFLUENCE

Young women march in solidarity for a better civic space.
Photo from Engage Media Indonesia



To Influence: The process where rightsholders (“self-led influencers”) and their representatives use a range of lobby and advocacy tools to influence individuals, families, communities, private business, religious leaders, (social) media, and other decision makers’ policies, practices, and behaviours. As mentioned we observe a link between empowerment processes (coming to voice) described above and (self-led) influencing.

From the learning experience now I can purposely identify barriers and opportunities when it comes to being self-led and trying to influence change regardless of your fight

TRANSMAN, PARTICIPANT IN INFLUENCING UNBOUND WHO IS EXPLORING SETTING UP A SELF-LED ORGANISATION.



RESULTS AT A GLANCE

126 RIGHTSHOLDERS GROUPS REPORT A BENEFIT

126 rightsholders groups, CSOs and networks report a benefit by using a diverse set of lobby, advocacy and campaigning tools in line with their capacity, expertise and context.

80 GRANTEES HAVE A CHANGE PLAN

80 grantees have defined a plan to strengthen their capacity to influence decision makers.

2 KNOWLEDGE EXCHANGES ORGANISED

2 Knowledge Exchanges organised to listen to and learn from self-led Influencers. Indigenous Women Rising and Influencing Unbound

92 EXPERTS AND 76 PLATFORMS DEPLOYED

92 “experts” and 76 platforms have been deployed to strengthen grantees’ and their partners’ social innovation and influencing capacities.

2019 HAS BEEN THE YEAR OF HARVESTING INSIGHTS INTO HOW CHANGES HAPPENED

Up from 25 in 2018, 47 Influencing grantees embarked on an Outcome Harvesting journey with us, throughout which they shared more insights into the approaches, tools that rightholder organisations and individuals deployed to influence the policies, practices and behaviours of community and religious leaders, families, communities, private businesses, (social) media outlets and other decision makers’ policies, practices, and behaviours.

114

OUTCOMES
HARVESTED

47

GRANTEES
PARTICIPATED

27	INDONESIA	5
27	PHILIPPINES	6
4	CAMBODIA	4
3	MALI	2
19	NIGERIA	8
5	NIGER	3
14	KENYA	7
5	TANZANIA	4
6	MULTI COUNTRY	4
4	UGANDA	4

OUTCOMES HARVESTED

4% AGENCY

Changes in the ability of the social actors to make choices, to negotiate their available options, adapt their position as they challenge the institutions, which in turn structure their actions. This type of change is more related to the empowerment of rightsholders to demand their rights before duty-bearers

4% AGENDA SETTING

Changes in the formulation of the influencing agenda of relevant social actors

6% RELATIONSHIP (BUILDING ALLIANCES)

Changes in the way in which individuals, organisations and/or groups interact. The observable change here was positive, more along the lines of groups working together in alliances to influence duty-bearers.

8% CAPACITY

Changes in the capacity of organisations and groups to effectively lobby and advocate

7% POLICY

Observable changes in the design of policy/-ies

8% BEHAVIOUR

Changes in individuals or groups behaviours, norms, attitudes and/or beliefs. There is indication that the individual or group is thinking, feeling or reacting differently on a specific issue

By September 2019, Voice harvested and analysed a total of 114 outcomes that represented progress towards project objectives – by no means an exhaustive inventory of all changes but still a very representative set. Here we highlight the different types of change and their prevalence across all countries, providing more context to the most prevalent outcomes.



43% PRACTICE

Changes in the way an organisation or group is acting (“doing things differently”), or in the ways in which a policy is put into action (policy implementation)

19% POLITICAL WILL

Social actors are expressing more/less commitment to support/or not issues concerning rightsholder groups, or the commitment to action with civil society, recognising the role and importance of civil society in meeting community needs and supporting marginalised groups

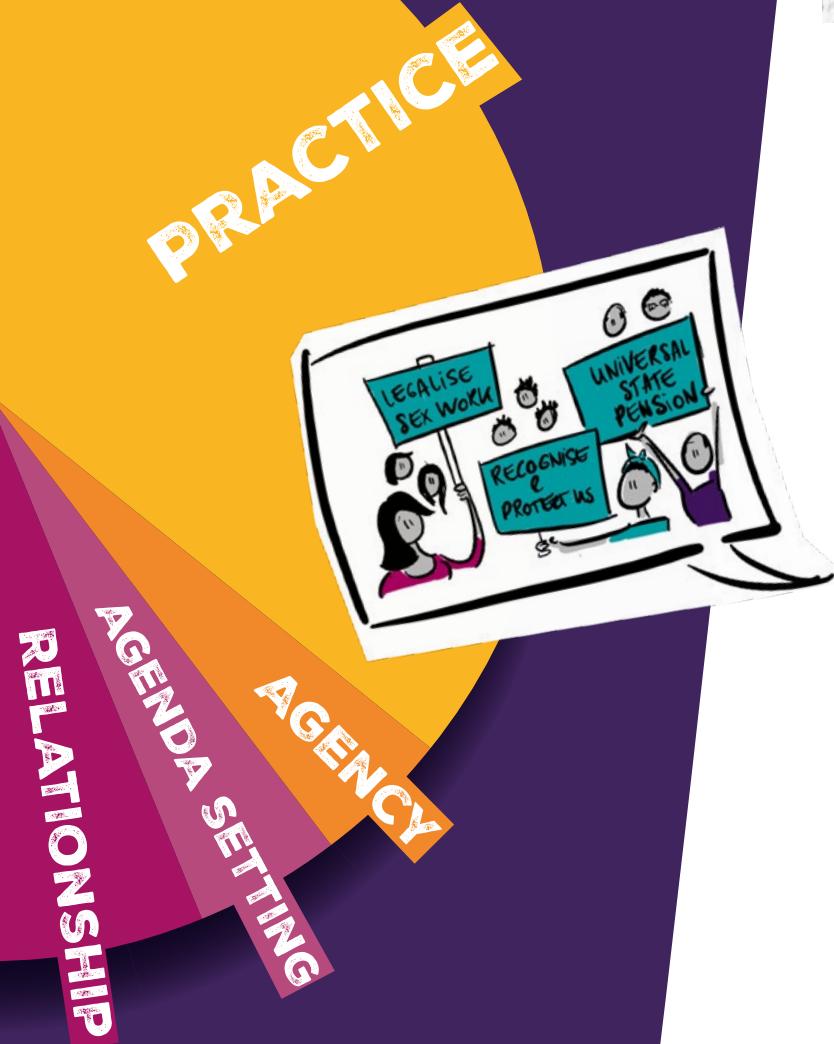


Elderly female member of HelpAge Cambodia. Credit to HelpAge Cambodia.

INFLUENCING CHANGES IN “THE WAY THINGS ARE DONE”

An overwhelming 43% of all influencing outcomes in 2019, indicated change in the way local or national government institutions “do things”. This was mainly triggered by a mix of advocacy and capacity strengthening activities. The highest numbers of outcomes indicating contribution to practice changes were harvested by organisations in Indonesia (13%), Kenya (7%), Nigeria and the Philippines (both 6%).

Practice changes are manifested through practical solutions (amongst others, job creation, infrastructure improvement, training material development and policy implementation monitoring actions). This has a direct impact on land and mining rights of indigenous groups, the Sustainable Development Goals monitoring, youth and political participation, refugee rights and social welfare of age-discriminated groups.



CREATING AGENCY

Throughout the outcomes harvested, there were many instances where individuals or CSOs met with government officials face-to-face to exchange views and negotiate action. In the Voice context, it is often the first time for many right-holders who may not previously have believed that they could approach duty-bearers. While these type of outcomes only made up 4% of the total number of outcomes harvested, their potential for transformational change is enormous.

For example in Nigeria, the fact that one woman with disabilities ran for a seat in the house of representatives in her constituency during the 2019 General Elections, motivates other women with disabilities to see themselves as change agents for leadership and community service. This is the change Project [Think-Able](#), an empowerment grantee seeks to achieve.

THE SECRET TO SUCCESS

Influencing approaches and tools employed vary according to the socio-political context, rightholder group needs and capacities and the type of change envisioned. A careful consideration of the sequencing and description of influencing activities related to all 114 outcomes, resulted in the following classification of most successful approaches. Examples can be found throughout the report and in the case studies.

1

Mixed advocacy methods: Deploying a mix of tools and approaches -with none standing out for being the catalyst- proved the most successful approach to target actors for particular political, economic and social goals.

2

Training programmes and capacity development curricula are most effective in projects advocating for changes for ethnic minorities, women and youth.

3

Lobby activities (e.g. sending letters to influential actors) – are most successful in achieving changes in political will and policy design.

4

Changes at local and national government and UN level are served by **mobilising a critical mass of stakeholders**. This ranges from setting up a theme-focused committee or reference group, to continuously on-boarding relevant stakeholders. Stakeholder engagement is also most popular for organisations working for and with elderly as well as women facing exploitation, abuse and/or violence.

5

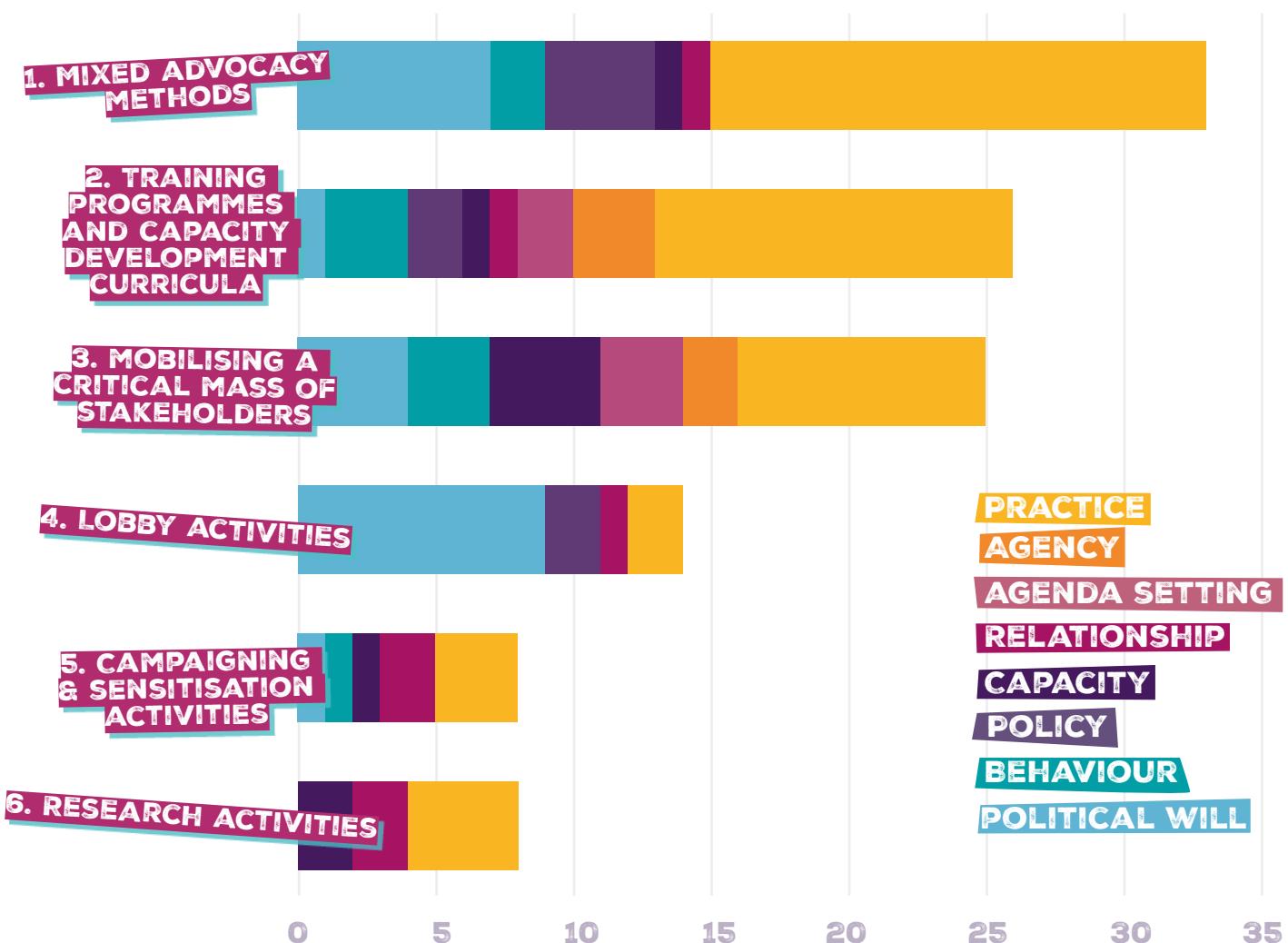
Campaigning & sensitisation activities

(including digital campaigns via social media) – were most successful in policy implementation (practice) and in strengthening/building alliances between civil society and national or local governments.



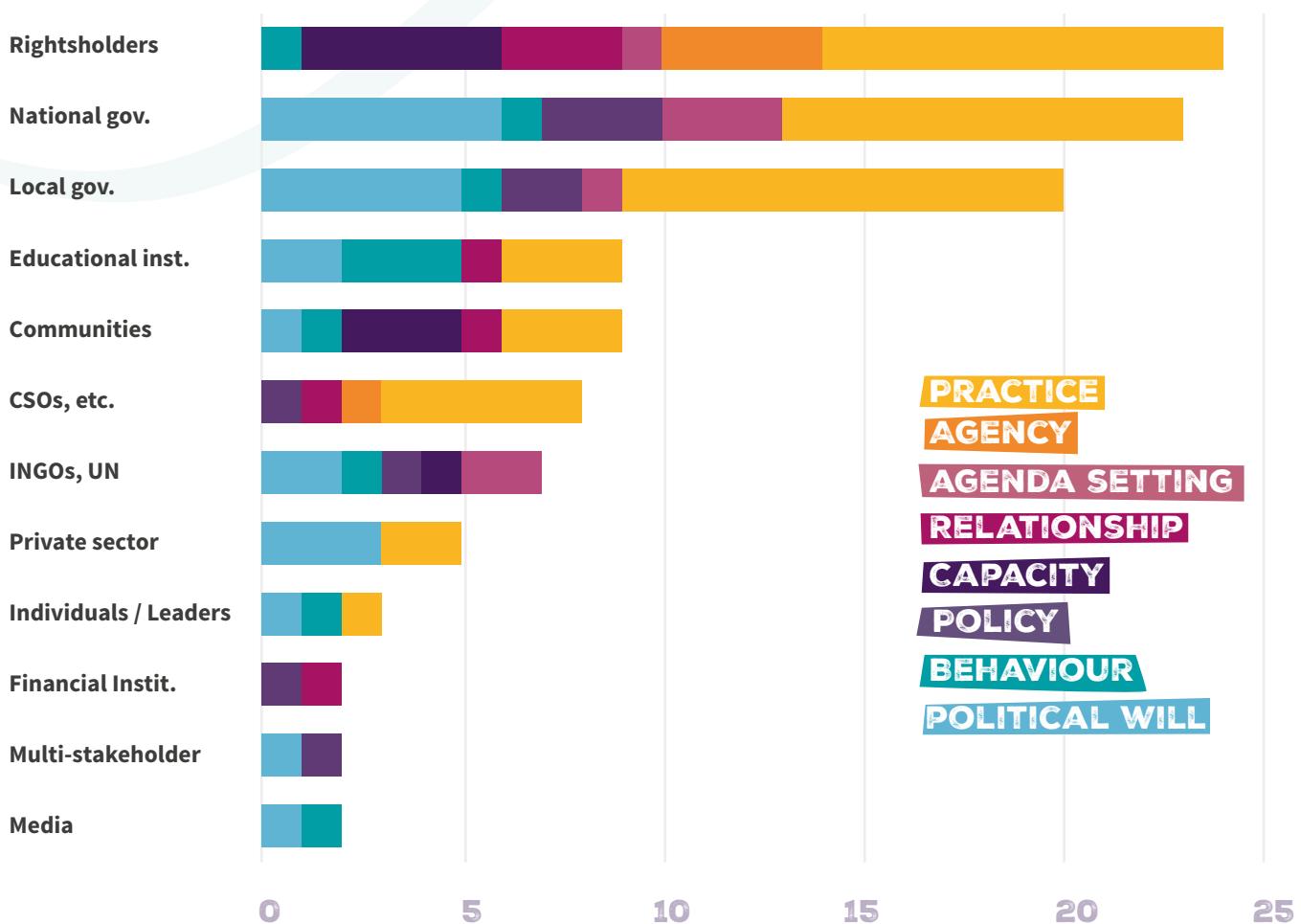
6

Research activities to generate evidence for advocacy is the most critical ingredient for success to changes in practice.



This graph depicts the relationship between the various influencing methods adopted and the type of change observed

The graph below shows the relationship between influencing methods employed and type of change indicated in various social actors



INFLUENCING IN ACTION

Stateless communities at the table, not on the menu!

The [International Refugee Rights Initiative](#), Dignity Kwanza, and the Kenya Human Rights Commission amplified the voices of at least 26 ethnic minority groups who are at risk of, or affected by statelessness in East Africa. The consortium -as part of a Sudden Opportunity grant- adopted mutually reinforcing local, national, regional and international influencing strategies to bring visibility to the needs of these marginalised communities.

Now, the governments in the region are not only increasingly recognising the issue, but also taking actions to address internal statelessness. **The project helped ensure that in April 2019, the governments of Tanzania, Uganda, Kenya and 9 other governments in the Great Lakes Region pledged to develop National Action Plans to fully implement the Brazzaville Declaration on the Eradication of Statelessness in the Great Lakes Region.**



This Ability from Kenya placed these billboards across Nairobi as part of their provocative campaign #endperiodshame. Credit to This Ability.

NOTHING ABOUT US WITHOUT US

A key successful strategy has been that community representatives directly participate in advocacy efforts to share their lived experiences and ‘give a human face’ to thus far invisible communities.

John Amugune (member of Uganda’s Maragoli community) is one of the community leaders who has been able to represent stateless communities. As a result, he was able to obtain the necessary ID documents to travel to the Great Lakes’ Ministerial Conference in Nairobi in August 2019, and the High-Level Event on Statelessness in Geneva in October 2019.

CREATING A NEW TABLE ALTOGETHER!

Intersex Persons Ending Stigma and Secrecy in Kenya

Due to the conservative nature and cultural background of the society in Kenya, discrimination and isolation of intersex persons had been normalised. This has led to segregation even amongst extended and core family members – with devastating effects on intersex children who are not only abandoned and/or killed by their own parents but also to those parents who choose to stand by their affected children.

It is to curb this trend that in 2019 the [Intersex Persons Society of Kenya](#) (IPSK) was awarded an Empowerment grant. Led by the intersex community, the purpose was to strengthen their advocacy role in the campaign for intersex rights in Kenya and the region by improving and scaling up information and awareness on intersex rights and the stigma people experienced.

IPSK carried out advocacy strategies including engagements with national media stations to stress the need for Intersex persons to be included as a third code in the Kenya National Census. As part of the Intersex Taskforce, IPSK engaged with government officials, Senators and Members of Parliament, as well as the organisation leading the census, the Kenya National Bureau of Statistics. This was part of their advocacy strategies to count intersex persons. **This led to the amazing result that Kenya is the first country in Africa to have intersex as a third marker!** Added to this, IPSK team members were invited to the Senate for the reading of an introductory bill known as the Gender identity bill. The bill aims at amending provisions in the Registrar Acts, Birth and Registration Act to allow intersex persons to easily change their identification documentation.



HOW CHANGES HAPPENED

AMPLIFY



To Amplify: The process of acquiring the means and support to express and raise your voice. For some rightsholders, this may be preceded by a process of coming to or finding one's voice as in the empowerment pathway. One rightsholder from Cambodia through the ENPower diaries project explains in her own words how she not only found her voice but is now raising it to advocate for her rights.

Since I have known the grantee, there are a lot of improvements in my work. The grantee provided training, ideas and experiences. Before, I didn't dare to talk to boss for whatever they said I didn't dare to respond or advocate for my right. Now, I dare to talk or negotiate with my boss. I learnt a lot and I shared my experiences with others as well. As this grantee's member, we have to talk with boss in order to get out from oppression and save more money for the future.

DOMESTIC WORKER IN CAMBODIA

Bophana Centre trains young indigenous Cambodians and other Voice grantees to film and show their own narrative. Credit to This Life Cambodia.



RESULTS AT A GLANCE

280 GROUPS BUILT ALLIANCES

280 (informal) groups, organisations and networks have built alliances and networks with a variety of stakeholders, and initiated an agenda to amplify the voices of rightholder groups.

251 PUBLICATIONS PRODUCED

251 publications have been produced through organisations and informal groups as part of 345 grants, to support rightholder groups and their agendas for change. A 68% increase from 2018.

133 CAMPAIGNING ACTIVITIES

133 online and offline campaigning activities have been undertaken jointly by rightholder groups and organisations.

32 COMMUNITIES OF PRACTICE

32 Communities of Practice established.

The collective amplification of voices can build a critical mass of allies, instrumental for the social change that we seek in the Voice impact areas. In Mali, for example, persons with disabilities took to the streets on the [International Day for People with Disabilities](#) (3 December) not only in Bamako but in the neighbouring regions of Kayes, Koulikoro , Sikasso and Ségou as well. Mobilised by the [Malian Federation of People with Disabilities](#) (in French FEMAPH, an influencing grantee), the caravane demanded the rapid implementation by 2020 of the decree related to a law to strengthen the rights of people with disabilities. Whether in Bamako or in the four regions, the rightsholders spoke out loudly, proudly and together took their messages to the local authorities. To defy the Malian patriarchy, and show NOW-Us! power in action, a female spokesperson with disabilities took her message to the national ombudsman in the form of slam or spoken word -something she got trained on by another Voice partner called [Agoratoire](#).



Orating her poem
to the national
Ombudsman of Mali.
Credit to FEMAPH, Mali.

WE ARE PEOPLE WITH DISABILITIES

AND WE JUST NEED ANOTHER METHOD TO LIVE LIKE OTHERS -IF NOT BETTER

OUR HANDICAP IS NOT A FATALITY

OUR HANDICAP IS NOT A DEFICIENCY OF THE HEART

OUR HANDICAP IS NOT A DEFICIENCY OF THE SOUL

**ON THE OTHER HAND
THOSE WHO DO NOT KNOW
HOW TO LOVE**

**THOSE WHO DO NOT KNOW
HOW TO GIVE**

**THOSE WHO DO NOT KNOW
HOW TO SUPPORT**

**THOSE WHO DO NOT KNOW
HOW TO OFFER LOVE**

**THESE ARE THE DEFICIEN-
CIES OF OUR HUMANITY.**

These are just two examples from our creative and bold Voice Amplification strategy, called V-AMP. Untamed voices are unique, powerful and show resilience at its best. How they are “V-AMP-ed” is adapted to suit their unique context, enabling environment and shifting civic space. We work closely with the rightholder groups to ensure the most authentic and safest way. Especially for sexual and ethnic minorities, we take extra care not to compromise their safety, while creating space to hear their voices.

2019 saw a fascinating jigsaw puzzle being shaped with and between the Voice grantees, Linking and Learning players and decentralised Communications Hub. Grantees and the Linking and Learning facilitators focused on offline communications, especially local radio and TV stations and other (social) media. In Mali, for example, most grantees enjoy a good relationship with the local media as well as the performing arts where issues related to diversity and inclusion in the country are acted out, sung or recited through a slam or spoken word. To complement local efforts, the Voice Hub in Nairobi amplified further through our online channels in French and English. This resulted in 10.000 unique monthly visitors to www.voice.global, having invested in an accessibility widget as well as a read-speaker service (“By voice”) to optimise accessibility. Our monthly newsletter, [VoiceMail](#) attracted over 7,000 monthly subscribers, is often linked to special UN Days and features [Voice\(s\) of Change](#).

Finally, we have also started playing with listening to and watching voices. In addition to our own Soundcloud channel Voice-Talk(s), we partnered with [And Then Suddenly](#) an NYC podcast series to help create new audiences. In a series of eight episodes, published between September 2019 and January 2020, eight extraordinary rightsholders were featured. They learned new approaches and tools while the shows helped challenge perceptions and biases.

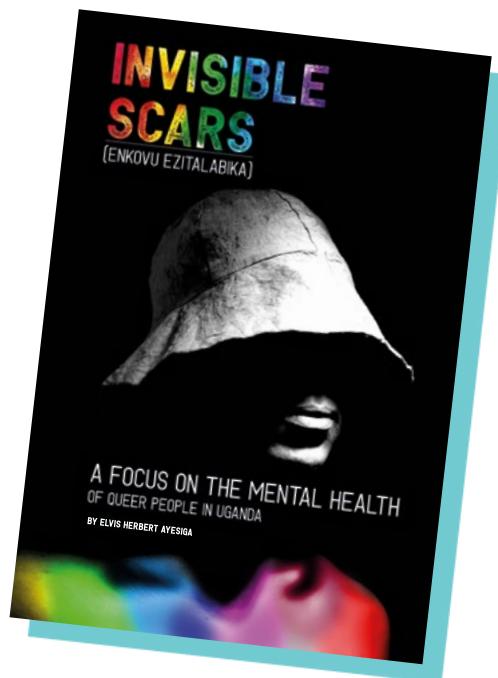
On Facebook, we received similar feedback, particularly after having amplified the publication [Invisible Scars](#) in November 2019. Invisible Scars is a research report focusing on mental health among the queer community in Uganda.

*The guests are SO DIVERSE.
I have challenged thoughts
I have about religion,
spirituality, politics, race,
gender, disability, family,
health, etc, over and over
again since listening. Such
a wide range of humans
makes my mental status
quo a huge challenge.*

LISTENER TO [AND THEN SUDDENLY PODCAST](#).

This is a really groundbreaking publication tackling the topics in a moving and informative way. I am particularly pleased to see tips about health seeking behaviors and how we can all reach out to people in distress. Well done Icebreakers Uganda and VOICE.

In the Netherlands, Partos the Spindle helped increase Voice's visibility by organising the second [NOW-Us! Awards](#), as part of a two-year Innovate and Learn grant. This year the award attracted over 160 applications, with ten initiatives being selected to come to the Netherlands for a week of coaching and learning. During the annual Partos Innovation Festival held in October 2019 a jury selected the top [three winners](#) who all received a small empowerment grant to take forward their initiatives. The impact of the NOW-Us! Awards on Partos has been visible as they added All Inclusive to the name of the festival.



Cover of the publication
Invisible Scars

LEAVE
No one
behind



The NOW-Us! award winners 2019, WADADIA, a fistula survivors network from Kenya. Credit to Partos.

BUILDING BRIDGES

Voice is careful in not creating so-called “islands of excellence”. It is through our Linking and Learning component we connect grantees with each other; but it is through our amplification strategy we create a broader engagement with (external) stakeholders. Also in our grant-making we seek these connections and collaborations. Not only with other programmes within Oxfam and Hivos but more recently also with other like-minded donors. In Tanzania, for example, we issued a joint Call for Proposals with a Hivos programme called Resources Of Open Minds or ROOM. ROOM seeks to open up spaces and minds by working with creatives, studios, co-working spaces and other “unusual” suspects. Using an Innovate and Learn grant window, we framed the Call as [Reinventing Uhuru](#) (Swahili for Freedom) to help creatively reposition civil society as positive change-makers in a rapidly deteriorating human rights context.

At global level, we have teamed up with the key donor collaborative the Transparency and Accountability Initiative (TAI) plus Oxfam’s Even It Up and Hivos’ Freedom and Accountability team. With these parties we have issued an exciting joint Call for Ideas -titled [From Open to Inclusive Governance](#)- to fund small groups and organisations to test and pilot projects that leverage transparency and accountability approaches to promote diversity and inclusion of marginalised and discriminated groups. We have purposefully called it a Call for Ideas: a simple, short application form to reach those groups that don’t have a lot of experience writing long fundraising proposals.

And finally we liaised with many other grant-makers to share and learn. We have been doing so with Amplify Change as well as with the grant-makers collective Leading from the South.



FROM A WHATSAPP GROUP TO THE HOUSE OF REPRESENTATIVES! UPHOLDING THE RIGHTS OF INDONESIAN CIVIL SOCIETY

Voice Linking and Learning facilitators use different platforms to engage with grantees. The modes of communication depend on context, thematic areas as well as rightsholder groups. When dealing with issues around land rights and ownership as well as politics, closed online groups like WhatsApp are sometimes preferred.

[Engage Media](#), the Linking and Learning facilitator for Voice in Indonesia organised its second annual Linking and learning camp for all grantees in August 2019. Aside from the main WhatsApp group, some sub-groups (in the same platform) were formed according to the working groups established during the camp. The intention was to have the working groups become Communities of Practice later on. One working group was called the “participation in democracy group”. The group’s mandate at that point was to focus on the emerging concerns over the government’s criminal code revision that threatened civil liberties, mostly of women, sexual and religious minorities.



AMPLIFY

Power to Nigerien women! Women grantees coming together in Niger for International Women's Day

Through the discussions, the idea to have a joint statement came up. Group members were then requested to join in, in writing and sharing the statement of solidarity. Most of them preferred to join in as individuals since not everyone was in a position to speak on behalf of their organisations. A draft was made, shared to the group for input and later finalised. The statement was published on the Voice website; titled Statement Of Solidarity, Civil Society For Inclusion Movement Rejects All Forms Of Violence That Suppresses Freedom Of Expression under the blog [#ReformasiDikorupsi: Uphold the rights of Indonesian Civil Society](#)

Previously, the WhatsApp group was largely a place to share programmatic updates, media links and resources to support project implementation for the Indonesian grantees. Now, the WhatsApp group has

become a far more robust forum for the exchange of ideas and sharing of analysis, as well as a platform for constructive dialogue. While there are some political divisions within the group, particularly with respect to West Papua, overall, the dialogue has been respectful and thoughtful. People are sharing their personal stories, asking curious questions, and respectfully inviting others to consider perspectives they had previously not considered. The WhatsApp group is also a space where participants increasingly feel they can find support in keeping themselves and their communities safe. For instance, by sharing real-time updates on locations of violence, by helping to connect to emergency call centres to report people who have gone missing during a demonstration, and by sharing other practical organising information.



HOW WE LEARN

2019 was a tremendous Linking and Learning year for Voice and is set to become its unique legacy!

With one [Indaba](#) and two Knowledge Exchanges, three internal regional capacity strengthening workshops on Mindful Inclusion, and overall an enormous increase in Linking and Learning activities in all Voice countries, we all have come to understand and embrace Linking and Learning as it was intended! We are innovating and experimenting as we go. An important reason for the increase in activities is the collaboration with a Linking and Learning facilitating organisation in all ten countries!

RESULTS AT A GLANCE

152 GRANTEES PARTICIPATED

In 2019 on average 152 grantees participated each quarter in a Linking and Learning activity. That is on average two Linking and Learning activities per grantee.

COMMUNITIES OF PRACTICE FROM 4 TO 32

The number of CoPs went from 4 in 2018 to 32 in 2019. An 8-fold increase!

23 EVENTS ORGANISED

23 national Linking and Learning events organised.

239 GRANTEES PARTICIPATED ONLINE/OFFLINE

239 grantees participated in an online (123 grantees) or face2face (116 grantees) consultation, as compared to 59 in 2018. This is an increase of 300%!



GRANTEES LEARN

The Linking and Learning set-up starts where it should be: at the grantee level. Within each project we stimulate and require a Linking and Learning component -whether in the form of an exchange visit, peer-to-peer learning, an event, research, etc. This is to enable the organisation to embrace more of a linking and learning culture. With this as a starting point we also see some interesting developments of learning between grantees.

In a blog titled [Two Teams One Vision](#) Laotian Innovate and Learn grantee [Meaying Houamjai Phathana Association](#) (MHP) reflected on their two-day exchange visit to Phnom Penh and Kampong Chhnang in Cambodia. MHP implements the project '[Ethnic Youth own Action Research](#)' in Bokeo' to strengthen the capacity of youth for community development. Other areas look at testing and scaling up positive change approaches that enhance the

abilities of MHP in providing a voice to rural and ethnic youth, with a chance to identify and document the important issues for their communities and make a greater impact with the support of social media and smartphone technology.

The visits to [CAMAsen](#) and [Bophana Centre](#) in Cambodia were particularly inspirational . From CAMAsen they learnt more on how the use of smartphones among LGBTI couples can be an empowering tool to make photostories, while Bophana Centre showed them how to work with young indigenous filmmakers in creating their own narratives.

We are delighted to bring these methods back to Laos to support and improve some of our own methods.

MEAYING HOUAMJAI PHATHANA ASSOCIATION



Visual impression of the theme for the 2nd Voice Knowledge Exchange in Uganda by Hassan

HandSpeak Vietnam, the [NOW-Us! Award](#) winner of 2018 and the first sign-language organisation of Vietnam, also went to Laos to visit the key organisation led by local hearing impaired people. Jointly they made a short [video](#) about the answer to the question that they get asked many times by hearing people: Is sign language universal? The video also shows the beauty of Sign Language in each country.

In Kenya and Tanzania, the Linking and Learning facilitating organisations conducted a webinar on how grantees can ensure visibility of advocacy work in mainstream media. Two grantees ([TINADA](#) and [Tribeless Youth](#)) organised their own follow-up meeting to peer-train each other on project stories documentation and advocacy stories.

Grantees in the 2019 Indonesia Learning Camp gave way to rehearse grantee-grantee training or skills exchange in digital storytelling, creative campaigning and ethical approaches in research. Some grantees created a small group on digital storytelling (Yayasan Peduli Sindroma Down Indonesia ([YAPESDI](#)), [Pamflet](#), Festival Film Dokumenter ([FFD](#)), [Remotivi](#)), receiving technical support from EngageMedia, the Linking and Learning facilitator.

The eleven multi-country grantees were connected through online linking and learning gatherings and knowledge sharing, as well as through the participation of their partners based in Voice countries, in country level Linking and learning like Dignity Kwanza based in Tanzania which took part in [Paza Festival](#) the national linking and learning event for both Kenya and Tanzania grantees held in Zanzibar.

FACILITATED LEARNING

In 2019, in addition to the Knowledge Exchanges, all the ten focus countries had at least one national Linking and Learning event. Often these are vividly documented through blogs and vlogs such as in the case of Cambodia [Making Voices Louder](#). These facilitated spaces are based on consultations with grantees to ensure that they respond to the emerging needs and trends. The spaces adopt a variety of tools and methodologies, such as open space, unconference, participatory theatre, allowing the grantees and rightsholders to take the lead and put forward what they want to learn.

The two Knowledge Exchanges provided deep-dives into emerging learning questions. The first one is called Indigenous Women Rising—organised in Baguio, the Philippines, the heart of the land of indigenous people. This knowledge exchange explored an observation revolving around the question: Where is the persistence of the women in movements, more specifically in indigenous movements, coming from? The exchange decided to look at the ecosystems and forces behind the women's and indigenous movements, bringing together some fearless and strong activists to give insights on what it takes to keep fighting for their rights. Further, the leadership role of women in these movements was delved into—what experiences are behind it and what recognition comes along with it?

It is a common cause that makes women persist in the struggle. This persistence is shown through art expression. Sharing what our drawings meant, expressing thoughts through clay and found objects, allowing us to sleep with profound inspiration.

FROM [THIS IS OUR LEGACY](#), A REFLECTION WRITTEN BY A PARTICIPANT



Annual Linking and Learning meeting in Nigeria.
Credit to Africa Caribbean Heritage Alliance.



Link & Learn Summit in the Philippines. Credit to Y-Goal.



The second Knowledge Exchange was titled Influencing Unbound, held in Masaka in Uganda. This Exchange explored questions and secrets around the power of self-led influencing – as a potential next step from empowerment processes.

While these questions and issues are not necessarily new in our contexts, it was important to discuss them with the groups that were present particularly because of the diverse nature of the representatives. A farmer from rural Indonesia having a deep conversation with a transgender person from East Africa, being able to connect to appreciate each other's struggles left a mark on me. Seeing people expressing honest and deep curiosity to understand others' struggle was something you don't see every day.

FROM MY LEARNINGS AS A LINKING AND LEARNING OFFICER, PARTICIPANT IN INFLUENCING UNBOUND

The Uganda team also finalised four [Voice documentation and knowledge products](#): a video documentary, promising approaches of work, a success story booklet and an Annual Newsletter. The products reflect on the experiences and lessons learnt by grantees and rightsholders in Uganda. The production process included participatory skills transfer to the grantees.

There were many good stories, events, campaigns that allowed grantees to voice themselves through multimedia, supported by the Linking and Learning facilitating organisations. [This Life Cambodia](#) Cambodia Linking and Learning facilitator supported grantees to discuss and work together on filming projects. They also supported [Conserve Indigenous Peoples Language](#) (CIPL) grantees to prepare for their participation in the indigenous people language campaign.

VOICE LEARNS

It speaks for itself that we need to ‘walk the talk’ on learning, diversity and inclusion. While being part of bigger organisations such as Oxfam (Novib) and Hivos with their own systems and procedures, Voice continues to find opportunities to show how to be more inclusive. These efforts are also gaining traction and are appreciated within both organisations!

In 2019, involvement of all teams and grantees was sought after to contribute to shaping the three-year programme extension. A diverse team took all the inputs and consultation on board and co-created the document that led to the extension phase approval. For this process we drew on the results and learnings of the Mid-Term Review as highlighted in the January 2020 VoiceMail [Informed by the past, stepping into 2020 in style.](#)

Reflections in Mali during a Linking and Learning activity. Credit to Accountability Lab.



The Voice teams work within and are part of Hivos regional or Oxfam country offices. Their internal capacity strengthening is nourished both through the overall organisational capacity strengthening processes as well as Voice-based trajectories. In 2019, Hivos staff were introduced to an extensive ‘SOGIESC’ toolkit through which they enhanced knowledge and understanding on Sexual Orientation, Gender Identity and Expression and Sex Characteristics.



Celebrating differences during INfluencing Unbound Knowledge Exchange, Uganda.



Annual Linking and Learning Camp in Indonesia. Credit to EngageMedia.

To better respond to our responsibility as a grant-maker, we ask grantees and stakeholders to evaluate our work and support us. In 2020 we will do this through an official grantee satisfaction survey. In addition we are also conscious of the need for increased awareness and skills. We have now ventured upon a new capacity strengthening trajectory: Mindful Inclusion. The trajectory kicked off with three regional workshops in 2019. These will be followed by webinars and other follow up activities in 2020.

All Voice team members, Linking and Learning facilitators and additional Hivos and Oxfam colleagues participated in the Mindful Inclusion workshops. The workshops were positively evaluated, sometimes even seen as life-changing. Most importantly, they are a first step in an ongoing conversation about issues rarely openly discussed between colleagues: our values (and how do they relate to your own values), patriarchy, power, fraud, sexual harassment, commitment, etc. For various participants it triggered (deeper) self-reflection. Some referred to the Ladder of Power in work situations, and overall how we pay more attention to care and well-being, and the risks of working or engaging too much. Some teams conversed with colleagues about respect for diversity, inclusion of different people and ideas, and the issues of power in the organisation and the self.

WHAT IS IN STORE

THE YEAR 2020, STARTED OFF
WELL FOR VOICE -WITH CAKE!

Early January, Oxfam Novib and Hivos signed the Voice extension contract (2021-2024) with the Ambassador for Women's Rights and Gender Equality from the Netherlands Ministry of Foreign Affairs. The extension phase will take us to October 2024 with an additional budget of Euro 36 million (bringing the total to Euro 86 million over 8 years).

This means that 2020 is an important year for Voice. We will transition from the final full year of the first phase into the preparation of the extension phase (2021-2024). It will be a year in which the majority of our three-year global influencing grants are coming to an end. It is a year where our amplification efforts take full shape. And finally, it is +5 years since the adoption of the Sustainable Development Goals including the Leave No One Behind agenda – a great moment for reflection.



Mette Gonggrijp Ambassador Women's Rights and Gender Equality at Ministry of Foreign Affairs Netherlands and Marinke van Riet, Manager Voice speeching at the signing of the extension contract. Photo by Michiel Servaes, Director Oxfam Novib



Blind drummer at the Paza festival in Tanzania.

YOU CAN EXPECT A LOT OF EXCITEMENT. A SNEAK PREVIEW:

We will adopt a hope-based narrative - to be bold in what we do stand for and want rather than countering what we don't. Voice is positioned as a fund promoting diversity and inclusion. Target groups have changed into rightsholder groups to indicate the innate and legitimate claim they can make to demand their roles and rights for an inclusive society. You can expect a different website! This report is already an attempt to be more hope-based – hopefully we have succeeded!

Further standardisation and simplification of forms integrating the solution-based approach mentioned above. But also introducing a standard budget line for staff well-being and self-care in recognition of the fact that organisations and Voice rightsholders need to take care of themselves and each other to prevent burn-outs.

We will pilot the Empowerment Accelerator – a new sub-grant type as part of Empowerment grants. This is based on the feedback from grantees that the gap between empowerment grants and other types is too big as well as recognition that empowerment processes take longer than simply two years. This grant type is open to successful empowerment grantees only and Indonesia and Tanzania are the countries where we will pilot in early 2020.

HOW WE SPENT

Voice is an eight-year fund (2016-2024) totalling Euro 86.5 million.

Euro 86 million comes from the Netherlands Ministry of Foreign Affairs and Euro 450,000 comes from the Hewlett Foundation -which we signed on in 2019.

Overall the budget is broken down into the following components:



70%

€ 60.550.000 grant fund, for grants to (local) organisations of marginalised and discriminated rightsholders

3%

€ 2.386.168

is reserved for VAT

9%

€ 8.035.072 is set aside to Linking
and Learning strongly focused on
south-south

18%

€ 15.478.760 for Programme
Management and Administration and
capacity strengthening in the Voice
focus countries

MANAGEMENT, ADMINISTRATION AND CAPACITY STRENGTHENING

The contract with the Ministry is a so-called public service contract which has strict requirements for implementation of the grant facility and the Programme management and Linking and Learning component. The nature of the contract means that Voice is subject to 21% VAT on the Programme and Linking and Learning costs that are spent in the Netherlands. In the budget and financial report 2019, VAT allocations and expenditures have been provided.

In early 2019 a 0% VAT rate on expenses in Africa and Asia was approved which has resulted in a changed VAT and (total) budget for the entire project lifespan (2016-2024). This means there is more budget allocation for other programme areas.

The two-year contract with the Hewlett Foundation is for a total value of USD500,000 (approximately Euro 450,000) which is in support of the joint Call for Ideas with the Transparency and Accountability Initiative called From Open to Inclusive Governance. The funds are allocated to support the learning component as well as a portion of the grants.



HOW WE SPENT

Indigenous women from Highlanders Association in Cambodia. Credit to Savann Oeurn.

FINANCIAL REPORT 2019

The data and numbers on this page are a summary from the unqualified audit report 2019, which is available on the website and on request.

OVERALL EXPENDITURE

IN 2019

	2016-2018	2019	Cumulative 2016-2019	Overall Budget	%-spent
Grant Commitments	€ 23,270,098	€ 7,381,708	€ 30,651,805	€ 35,000,000	88%
Programme Management and Administration	€ 3,778,571	€ 1,883,688	€ 5,662,259	€ 9,190,000	62%
Linking and Learning	€ 962,278	€ 1,185,868	€ 2,148,146	€ 4,000,000	54%
VAT	€ 893,594	€ 285,362	€ 1,178,956	€ 1,810,000	65%
TOTAL 2018	€ 28,904,541	€ 10,736,626	€ 39,641,167	€ 50,000,000	79%

FINANCIAL REPORT

JANUARY - DECEMBER 2019

	Operational budget 2019	Expenses 2019	Variance Budget versus Actuals	% spent (budget depletion)
A. MANAGEMENT AND ADMINISTRATION				
Context, gender and actor analyses	€ 25.479	€ 2.133	€ -23.346	8%
Planning, monitoring, evaluation and reporting	€ 1.109.223	€ 848.196	€ -261.026	76%
Administration (including of the subsidy facility)	€ 1.147.456	€ 964.724	€ -182.733	84%
Advisory board	€ 33.688	€ 9.525	€ -24.163	28%
B. LINKING AND LEARNING PROCESS				
Linking and Learning process and activities	€ 1.429.002	€ 1.185.868	€ -243.133	83%
C. COMMUNICATION AND PROMOTION OF THE FUND				
Outreach, publications, website and translation	€ 145.540	€ 59.111	€ -86.429	41%
Sub-total Management and Administration, Communication and Promotion of the Fund	€ 2.461.385	€ 1.883.688	€ -577.697	77%
Sub-total Linking and Learning process	€ 1.429.002	€ 1.185.868	€ -243.133	83%
Totals per year	€ 3.890.387	€ 3.069.557	€ -820.831	79%
VAT / 21% budget / expenses also 0%	€ 816.981	€ 285.362	€ -531.620	35%
TOTAL OVERALL	€ 4.707.369	€ 3.354.918	€ -1.352.450	71%

Notes: Small discrepancies in overview are caused by rounding differences. In early 2019 a 0% VAT rate was approved for all costs outside of the Netherlands. This means that more funds are available for Voice itself

MONETARY COMMITMENTS

PER GRANT TYPE

	2017 + 2018	2019	Totals 2017-2019	Revised budget 2016-2021	%-spent
Empowerment	€ 2,079,084	€ 2,164,880	€ 4,243,964	€ 5,750,000	74%
Influencing	€ 12,510,502	€ 1,169,742	€ 13,680,244	€ 14,900,000	92%
Innovate and learn	€ 8,037,758	€ 3,204,181	€ 11,241,938	€ 12,100,000	93%
Sudden Opportunity	€ 642,755	€ 842,905	€ 1,485,659	€ 2,250,000	66%
GRAND TOTAL	€ 23,270,098	€ 7,381,708	€ 30,651,805	€ 35,000,000	88%



Colophon

Voice
C/O Oxfam Novib
PO Box 30919
2500 GX The Hague

T +31 (0)70 342 16 21
hello@voice.global
www.voice.global

Concept & Design
Lennart Veenendaal

Text
Voice Coordination Team

Photos
Grantees, Country and Coordination
Teams (credited where relevant)