

BLAZING THE TRAIL

TOWARDS A MORE INCLUSIVE SOCIETY



Belly casts on display from "When Bellies Speak", an installation by Dana Lam, at AWARE's International Women's Day event | Photo by Kelly Fan

2015 ANNUAL REPORT

aware
♀

ABOUT AWARE

The Association of Women for Action and Research (AWARE) is Singapore's leading gender equality advocacy group. Founded in 1985, we are dedicated to removing gender-based barriers. We work to identify and eliminate these barriers through research and advocacy, education and training, and support services.

VISION

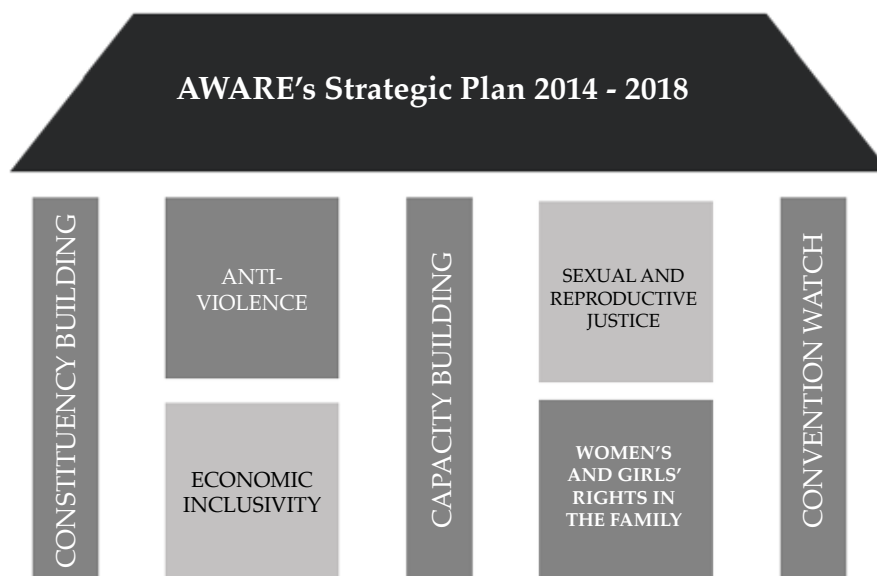
A society where there is true gender equality - where women and men are valued as individuals free to make informed and responsible choices about their lives.

MISSION

To remove all gender-based barriers so as to allow individuals in Singapore to develop their potential to the fullest and realise their personal visions and hopes.

STRATEGIC PLAN

AWARE's strategic plan 2014-18 guides our work toward our goal of a society that respects the human rights of all. All our activities are directed toward the three strategic pillars of constituency building, capacity building (for both individuals and organisations, as well as Singapore's human rights movement) and Convention Watch. In 2015, our work focused on the key thematic areas of anti-violence, economic inclusivity, sexual and reproductive justice, and women's and girls' rights in the family.



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Executive Director



Photo by Jeannie Ho

We had a very satisfying 2015. We continued to engage diverse groups in the service of creating social change. A small selection of notable achievements for the year include:

- Close work with MOM, NTUC and SNEF as they developed the Tripartite Advisory on Managing Workplace Harassment. The Advisory included much of our input on employer best practice and cited AWARE as a training provider and Helpline. Building on our previous work

to secure anti-harassment laws, this provided a strong boost for the launch of our new corporate training and consultancy enterprise, Catalyse Consulting (www.catalyse.sg).

- Providing vital assistance to women in crisis and survivors of sexual assault through AWARE's Support Services. It launched an informative Sexual Assault Care Centre (SACC) website; added a WhatsApp chatline service; and expanded support groups for women contemplating divorce.
- A high-profile White Ribbon campaign – supported by Minister K. Shanmugam, several MPs, and well-known artists like Adrian Pang – lent visibility to the issue of violence against women, and emphasised the importance of men's role in ending it.
- Extensive research on the housing challenges faced by single parents, and successful fundraising to launch #asinglelove, a campaign to generate empathy and support for single parent families in 2016.

Thank you to all our members, volunteers, donors and supporters for being part of this journey. Let's blaze on!

CORINNA LIM

President



Photo by Jacqueline Choo

Last year was momentous at the personal and community levels. In a year of collective reflection on our national past and our imagined futures, AWARE celebrated 30 years of blazing a trail for gender equality.

Personally, I was in my second year of two consecutive terms as President of AWARE, seeking to make the most of this unique opportunity to contribute to a more inclusive, diverse and empowering tomorrow.

AWARE continues to pursue the vision set out in our strategic plan – building collaborations; developing ourselves and partners to better address gender-based barriers; and pressing for state accountability to meet the international standards of human rights instruments.

I'm encouraged by signs that we are on the right track. In 2015, an independent researcher supported by UK consultancy Brightpurpose surveyed key external parties for a more complete picture of AWARE's strategic impact. The findings highlighted the importance of our visibility in driving discourse – “taking a stand and speaking publicly”, “where others would not dare to go” – while remaining grounded in the “hands on work” of our direct services.

Entering our fourth decade – older, wiser, and no less passionate about change – we are marshalling our resources to take our work to the next level. Thank you for your generous support in making a difference to Gender Equality in Singapore.

WINIFRED LOH

Our Milestones in 2015

It was an amazing year for AWARE! Thanks to your generous support, our programmes and initiatives were very successful. Here are some of the highlights:

All Fired Up!

We celebrated International Women's Day in March with another successful All Fired Up! carnival at Hong Lim Park. Some 400 people turned up to take part in the women's football matches and a flash mob dance, to listen to powerful speeches and then to join a fun 'protest' march around the park holding up posters and demanding 'Equality Now'. It was an afternoon filled with laughter, sharing and listening, and friendship.



Chanting and marching led by our President, Winifred Loh

Justice and equality in Muslim families

Gender Equality is our Culture (GEC) co-organised a regional conference in February that brought 74 participants from Indonesia, Singapore and Malaysia to Yogyakarta, Indonesia. The 3-day conference saw the participants sharing ideas and developing strategies for achieving justice and equality in Muslim families in diverse contexts.

A wonderfully refreshed AWARE Centre

In August, after three months of extensive renovations which saw us operating from temporary premises, we returned to a brand new space! The completely refreshed AWARE Centre is modern and spacious, with a dedicated wing for Support Services that allows us to better serve clients. There is also a more versatile space for holding talks and other events, two cosy and sound-proof pods for small meetings, and a wheelchair-friendly toilet.



Placing gender equality on the policy map

We made submissions during the public consultations on the proposed reforms to the Women's Charter, and in the run-up to the presentation of the National Budget. These submissions are an important part of our advocacy work and help to ensure that support for caregiving, protection from violence, and gender equality remain firmly in the public and policy-maker eye.

Helpline was kept very busy

Our Helpline received almost 3000 calls during 2015. This was in spite of the disruption to our services for three months when we were housed in temporary premises while the AWARE Centre was being renovated. We also conducted 755 counselling sessions throughout the year and received good feedback from our clients across all services.



Call to political parties to support gender equality

Just before the campaigning for the General Election got underway in August 2015, we put out a statement calling on political parties to make a commitment to inclusion and diversity. We highlighted the lack of women's representation both on electoral slates and in the Cabinet, urged parties to support free expression and civil society engagement, and to avoid negative and divisive campaigning.

SACC expands to better meet demand for its services

The Sexual Assault Care Centre (SACC), Singapore's only specialist service for people who have faced sexual assault, is reaching out to more who need help. As of December 2015, the SACC has supported 267 people who have faced sexual assault. With a new WhatsApp service and a welcoming new website, SACC is lending a helping hand and sharing information on sexual assault with more people than ever before.



The Big Birthday Ball - our biggest fundraiser to date

Almost 500 friends and supporters gathered to raise \$438,295 for AWARE's work, including \$116,570 for #asinglelove, our new collaboration with Daughters Of Tomorrow and Kinetic Singapore, to stand up for single parents. Building on our in-depth interviews with 50 single mothers and 25 children, the campaign will empower single parents and promote policies and attitudes that are inclusive to them.



Women's Action: Honouring the women's movement

November saw the launch of Women's Action, a rich and immersive website telling the story of the struggle for gender equality in Singapore – its landmark achievements, its champions, and the deep impact of its work on ordinary people. Original videos and photo essays, carefully curated archival images and meticulously researched exposés will be released in phases until April 2016.

Men say 'No' to violence against women

#WhiteRibbonSG united men and boys from all walks of life, including Minister K. Shanmugam and playwright and actor Adrian Pang, on the importance of ending gender-based violence. November's campaign week brought thought-provoking videos, widely circulated think pieces and Ride Against Violence – where 25 Harley bikers, 5 Chrysler jeeps and boys from Beyond Social Services took the anti-violence message to the streets.



Adrian Pang, theatre practitioner and White Ribbon ambassador

Helping employers manage workplace harassment

AWARE worked closely with the Ministry of Manpower in developing a Tripartite Advisory on Managing Workplace Harassment which was launched in late December. Building on last year's anti-harassment law, it sends a robust signal to employers that preventing and responding to workplace harassment is their responsibility. Catalyse Consulting, AWARE's new corporate training arm, has begun training employers on implementing this Advisory, as well as on other issues such as unconscious bias, and diversity and inclusion.

Advocacy for Equality

AWARE works to influence policy and practice so as to help create a society that respects the human rights of everyone.

ANTI-VIOLENCE

Workplace harassment

Building on our success in securing an anti-harassment law, AWARE closely engaged MOM, NTUC and SNEF in drawing up a Tripartite Advisory on Managing Workplace Harassment. Our expertise strongly shaped the Advisory's vision of best practice. The Advisory names AWARE as a trainer – a great start for Catalyse Consulting, our new corporate training arm.



Young people and sexual violence

In March, We Can! publicised the results of its survey of 500 respondents aged 17 to 25, with 1 in 3 saying they had experienced sexual violence. Its widely shared findings have formed the basis for consent and prevention training in some institutions.

Women's Charter and violence

2015 saw AWARE engage policy-makers and the public on the Women's Charter's anti-violence regime. In detailed papers submitted to MSF in April and November, we called for improvements in the legal definitions of family violence and the PPO regime, and backed up PAVE's calls to extend protection to unmarried partners. We raised many concerns directly to Minister Tan Chuan-Jin when he visited AWARE in December.



Our ED Corinna Lim with Minister Tan Chuan-Jin

Violence in the news

AWARE kept gender violence issues firmly in the public eye, for instance spotlighting the otherwise little-discussed strip search powers granted to police under the liquor law. With TWC2, we successfully pushed MOM and SPF to confirm that camera surveillance of domestic workers sometimes carries criminal liability, in a statement since circulated by the Association of Employment Agencies to its stakeholders. We also spoke up about the human rights of the Rohingya people, especially women.

ECONOMIC INCLUSIVITY

Budget recommendations 2015

In January, AWARE submitted its fifth annual set of Budget recommendations, urging the Government to develop national caregiving infrastructure. After the release of the National Budget in February, we pushed for a person-centric implementation of the groundbreaking Silver Support Scheme. We continued to speak up for greater transparency and sharing of government data.

Ageing women

Through consistent media engagement, AWARE continued to advocate for state support of older women, and for CPF reform sensitive to their needs. Drawing on corporate volunteer Flamingo Singapore's research into older, low-income women, and the insights of social workers and service providers, AWARE collaborated with Tsao Foundation to present a paper on Women and Ageing in September 2015.



One of the works from the Women and Ageing exhibition

Women at work

In 2015, AWARE continued to call for parent-friendly work practices and policies, including more generous maternity and paternity leave, as well as stronger legal measures against workplace discrimination. In March 2016, Senior Minister of State Josephine Teo announced that the second week of paternity leave, which currently can only be used if an employer allows it under a voluntary scheme, will be made into law.

SEXUAL AND REPRODUCTIVE JUSTICE

Access to healthcare

AWARE drew attention to the impact of prejudice on access to sexual and reproductive care. Our media work highlighted how doctors practise gender discrimination in handling patients, and how domestic workers may be unable to get sexual and reproductive care.

Abortion information

Responding to a caller who had received inaccurate information from a hospital about laws governing abortion, AWARE investigated the frontline information given out by several major healthcare providers and provided feedback, which they used to improve reception services.

WOMEN'S AND GIRLS' RIGHTS IN THE FAMILY

Single-parent families

In print and online media, and in response to MSF's announcement of a policy review, AWARE once again spoke up for inclusion and equality for single parents. Our in-depth research into their experiences with public housing shaped our recommendations to the Fresh Start Housing Scheme and formed the basis for #asinglelove – a new collaborative campaign in 2016 to stand up for and change society's perceptions of single parents.

Women's Charter and Family Justice

Responding to MSF's Women's Charter consultation in November, AWARE spoke in support of reducing barriers to divorce, and highlighted the principled foundation of spousal maintenance in fairness rather than gender. Intensive media engagement provided opportunities to dispel widespread misconceptions about the Charter.

General Election 2015

We seized the opportunity provided by the September elections to put the spotlight on gender equality. We pressed all parties hard on women's representation, through open statements, press letters, videos and widely shared infographics, and kept the pressure up on the government as they appointed a new Cabinet following the polls. AWARE also ensured sharp media and public critique of the sexist representation of female candidates.



Universal Periodic Review (UPR)

In preparation for Singapore's UPR session in January 2016, AWARE joined the Alliance of Like-Minded Civil Society Organisations in Singapore (ALMOS), a civil society coalition which prepared a shadow report for the United Nations. ALMOS addressed human rights issues such as gender equality, detention without trial, migrant labour rights, sex workers' rights, LGBT equality and the death penalty, and engaged embassy representatives as well as Ambassador-At-Large Chan Heng Chee to keep these matters internationally prominent.

WomensAction.sg – our SG50 project

As part of the SG50 Memory Project hosted by NLB, AWARE launched Women's Action in November. A rich and immersive website documenting the history of women's rights activism in Singapore in the past fifty years, Women's Action features articles, videos and original and archival photographs across nine key themes, to ensure that the SG50 story does not leave out the ongoing history of the struggle for gender equality.



Alternative Voices Forum

AWARE continued its 2014 collaboration with Apa Itu Activist and the Yale-NUS International Relations and Politics Association (YIRPA) to support and steer this civil society event on 31 October. Around 80 students and members of the public gathered at Yale-NUS to hear about the history of human rights work in Singapore and engage closely with activists on substantive issues and advocacy strategies in a day of plenary sessions, workshops and booths.



Participants mingling at the civil society booths set up for Alternative Voices Forum

Support Services

The Support Services department provides important direct services, based on AWARE's key values, to women in need in Singapore. Last year, we introduced a new support group for women contemplating divorce – the first ever in Singapore.

Helpline (1800 774 5935. Open from 3pm - 9.30 pm, Mondays to Fridays): Provides callers with emotional support, information and referral services. The Helpline is run for women, by women.

Counselling: Professional counsellors help women with a wide range of issues, including marital problems, gender-based violence, self-esteem and depression.

'I was going through a difficult phase in my life and needed the support. Life changing would be an apt description.' - Counselling client

Legal clinic: Qualified lawyers provide free one-time legal advice to women at legal clinics which take place twice a month.

Befriending service: Befrienders provide on-site support to women at police stations, courts and hospitals.

Support groups: Qualified counsellors facilitate group work, where women facing similar challenges provide mutual support and assistance.

Sexual Assault Care Centre (SACC): Provides information, support and assistance to people who have faced sexual assault. See SACC report for more information.

LEADING ISSUES

In 2015, the leading issues across all our services continue to be women facing marital issues and women in abusive and violent relationships. All 21 of our Befriending trips were for women who were in abusive situations.



755
Counselling sessions



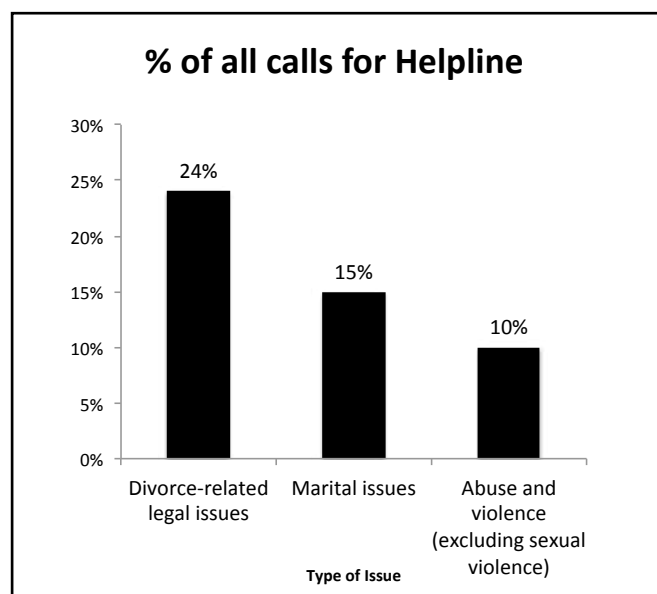
153
Legal clinic clients

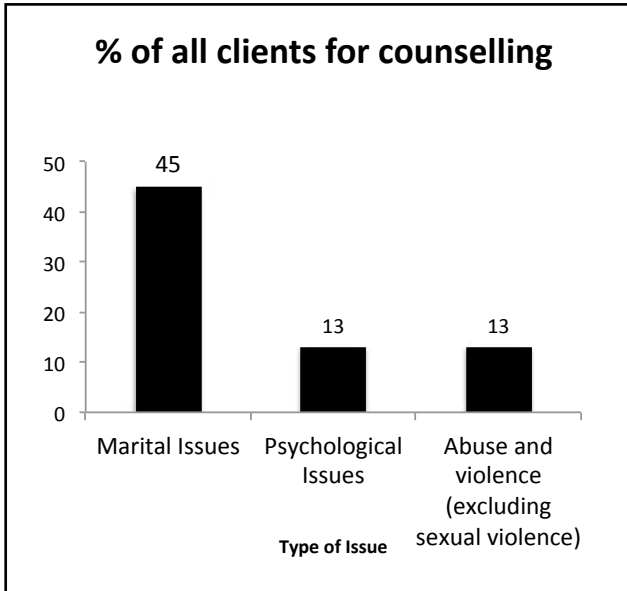


2,992
Helpline calls



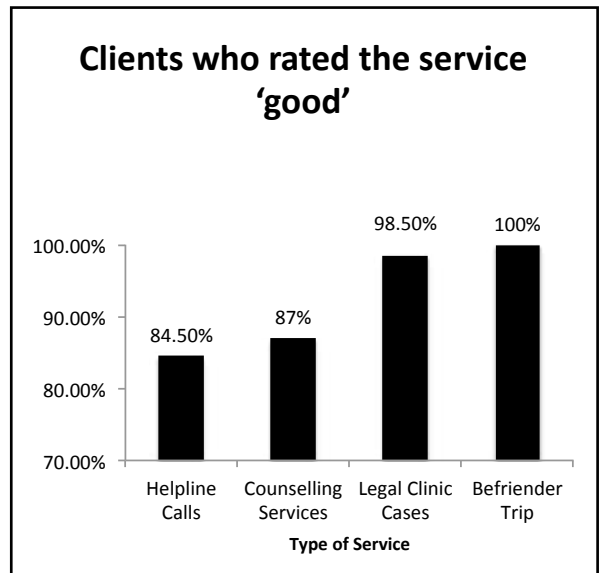
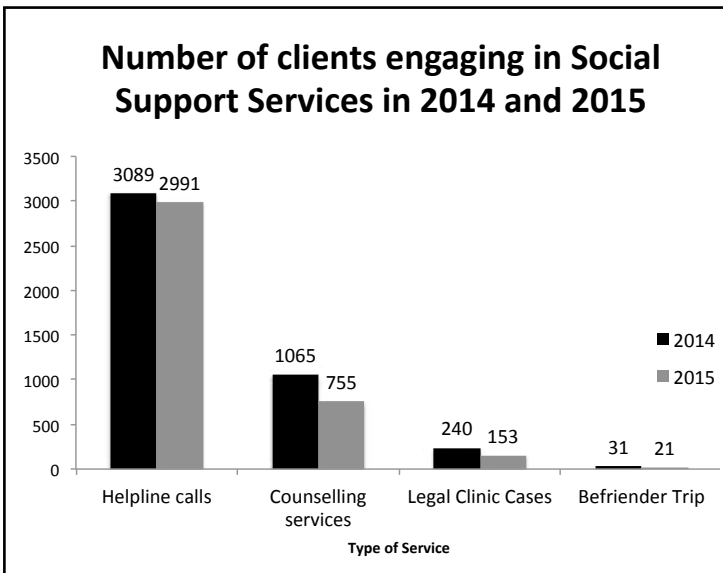
21
Befriending trips





OUTREACH

During renovations at the AWARE Centre from May to August, temporary locations for both Helpline and counselling services were established. Our services operated at a reduced capacity – with one Helpline instead of the usual two, counselling reduced to two weekdays per week and one monthly legal clinic instead of two. In 2015, our outreach numbers thus dropped slightly across all services. Despite lower outreach numbers, we continued to receive good feedback from clients on all our services.



IMPROVING OUR SERVICES

We recruited volunteer lawyers who helped us serve more clients through our legal clinics. We trained a new volunteer counsellor and worked with an IT company to develop and upgrade our current systems to better manage our clients' data and generate reports more efficiently. We also reached out to family violence specialist centre, Trans SAFE, to introduce our Befriender services and serve clients who had gone through family violence.

SUPPORT GROUPS

We held two support groups for 18 women going through divorce or recently divorced. We also launched a new support group, the first of its kind in Singapore, for women contemplating divorce, reaching out to 8 women. Through Helpline calls and counselling, we often work with women at the very ambivalent and painful stage of deciding whether to divorce. Thus we felt that there would be a demand for a support group of this nature. All members reported positive outcomes in terms of feeling supported and encouraged.

CAPACITY BUILDING

- English Helpline training for intake 45 started in September 2015 and will run till May 2016. There are 17 volunteers in this group. Mandarin Helpline training for intake 46 started at the same time, with 11 volunteers.
- We held an intense six-month programme of weekly training sessions to ensure that Helpliners are familiar with and able to deal with a variety of issues including domestic violence, marital problems, mental health, and LGBTQ matters.
- Helpliners were also trained in empathy skills to enable them to better support women calling the AWARE Helpline.
- Specialised training was conducted for counsellors and staff on how to better support survivors of sexual assault with symptoms of psychosis.
- New and existing Befrienders were trained to be able to provide support for both family violence and sexual assault cases.

CONTRIBUTING TO ADVOCACY WORK

- We enhanced our Helpline call system to capture calls requesting advocacy support, and for Helpliners to highlight callers that face gender-based structural barriers.
- We shared our experience assisting clients with Minister Tan Chuan-Jin when he visited AWARE in December.

TESTIMONIALS

'You guys were incredible and the Befriender was extremely helpful and went beyond my expectations to help me in many ways which I never expected from her. I'm truly touched and at a loss for words!!! Her care and concern for my safety and health was immense. Truly from the bottom of my heart I thank both the Befriender & Support Services Staff for all the arrangements made.' - Befriender client

'AWARE & Volunteer Lawyer, you may not remember me, but I will never forget your help before I embarked on my most emotionally draining divorce.' - Legal clinic client

'Thanks AWARE, for being constantly on the lookout to support women in distress. I hope it will continue to receive generous support from donors and sponsors as it strives towards its mission.' - Divorce Support Group Client

'Taking part in AWARE's Helpline training programme has been a wonderful and informative experience that has not only prepared me for AWARE's Helpline but has contributed to my Masters of Counselling studies in a big way! I made many new friends along the way and I was given an insight into the personal challenges that women face across society. Every training session was highly organised with excellent presenters from both within and outside AWARE. After 6 months of training I feel very confident about working on the Helpline.' - Helpliner

'Being a Helpliner with AWARE has been both challenging and hugely rewarding. I have learnt more about women's issues, the laws in Singapore, and the support/resources available to them here, but also about how to listen, and the power of empathy. As a volunteer, I have felt both appreciated and supported by the Support Services team, as well as proud to be able to assist them to help women in need, in the small way that I do.' - Helpliner

PLANS FOR 2016

- Continued capacity-building for volunteer Helpliners, Befrienders and counsellors, as well as expanding volunteer pool for legal clinic
- New groupwork for Helpliners for supervision and team-bonding purposes
- Explore and develop collaboration with Family Service Centres in the west (for clients facing family violence to be referred to AWARE for Befriending) and Divorce Specialist Centres
- Support groups: women going through divorce; women contemplating divorce; pilot support group for sexual assault survivors
- Counselling services and support group for single mothers under #asinglelove

Sexual Assault Care Centre

The Sexual Assault Care Centre (SACC) provides free, confidential and specialised services to survivors of sexual assault in Singapore. SACC offers holistic support for clients through six major services.

Befriender support: A Befriender accompanies survivors to the police, hospital or court, providing information and emotional support.

Counselling: Professional and experienced counsellors provide support and therapy to help survivors heal.

Legal information session: An experienced lawyer provides survivors with information on legal procedures and options.

Drop-in centre: A new drop-in centre provides a safe space where survivors can immediately consult an on-site social worker without a prior appointment.

Dedicated Helpline and email support: Survivors can call (6779 0282, Mon-Fri, 10am - midnight) or email (sacc@aware.org.sg) for a listening ear and further help.

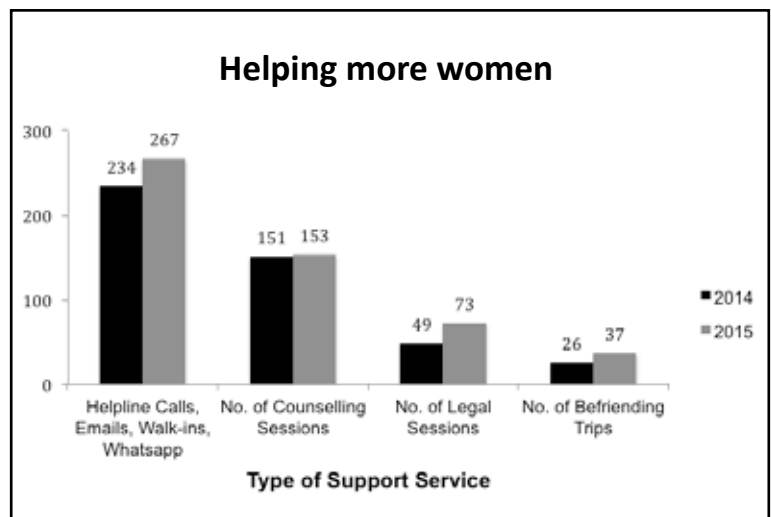
WhatsApp service: SACC also launched a WhatsApp service in 2015 to provide people who have faced sexual violence with a new discreet and accessible platform to seek support.

Case management: A case manager is assigned to each client, to facilitate referral, follow-up and to monitor client progress.

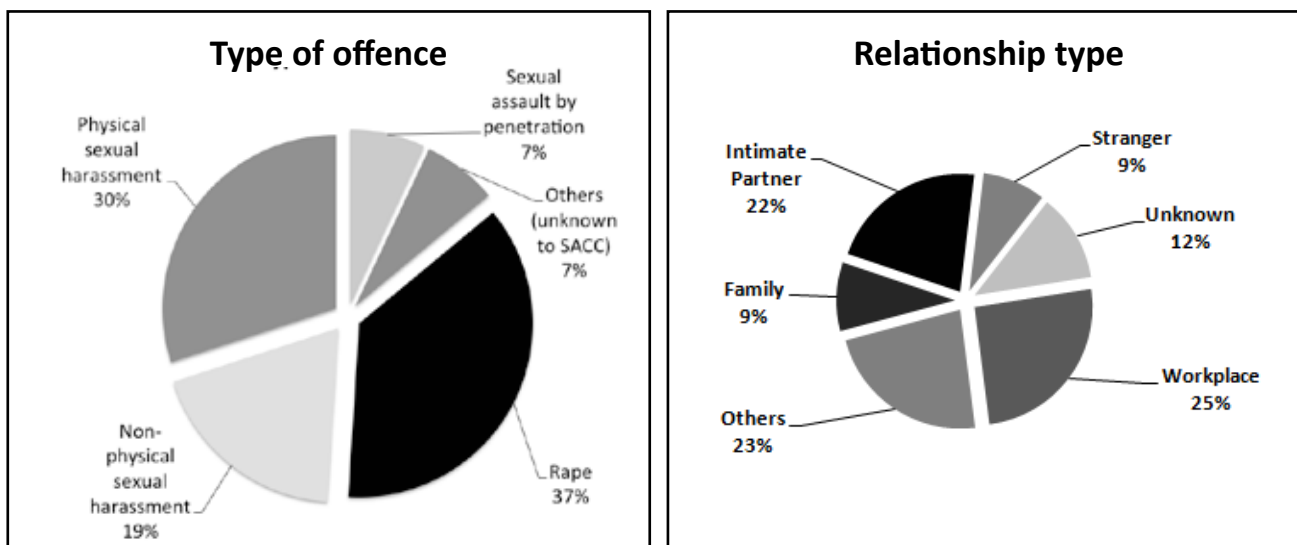
'Thank you heaps for making it a breeze dealing with my situation and most of all is the fact that I have closure, which never would have taken place had I not reached out to AWARE and found the gem that you turned out to be.' - SACC client

OUTREACH

Despite some quieter months during our Centre's renovations, the overall demand for SACC services saw a 14% increase from 2014. We also saw a huge increase of 49% in the number of legal sessions conducted in 2015. 43% of the 267 people who contacted SACC used at least one of our services: counselling, legal information or Befriender support.



The charts below show that the most common type of offence experienced by survivors who contacted SACC was rape, followed by physical sexual harassment. 77% of the perpetrators were known to the survivors.



EXPANSION OF TEAM AND IT ENHANCEMENTS

- SACC collaborated with Pro Bono Services Office of The Law Society of Singapore to bring onboard a team of lawyers to provide pro bono legal information to clients.
- New volunteer Befrienders were recruited and trained to accompany clients to police stations, hospitals and courts for sexual violence cases as well as domestic abuse cases.
- SACC added a new case manager to its existing team to manage the increasing number of people reaching out for help.
- A series of IT enhancements resulted in better data management, faster report generation and increased efficiency in case management.

CAPACITY BUILDING

- A series of training and refresher courses was organised for the entire team of staff and volunteer counsellors, Helpliners and Befrienders, on supporting survivors of sexual assault and best practices.
- Resources were created (e.g. intranet for lawyers and online research documents for counsellors) to provide in-depth information related to supporting victims.

ADVOCACY WORK

- As a result of SACC's continued work with Serious Sexual Crimes Branch, survivors of sexual assault now see immediate issue resolution at police stations where clients faced barriers in reporting.
- Insights from SACC supported AWARE's advocacy on sexual assault and harassment, including work on marital immunity for rape and the Tripartite Advisory on Managing Workplace Harassment.
- We met with the Attorney-General's Chamber to discuss prosecution practices, and collaborated with We Can! on research on sexual assault among young people.

PUBLIC AWARENESS

- **Online platforms:** SACC re-launched its website (www.sacc.sg) with a new look, better interface and detailed information about various procedures. Online marketing led to a dramatic increase in visits to the website.
- **Media:** SACC increased its presence in the media with opinion pieces, service statistics and referral information in The Straits Times, TODAY, The New Paper and on Channel NewsAsia, and on The Online Citizen and other online platforms.
- **Events:** We participated in a variety of events, focussing specially on educational institutes in order to connect with young people.
- **Inter-agency support:** SACC reached out to many organisations, hospitals, counselling centres, HIV testing centres, men's organisations, and other NGOs, to build referral processes and inter-agency support.
- **Training:** SACC conducted various training programmes for key frontline professionals from different NGOs to assist them in their response to sexual assault survivors. First responder training was also extended to student leaders, staff and disciplinary committee of various educational institutions along with consultation on stronger campus sexual assault policy.



Students at our Lasalle roadshow booth taking a stand against sexual violence

PLANS FOR 2016

- Capacity building and recruitment of more volunteer Helpliners, Befrienders and lawyers
- Launch a support group for women who have faced sexual assault
- Continued focus on inter-agency support and synergizing holistic support for survivors of sexual assault
- Outreach and develop ongoing relationships with schools and hospitals

Catalyse Consulting

In September, AWARE launched Catalyse Consulting (www.catalyse.sg), which provides training and consultancy services to corporates and other organisations.

A NEW BEGINNING

Catalyse Consulting aims to inspire diverse and inclusive workplaces for people to maximise their full potential through customised workshops and consultancy services. The enterprise works with a pool of local and international trainers and consultants to deliver its goals.

Catalyse builds on the experience of the AWARE Training Institute (ATI), which provided educational, gender-related workshops for individuals, schools and corporations, as well as anti-harassment expertise. Catalyse seeks to develop a revenue-generating business that is aligned with AWARE's mission and will provide financial support for AWARE's non-profit work.

Catalyse Consulting's initial work focuses on Workplace Harassment, Diversity and Inclusion, and people-centred leadership.

Our specialised Workplace Harassment curriculum trains managers and employees on preventing and addressing workplace harassment. It builds on the framework of the Tripartite Advisory on Managing Workplace Harassment, which was launched in December 2015 and which in turn drew on ATI's experience and expertise. AWARE is expressly listed as a training provider in the Advisory.

Catalyse's Diversity and Inclusion workshops and consultancy focus on gender and cultural biases, so as to help companies manage and leverage on diversity, and address issues such as unconscious bias and power dynamics.

2015 HIGHLIGHTS

In first three quarters of 2015, ATI reached out to corporations like Morgan Stanley and Goldman Sachs, as well as schools such as the United World College of South East Asia and Yale-NUS College. After transitioning into Catalyse Consulting, the subsidiary continued to fare well in its engagement with clients, which included Schrodgers Investment Management, NTUC, and the Tripartite Alliance for Fair Employment.

 **\$11,773**
net income



1,333
people reached



27
workshops
run in
schools



17
workshops run
at workplaces

CURRICULUM DEVELOPMENT

Catalyse developed:

- a new workplace harassment curriculum to reflect the new Advisory and the Protection from Harassment Act. The curriculum was successfully piloted to managers in a top asset management multinational corporation.
- a Diversity and Inclusion workshop for a leading educational institution.

REBRANDING

- Revised business model to focus on providing corporate training and revenue generation
- New logo, website and other marketing collateral

TRAINERS

- Expanded training pool
- Conducted several capacity building sessions

TESTIMONIALS

'Comprehensive, clear and concise'

'A greater awareness of our rights'

'A very informed and fun way of delivering key learning points'

'Informative'

'The course is good to gain extra knowledge on workplace harassment'

'Learning about practical ways to overcome discrimination was really interesting'



Let's talk about diversity.

Diversity makes organisations more innovative, resilient and successful. But to reap these benefits, leaders need to actively foster a culturally sensitive and inclusive environment.

Catalyse Consulting helps organisations create inclusive workplaces by leveraging on diverse strengths, perspectives and team behaviours.

Whether you are looking for training or consulting, Catalyse Consulting offers solutions in the following areas:

 DIVERSITY & INCLUSION	 WORKPLACE HARASSMENT	 UNCONSCIOUS BIAS
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info@catalyse.sg • 6779 7137
<http://www.aware.org.sg/training/catalyse/>
5 Dover Crescent, #01-22, Singapore 130005



A training session in progress

PLANS FOR 2016

- Hire new staff for Catalyse
- Focus on marketing and publicity, business development, curriculum development
- Build business to achieve profitability in 2017

We Can! Singapore

We Can! Singapore continued to grow in leaps and bounds, with over 2,300 Change Makers and 50 partnerships under its belt in its third year – cementing its status as a major community engagement platform shaking up social attitudes on gender-based violence.



2,344
Change Makers



26
Change Maker workshops



4
Forum Theatre performances



3
Body Language workshops

WHITE RIBBON WEEK

From 25 November to 1 December, We Can! commemorated White Ribbon week by reaching out to 900 men and boys to emphasise their important role in ending violence against women. Our high-profile social media campaign kicked off with the White Ribbon video, featuring 14 men (including Minister K. Shanmugam and actor/director Adrian Pang) standing against gender-based violence. Many more men shared their support at #WhiteRibbonSG, including notable figures such as Anthony Chen and Hossan Leong. The Online Citizen supported the campaign with articles on policy issues and by producing video interviews with three inspiring men (Jolovan Wham, Benny Bong and Sean Han), who work against gender-based violence.

Flagged off by Minister K. Shanmugam, an exciting bike and jeep rally – Ride Against Violence – was a collective effort by We Can!, Change Makers, Harley-Davidson, Chrysler Jeep Auto and Beyond Social Services. A total of 40 men and boys took to the road to raise awareness about violence against women and distribute white ribbon pins to over 200 members of the public.



Our bikers from Harley-Davidson, Chrysler Jeep Auto, with boys from Beyond Social Services, and Minister K. Shanmugam

RALLY: WE CAN! ARTS FEST 2015

Organised by a team of Change Makers, the third We Can! Arts Fest, RALLY, was held on 6 December at the Singapore Art Museum. Through workshops, music, poetry and art, over 440 attendees and 60 volunteers explored allyship and solidarity in eliminating gender-based violence. The Arts Fest featured artists like Charlene Shepherdson, Malaika Green and Jeni Louise Ayodele, and teamed up with groups like Project X, Etiquette SG, UN Women and Consent Revolution.



Neil Humphreys speaking out against violence at RALLY

CHANGE MAKER PROJECTS

In 2015, We Can! supported 12 Change Maker projects - original initiatives developed by volunteers passionate about gender equality, addressing sensitive issues through fresh, contemporary platforms. Notable projects include: "The Healing Doll", an original role-playing computer game developed by Khoo Ming Gui, a psychology student at Ngee Ann Polytechnic; "All The Small Things", a story-sharing event organised by Stephanie Chan and her team at Story Slam Singapore, where writers shared personal stories of gender discrimination; and "Strike Out", a video interview with members of the public put together by Team Bodily, addressing struggles against gender stereotypes.



The Healing Doll, a role-playing game on intimate partner violence created by a Change Maker

Experienced peer support trainer and Yale-NUS student, Jolanda Nava, led a well-attended training workshop on peer support and counselling, where participants learned how to create safe, non-judgmental spaces for friends experiencing violence. The workshop is being developed as a regular programme for Change Makers in 2016.

ALLIANCE PROJECTS

80 students from Ngee Ann Polytechnic took on a research project exploring gender policing and bullying by and of young boys in Singapore. Covering 500 youths across 5 institutions, the survey hopes to understand the experiences of boys in secondary school, as well as the culture of masculinity they grow up in. Results will be released in 2016.

We Can! also brought its regular programmes to schools, institutions and organisations. In 2015, we ran 26 Change Maker workshops with clients such as Centre for Creative Leadership, Ngee Ann Polytechnic, and Serangoon Indian Activity Executive Committee. We also staged

our forum theatre, Just A Bad Day, to students at United World College and College of Alice and Peter Tan, and clients at Tanjong Pagar Family Service Centre. The Body/Language creative writing programme was brought to Gracehaven, St George's Residence and other communities. 2016 will see the expansion of the Body/Language programme to include ceramics and muralling.

We were also an official partner of Sex Week, an initiative by G-Spot at Yale-NUS, supporting them in organising and delivering unique workshops through the week.

We ran several new dialogue sessions in partnership with SG Rainbow, Gender Equality IS Our Culture and Yale-NUS, exploring consent in relationships between GBQ men, gender roles in a family setting and experiences of women's sexuality. We Can! reached almost 4,000 individuals through its programmes and events.

PARTNERS & SUPPORTERS

- Ngee Ann Polytechnic
- United World College East
- Underground Theatre
- Tanjong Pagar Family Service Centre
- The Online Citizen
- Harley Davidson Singapore
- Beyond Social Services
- Singapore Art Museum
- Rupee St James
- Club Kyo and Rouge
- Truefitt & Hill

CAPACITY BUILDING

We conducted six capacity-building sessions, including facilitation trainings, two workshops on writing press letters, and peer support and counselling training.

TESTIMONIALS

'Empowering women is more than power suits and holding positions of power. More importantly, there is a need for me to constantly challenge myself in engaging conversations on gender-based violence.' - Change Maker workshop participant

'(I learnt) the reality of situations, that there are many aspects to feeling pressure and that it's not that easy saying 'no'.' - Forum Theatre audience member

PLANS FOR 2016

- Organise Gender Justice Youth Forum with United World College East
- Continued support of Change Makers, Allies and their initiatives through regular workshops and capacity building programmes
- A range of community-based events and projects to grow the conversation around gender-based violence prevention and intervention

Gender Equality IS Our Culture

Gender Equality IS Our Culture (GEC) is a three-year project developed in collaboration with our Indonesian partner, Solidaritas Perempuan, and funded by the UN Women Fund for Gender Equality.

Currently in its third and final year, GEC addresses monolithic constructions of culture that are dominant in and common to Malaysia, Indonesia and Singapore. All three have ratified the Convention on the Elimination of all Forms of Discrimination Against Women (CEDAW), but references to similar discriminatory cultural practices have hindered full implementation.

Through workshops, talks, conferences and support groups, the project promotes alternative expressions and gender-equitable interpretations of culture to achieve full implementation of CEDAW.



Panelists at GEC's regional conference

ACTIVITIES IN 2015



5
workshops



3
talks &
roundtables



549
total
outreach

Working Towards Justice and Equality in Muslim Families in Diverse Contexts

From 27 February to 1 March, GEC co-organised a regional conference in Yogyakarta, Indonesia with over 70 participants from Indonesia, Singapore and Malaysia. This was a collaboration between AWARE, Solidaritas Perempuan in Indonesia and the regional women's rights group, The Institute for Women's Empowerment. Supported by the UN Women Fund for Gender Equality and Funding Leadership and Opportunities for Women from Netherlands, the conference aimed to share and develop strategies for achieving justice and equality in Muslim families in diverse contexts.



Participants of our conference hope to "create peaceful Muslim families"

At a press conference with Indonesian media, we put forward recommendations to stop violence against women and to re-interpret religious texts to bring about the realisation of human rights.

WORKSHOPS & TALKS

- Over 540 participants attended our workshops, talks and support groups
- More than 6,000 unique visitors to our website (www.reclaimculture.org)

Women's Personal Empowerment Workshop

This workshop seeks to empower women to live their lives on their own terms. Participants were equipped with tools and strategies such as stakeholder analysis, reframing techniques and value negotiation. In 2015, it was conducted at Haji Mohd Salleh Mosque and New Hope Shelter for Displaced Families and Individuals.



Perempuan: Sex Education and Healthy Relationships Workshop

Aimed at Muslim women and girls, this workshop covers consent, menstrual hygiene and sexual health. We have also held focus group discussions with young women on their training needs.

Talks

We held several talks over the course of 2015. In one, we discussed the Hijab debate in the Singapore context. Two other talks reflected the roles and contributions of Muslim women from past to present.

SASA (Single and Single Again) Peer Support Group

SASA is a support group created for Muslim single mothers and unmarried women. It has held five meetings since March 2015, addressing challenges faced by single women, as well as the possibilities for peer support to improve employability and strengthen relationships with children.

Peer Support Group for Muslim Women Experiencing Religious Trauma

This peer support group has held three meetings since September 2015.

TESTIMONIALS

'Content and speakers are new and refreshing.' - Regional conference attendee

'I liked how the hijab issue should be seen from different perspectives such as from the human rights angle and not solely religion.' - Ramadan Talks participant

PLANS FOR 2016

- Produce a collection of personal stories from Muslim women on their defiance of stereotypical images of Muslim women. We hope that this book can start conversations within families and between communities about unspoken but important issues.

The Board (2014 - 2016)

PRESIDENT



Winifred Loh
Managing Director

1st VICE-PRESIDENT



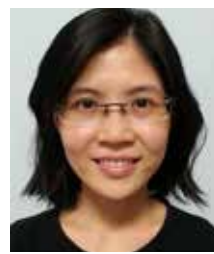
Faeza Sirajudin
Educator

2nd VICE-PRESIDENT



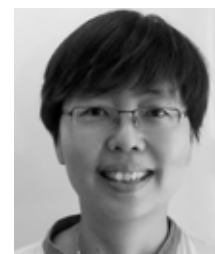
Tan Joo Hymn
Homemaker/
Storyteller

HONORARY TREASURER



Zeng Li Hui
Internal control
manager

HONORARY SECRETARY



Teh Hooi Ling
Fund manager

ORDINARY BOARD MEMBERS



Teo You Yenn
Sociologist,
Associate Professor



Jasmine Ng
Kin Kia
Filmmaker,
executive
producer



Deeksha
Vasundhra
Social worker
and programme
manager



Margaret
Thomas
Editor, writer,
media consultant

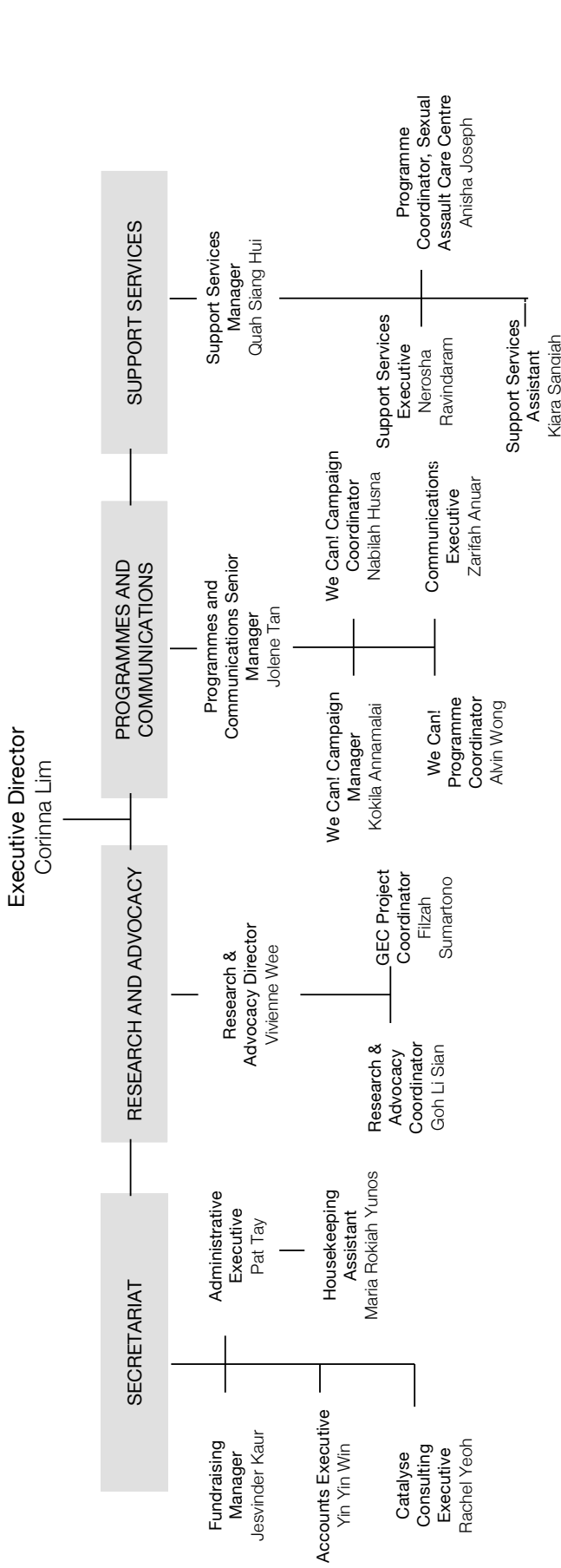
Past Board members: Stephanie Chu (Vice-Treasurer until November 2015)

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Audit	Anju Patwardhan (Chair), Zeng Li Hui, Alicia Samp
Board Recruitment	Dana Lam (Chair), Margaret Thomas, Schutz Lee, Tanneke Zeeuw
Fundraising	Teh Hooi Ling (Chair) Tan Joo Hymn, Lindy Ong
Human Resources	Lilian Wong (Chair), Margaret Thomas, Susan Chen (from 17 Feb)
Recruitment and Engagement	Faeza Sirajudin (Chair), Jasmine Ng, Evon Chua
Support Services	Deeksha Vasundhra (Chair), Raqvind Kaur

The Staff

as of December 2015



Top row from left: Anisha Joseph, Corinna Lim, Nabilah Husna, Jolene Tan, Nerosha Ravindaram
Bottom row from left: Kokila Annamalai, Jesvinder Kaur, Quah Siang Hui, Megumu Brownstein, Yin Yin Win

Past staff

- ATI Executive until April: Sahar Pirzada
- ATI Executive until July: Edwina Shaddick
- Communications Executive until June: Sumedha Jalote
- Accounts Executive until September: Stacey Loh
- Volunteer Manager until April: Frederique Soh
- Volunteer Manager until November: Jennifer Schoon
- Support Services Manager until August: Sheena Kanwar

Consultants

- Project Manager: Megumu Brownstein
- GEC Project Consultant: Zubaidah Ali
- Volunteer Coordinator: Sumithri Venkatasubramanian
- Counsellor: Grace Phua

Fundraising

FUNDRAISING ON A ROLL IN 2015

AWARE's fundraising team worked extremely hard in 2015 to ensure that AWARE would receive the full benefit of the Government's generous 1:1 matching grant under the Care & Share Scheme, which will end in March 2016.

We are pleased to report that over the last two years, AWARE raised the maximum amount of \$2 million which will be matched through this scheme. The matching funds will be disbursed to AWARE over the course of the next few years.

AWARE raised an excess of \$1.8 million in 2015, with the generous support of charitable organizations such as Lee Foundation, Kwan Im Thong Hood Cho Temple, Chen Su Lan Trust and the Chew How Teck Foundation.

AWARE's Big Birthday Ball, our most successful fundraiser to date, received the warm support of corporate funders, KOP Group and Kah Motors. Individual donors generously contributed to this fundraising effort through donations in the form of table, auction and lucky dip purchases, as well as pledges to our newest collaborative campaign, #asinglelove.

Special thanks to:

- Lee Foundation
- Kwan Im Thong Hood Cho Temple
- Chen Su Lan Trust

AWARE also launched the Angel programme for donors who were keen to support our work by investing, on a monthly basis, in making our society a fairer, more equal and safer place for all women. The programme was created to provide AWARE with a steady and reliable source of funds that allows us to use donations more efficiently. To date, 14 generous donors have signed on to be AWARE Angels.

AWARE is grateful to all its donors, members and supporters who have generously donated their money, time and expertise to sustain AWARE's work.

Donations and grants received in 2015:	
*AWARE's Big Ball	\$438,295
NCSS Care & Share	\$370,961
Lee Foundation	\$220,000
Toteboard Social Service Fund (administered by NCSS)	\$172,014
Kwan Im Thong Hood Cho Temple	\$150,000
President's Challenge	\$125,000
Chen Su Lan Trust	\$100,000
UN Women - Fund for Gender Equality	\$73,236
Toteboard (Crystal Ball)	\$50,000
Chew How Teck Foundation	\$25,000
Singtel Sponsorship (administered by NCSS)	\$1,920
High Commission of Canada	\$1,000
Other Donations	\$110,357
TOTAL <i>(* includes \$50,000 Toteboard grant for event expenses to be disbursed in 2016)</i>	\$1,837,783

BIG BIRTHDAY BALL

This year's Big Birthday Ball, held at the Shangri-la Hotel, broke all previous records by bringing together 480 guests and raising \$438,295.

Singapore's most popular a cappella group, Vocaluptuous, opened the Ball by wowing the audience with their super lush pop jazz, while the fabulous Ivan Heng and Oon Shu Ann hosted the evening's festivities. The Ball also included an appearance by the popular parody troupe Chestnuts, who introduced the ALAMAK! award nominees once again.

This year's pledge for the Big Birthday Ball raised money for the #asinglelove campaign, which seeks to empower and support single parents, and to promote policies and attitudes that are more supportive of single parent families. We are grateful to our loyal supporters and donors for this very successful event.



Photos by Kelly Fan

THE AWARE AWARDS

In 2015, we presented the AWARE Awards to three outstanding organisations who played a part in paving the way for gender equality in Singapore.

Financial Empowerment: NGO – Aidha

Aidha seeks to help foreign domestic workers escape the cycle of poverty with financial empowerment courses that impart skills such as financial and computer literacy, as well as entrepreneurship and business management.



Aidha has taught over 2,700 women since 2006. Over 70% of Aidha's students succeed in either opening small businesses of their own or making investments in productive assets, such as land and livestock.

Financial Empowerment: Corporate Initiative – Citi

The Citi-Tsao Foundation Financial Education Programme for Mature Women has equipped numerous lower-income women aged 40-60 with basic financial knowledge and skills to work towards retirement adequacy. Since 2008, the programme has reached over 6,000 women. In 2012, People's Association Women's Integration Network (PA WIN) adopted the



programme with the target to offer the programme at every community centre in Singapore. The programme is available in English, Malay and Mandarin, and has been replicated in Indonesia and Malaysia.

Student activism – The G Spot

The G Spot has organised innumerable events on gender equality and LGBT inclusion, reaching hundreds of students and members of the public, often in collaboration with and support of NGOs and other student organisations. The G Spot has led the way in on-campus student activism and organising for student peer support and resources. With the student government, they made newspaper headlines by successfully lobbying for gender-neutral accommodation on the Yale-NUS campus, sparking national discussions on gender, youth and sexuality.



PLANS FOR 2016

- Implement a donors management software programme
- Enhance its outreach and reporting to donors

Donors & Sponsors

\$1000 & above

AIDHA
Alan Goh
Ang Fung Fung
Annabelle Yip
Anne Wong Holloway
APS Asset Management Pte Ltd
Audrey Chng
Blossom Hing
Bridget Tien
Carolyn Teo
Cathy Ruth Johnson
Chao Tse Ann
Chen Su Lan Trust
Chen Yew Nah
Cheng Puay Koon
Chew How Teck Foundation
Choe Pilarnuj Nee Ratanarak
Chong Pik Wan
Christopher & Vidula Chen
Citibank Singapore
Coonor Kripalani-Thadani
Derek & Selina McCole
Doris Sohmen-Pao
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Faeza Sirajuddin
George Robert Nast
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Kristine Morais
Kwan Hon Weng
Kwan Im Thong Hood Cho Temple
Lee Foundation
Lee Li Ming
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Lek Siang Pheng
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Lim Suet Fern
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Louise J Tagliante
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NTUC Women's Development Secretariat
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Ong Su-Chzeng
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Seah Cheng San
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Tan Joo Hymn
Tan Poh Kiang
Tan Su Shan
Tan Tee Jim
Teh Hooi Ling
Teo Su Seam
Teo Teck Weng
The Animal Doctors Pte Ltd
The Silent Foundation
Thierry & Sandra Smadja
Thomas Garry
Timothy Saunders
Tin Pei Ling
Tommy Koh (Prof)
Vernie Oliveiro
Women on a Mission
Wong Kok Hui
World Scientific Publishing Co Pte Ltd
Yik Synn Yi Sara
Yu Chia Min
Yvonne Teo
Zeng Lihui

SPECIAL THANKS TO:

Arts Blue Studio
Bacco Wines
Beam Suntory
Belinda Lim
Bezel
Bollywood Veggies

Brenda Cheng
Camille Neale
Cassie Goswell
Cheryl Lim
Chia Jia Xin
Cocoa Colony
Cutis Medical Laser Clinics
Dana Miller
Dana Vela
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Kay Kuok
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Luxasia Singapore Pte Ltd
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Ong Soh Chin
Pernod Ricard
Radhika Panday
Rashbir Hundal
Sarah Leighton
Searights Maritime Services
Shang-ri la Hotel
Sidefame (S) Pte Ltd
Soo Seann
Tahira Erum
Tan Zixi
Teo Geok Cheng
The Flora, Kuta Bali
The Regent Hotel
The ShoeCo.
The Wine Company
Unlisted Collection Pte Ltd
Valerie Gan Garry
Yentil Lim

Members & Volunteers



470
members



560
Volunteers

AWARE is grateful to our volunteers' contribution to our work. In March 2015, we held our annual Volunteers' Appreciation Party to honour and re-connect with our volunteers. 55 attendees were treated to a delicious three-course meal and fantastic entertainment. We also honoured 14 Star volunteers with a special gift for their outstanding contributions in supporting the cause in 2014. A huge thank you to all of our volunteers, for their tireless efforts and time:

BIG BIRTHDAY BALL ORGANISING SUB-COMM

Louise Tagliante
Valerie Gan-Garry
Betsy Zink
Ong Soh Chin
Sarah Leighton

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Anju Patdwardhan
Betsy Zink
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Evon Chua
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Sanushka Mudaliar
Schutz Lee
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Wong Pei Chi
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Radhika Panday
N B Sureesh
Tahira Erum
Teo Geok Cheng

GENDER EQUALITY IS OUR CULTURE

Aasya Dadabhoy
Afiqa Ab Rahman
Ariz Yusaf Ansari
Diana Rahim

Halijah Binte Mohamad
Humairah Zainal
Jhoanna Kay
Mohamed Imran Bin Mohamed
Taib
Nur 'Adlina Maulod
Nurul Fadhiah Johari
Nurul Huda

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Abigail Goh
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Amreeta Shahi
Claris Teo
Drima Chakraborty
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Jolanda Nava
Khoo Ming Gui
Kimberly Jow
Khairunisya Hanafi
Rashbir Singh
Russell Ong
Sumithri Venketasubramanian
Tan Limin
Lee Wan Yii

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Nurul Huda Muslim
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Paula Appelhans
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Roshni Kapur
Ruth Kolthof
Schutz Lee
Sharon Tan Bee Wah
Shlomit Cohen
Sonia Pillai
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Zubaidah Yusof
Zubee Ali

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Nicholas Tan
Pavitar Kaur Gill
Rashbir Hundal
Soo Seeann
Susan Chen
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Mahendran
Navanitha
Nila Ibrahim
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Wong Yu Chien

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Amanda Lim
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Mariana Amin
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Muhammad Syazwan Bin Ramli
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Nithya Swaminathan
Nursheila Muez
Nurul Huda
Pamela Sandanasamy
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Theo Chen
Tricia Tan
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Vanessa Victoria
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Wei Sheng
Wee Ye Xuan
Yong Hui
Yong Jing Goh
Zarifah Anuar
Zhixin Tan

Financial Report

STATEMENT OF FINANCIAL POSITION AS AT 31 DECEMBER 2015

	Notes	2015 S\$	2014 S\$
ASSETS			
CURRENT ASSETS			
Cash and cash equivalents	4	1,000,305	1,021,585
Fixed deposits	5	1,959,937	1,653,058
Other receivables, deposits and prepayments	6	11,504	17,485
		<u>2,971,746</u>	<u>2,692,128</u>
NON-CURRENT ASSET			
Property, plant and equipment	7	178,787	2,300
TOTAL ASSETS		<u><u>3,150,533</u></u>	<u><u>2,694,428</u></u>
LIABILITY AND ACCUMULATED FUNDS			
CURRENT LIABILITY			
Accruals		66,627	46,730
TOTAL LIABILITY		<u>66,627</u>	<u>46,730</u>
FUNDS			
Unrestricted Fund			
Accumulated funds	8	1,390,688	1,263,853
Restricted Funds			
Project funds	9	818,280	546,298
In memory of Jagraj Verma fund	10	4,971	5,771
Support Services (Helpline)	11	508,379	426,606
Sexual Assault Care Centre	12	361,588	405,170
TOTAL FUNDS		<u>3,083,906</u>	<u>2,647,698</u>
TOTAL LIABILITY AND FUNDS		<u><u>3,150,533</u></u>	<u><u>2,694,428</u></u>

**STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 DECEMBER 2015**

2015

	Unrestricted Funds		Restricted Funds				Total S\$
	Accumulated Funds S\$	Project Funds S\$	In Memory of Jagraj Verma Fund S\$	Support Services (Helpline) S\$	Sexual Assault Care Centre S\$		
INCOME							
Tax exempt donation	49,750	345,900	0	135,925	63,485	595,060	
Non-tax exempt donation	6,096	78,182	0	110	394	84,782	
Fund raising activities							
Big birthday ball event (tax exempt donation)	357,824	4,000	0	1,000	3,000	365,824	
Big birthday ball event (non- tax exempt donation)	22,271	0	0	0	0	22,271	
Counseling/training contribution	0	19,571	0	14,807	1,010	35,388	
Grants							
Care and share	0	330,838	0	28,760	11,364	370,962	
NCSS grant							
- Tote Board	0	0	0	129,011	43,004	172,015	
Other grants	2,920	125,000	0	35,000	15,000	177,920	
Subscriptions	6,950	0	0	0	0	6,950	
Interest on fixed deposits	13,490	0	0	0	0	13,490	
Activities income	683	3,356	0	0	0	4,039	
Other income	30,940	290	0	0	0	31,230	
TOTAL INCOME	490,924	907,137	0	344,613	137,257	1,879,931	

**STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 DECEMBER 2015**

2015

	Notes	Unrestricted Funds		Restricted Funds			Total
		Accumulated Funds S\$	Project Funds S\$	In Memory of Jagraj Verma Fund S\$	Support Services (Helpline) S\$	Sexual Assault Care Centre S\$	
LESS: EXPENDITURE							
Activities expense		2,018	25,752	0	1,200	772	29,742
Audit fees		925	370	0	1,480	925	3,700
Bank charges		2,056	219	0	427	267	2,969
Big birthday ball event expenses		94,224	0	0	0	0	94,224
Care and share disbursement		0	89,057	0	28,760	11,364	129,181
Computer expenses		0	0	0	589	0	589
Counseling		0	0	0	14,970	3,760	18,730
Depreciation of property, plant and equipment	7	1,230	88,859	0	0	0	90,089
Staff salaries, bonus and CPF	13	107,470	490,144	0	191,137	137,951	926,702
Medical fees	13	315	1,082	0	721	327	2,445
Staff welfare	13	124	67	0	149	92	432
Entertainment		1,373	1,314	0	160	100	2,947
General consultancy		769	40,293	0	1,133	9,708	51,903
General expenses		287	229	0	267	25	808
General meeting		156	62	0	249	156	623
Gifts		726	176	0	788	440	2,130
Honorarium		0	400	800	0	0	1,200
Insurance		615	246	0	985	615	2,461
Intern allowance		2,300	3,240	0	0	330	5,870
Balance c/f		214,588	741,510	800	243,015	166,832	1,366,745

**STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 DECEMBER 2015**

2015

	Unrestricted Funds		Restricted Funds				Total S\$
	Accumulated Funds S\$	Project Funds S\$	In Memory of Jagraj Verma Fund S\$	Support Services (Helpline) S\$	Sexual Assault Care Centre S\$	Total S\$	
Notes							
LESS: EXPENDITURE (CONTINUED)							
Balance b/f	214,588	741,510	800	243,015	166,832	1,366,745	
Library books	0	43	0	0	191	234	
Marketing and publicity	300	2,501	0	0	913	3,714	
Membership and subscription	38	15	0	60	38	151	
Merchandise	810	530	0	0	0	1,340	
Newspaper and magazine	162	67	0	260	160	649	
Photocopying usage	542	225	0	868	534	2,169	
Postage, printing and stationery	2,289	2,376	0	2,123	3,079	9,867	
Refreshment	1,287	1,298	0	1,552	792	4,929	
Rental of equipment	816	507	0	1,306	816	3,445	
Rental of premises and facilities	4,239	2,043	0	4,114	2,571	12,967	
Repairs and maintenance	734	255	0	1,025	637	2,651	
Staff insurance	791	1,138	0	1,052	542	3,523	
Telecommunication expenses	1,383	549	0	3,565	1,474	6,971	
Training and development fees	0	6,500	0	0	0	6,500	
Translation fees	0	4,500	0	0	0	4,500	
Transportation and travel	692	3,907	0	126	299	5,024	
Utilities	1,195	448	0	1,718	1,120	4,481	
Volunteer consultancy	0	0	0	840	0	840	
Balance c/f	229,866	768,412	800	261,624	179,998	1,440,700	

**STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 DECEMBER 2015**

2015

Notes	Unrestricted Funds		Restricted Funds		Tote Board		Total S\$
	Accumulated Funds S\$	Project Funds S\$	In Memory of Jagraj Verma Fund S\$	Support Services (Helpline) S\$	Sexual Assault Care Centre S\$		
LESS: EXPENDITURE (CONTINUED)							
Balance b/f	229,866	768,412	800	261,624	179,998		1,440,700
Volunteer recognition	680	402	0	1,085	708		2,875
Volunteer training	0	0	0	0	0		0
Website maintenance	584	(700)	0	131	133		148
TOTAL EXPENDITURE	231,130	768,114	800	262,840	180,839		1,443,723
SURPLUS/(DEFICIT) FOR THE YEAR	259,794	139,023	(800)	81,773	(43,582)		436,208

**STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 DECEMBER 2015**

2014

Notes	Unrestricted Funds		Restricted Funds				Total S\$
	Accumulated Funds S\$	Project Funds S\$	In Memory of Jagraj Verma Fund S\$	Support Services (Helpline) S\$	Sexual Assault Care Centre S\$		
INCOME							
Tax exempt donation	58,823	349,040	0	184,420	267,414	859,697	
Non- tax exempt donation	15,917	163,751	0	520	14,418	194,606	
Fund raising activities							
Crystal ball (tax exempt donation)	187,585	0	0	200	97,169	284,954	
Others (non-tax exempt donation)	696	0	0	0	0	696	
Big red ball (non-tax exempt donation)							
- Tote Board	43,900	0	0	0	0	43,900	
Counseling/training contribution	700	35,228	0	17,451	0	53,379	
Grants							
Care and share	0	155,968	0	0	0	155,968	
NCSS grant							
- Tote Board	0	0	0	164,568	0	164,568	
Other grants	2,100	86,626	0	0	0	88,726	
Subscriptions	12,340	0	0	0	0	12,340	
Interest on fixed deposits	17,631	0	0	0	0	17,631	
Activities income	100	3,747	0	0	0	3,847	
Other income	14,977	12,403	0	0	0	27,380	

**STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 DECEMBER 2015**

2014

	2014				Total
	Unrestricted Funds	Restricted Funds	In Memory of Jagraj Verma Fund	Support Services (Helpline)	
	S\$	S\$	S\$	S\$	S\$
TOTAL INCOME	354,769	806,763	0	367,159	379,001
					1,907,692

Notes

	Accumulated Funds	Project Funds	In Memory of Jagraj Verma Fund	Support Services (Helpline)	Sexual Assault Care Centre	Total
	S\$	S\$	S\$	S\$	S\$	S\$
LESS: EXPENDITURE						
Activities expense	2,870	22,149	0	0	38	25,057
Audit fees	925	555	0	1,480	740	3,700
Bank charges	3,024	435	0	398	3,552	7,409
Care and share disbursement	0	16,558	0	0	0	16,558
Computer expenses	1,510	90	0	42	781	2,423
Counseling	0	0	0	17,460	0	17,460
Crystal ball expenses	66,864	0	0	0	0	66,864
Depreciation of property, plant and equipment	7,325	0	0	0	0	7,325
Staff salaries, bonus and CPF	92,890	521,328	0	192,727	72,336	879,281
Medical fees	242	561	0	601	103	1,507
Staff welfare	116	108	0	18	18	260
Entertainment	399	320	0	8	0	727
General consultancy	100	38,300	0	0	2,220	40,620
General expenses	234	403	0	485	147	1,269
General meeting	20	12	0	32	16	80
Gifts	35	268	0	150	0	453
Honorarium	750	6,000	0	0	0	6,750
Insurance	1,582	381	0	1,015	507	3,485

**STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 DECEMBER 2015**

2014

	Unrestricted Funds		Restricted Funds			Total
	Accumulated Funds	Project Funds	In Memory of Jagraj Verma Fund	Support Services (Helpline)	Sexual Assault Care Centre	
Notes	S\$	S\$	S\$	S\$	S\$	S\$
Balance c/f	178,886	607,468	0	214,416	80,458	1,081,228
				Tote Board		
LESS: EXPENDITURE (CONTINUED)						
Balance b/f	178,886	607,468	0	214,416	80,458	1,081,228
Intern allowance	0	5,745	0	0	0	5,745
Library books	0	100	0	20	0	120
License fee	55	0	0	0	0	55
Marketing and publicity	26	15	0	41	1,080	1,162
Membership and subscription	150	0	0	0	0	150
Merchandise	4,473	2,336	0	520	260	7,589
Newspaper and magazine	137	81	0	219	110	547
Photocopying usage	655	353	0	943	471	2,422
Postage, printing and stationery	2,043	12,744	0	844	3,588	19,219
Refreshment	3,821	5,108	0	1,465	449	10,843
Rental of equipment	1,155	4,860	0	1,448	724	8,187
Rental of premises and facilities	2,721	3,490	0	4,114	2,057	12,382
Repairs and maintenance	1,253	423	0	963	479	3,118
Staff insurance	1,132	2,963	0	1,517	664	6,276
Staff training	532	1,022	0	1,153	396	3,103
Telecommunication expenses	1,415	849	0	2,268	1,192	5,724
Training and development fees	230	9,736	0	992	27	10,985

**STATEMENT OF CHANGES IN FUNDS
FOR THE YEAR ENDED 31 DECEMBER 2015**

	Unrestricted Funds		Restricted Funds				Total S\$
	Accumulated Funds S\$	Project Funds S\$	In Memory of Jagraj Verma Fund S\$	Support Services (Helpline) S\$	Sexual Assault Care Centre S\$		
Balance at 1 January 2014	1,231,745	251,653	9,462	315,558	130,880	1,939,298	
Surplus for the year	151,613	143,965	0	128,152	284,670	708,400	
Transfers during the year	(119,505)	150,680	(3,691)	(17,104)	(10,380)	0	
Balance at 31 December 2014 and 1 January 2015	1,263,853	546,298	5,771	426,606	405,170	2,647,698	
Surplus/ (Deficit) for the year	259,794	139,023	(800)	81,773	(43,582)	436,208	
Transfers during the year	(132,959)	132,959	0	0	0	0	
Balance at 31 December 2015	1,390,688	818,280	4,971	508,379	361,588	3,083,906	

9. PROJECT FUNDS

2015	Balance at beginning of year S\$	Revenue S\$	Expenditure S\$	Transfer S\$	Balance at end of year S\$
A Single Love Project (SIL)	0	3,200	(3,257)	116,570	116,513
Catalyse Consulting	0	103,136	(104,669)	0	(1,533)
Care and share Civil Society (CVS)	151,416	273,559	(146,968)	0	278,007
Claire Chang	0	0	(845)	845	0
CSE	10,000	0	0	0	10,000
Lee Foundation (Research)	7,460	0	(4,134)	0	3,326
Lee Foundation 2014	0	190,554	(139,780)	90,000	140,774
National Library Board	139,089	0	(10)	(139,079)	0
NVPC	9,200	0	(42,833)	7,000	(26,633)
SELF	15,809	0	(45,359)	24,550	(5,000)
Support Group Gender Equality is our Culture Project	13,570	0	1,430	0	15,000
We Can	20,167	45,860	(33,457)	0	32,570
	99,156	89,655	(121,775)	(8,161)	58,875
	80,431	201,173	(126,457)	41,234	196,381
Total Fund	546,298	907,137	(768,114)	132,959	818,280

Statutory Information

AFFILIATION

1.	National Council of Social Service (NCSS)	Full Member
2.	Singapore Council of Women's Organisations (SCWO)	Ordinary Member

REGISTRATION

Registered address	Block 5 Dover Crescent #01-22 Singapore 130005
Financial Year	31 December

	Registration Number	Date of Registration
Registry of Societies (ROS)	188/85CAS	25 November 1985
Commissioner of Charities	1871	23 March 2005
Institute of Public Character (IPC)	000025	1 March 2016 to 31 Aug 2018
Unique Entity Number	S85SS0089B	1 January 2009

Board	<p>The following people were elected into the Board at the Annual General Meeting held on 26 May 2014:</p> <ol style="list-style-type: none"> 1. Winifred Loh (President) 2. Faeza Sirajudin (1st Vice President) 3. Tan Joo Hymn (2nd Vice President) 4. Teh Hooi Ling (Honorary Secretary) 5. Zeng Li Hui (Honorary Treasurer) 6. Stephanie Chu (Vice Treasurer). Resigned on 28 November 2015, because of work commitments. 7. Teo You Yenn (Committee Member) 8. Deeksha Vasundhra (Committee Member) 9. Jasmine Ng Kin Kia (Committee Member) 10. Margaret Thomas (Co-opted Committee Member)
Auditors	Suhaimi Salleh & Associates

Review

Staffing

Staff are recruited locally. As of 31 December 2015, the breakdown of the staff strength is as follows:

Managers	4
Other Professional Staff (Executive Level)	13
Cleaner	1
<hr/>	
	18

Remuneration of Board Members

No board member has received any remuneration in 2015.

Remuneration of Top 3 Executives

In terms of Salary Band, the breakdown is as set out below:

Salary Band FY 2015 (incl. bonus, excl. employer's CPF contribution)	Headcount
Below \$100,000	3
Below \$50,000	0
TOTAL	3

Reserves Policy

Our reserves position:

	Current Year (\$)	Previous Year (\$)	per cent Increase / (Decrease)
Unrestricted Funds (Reserves)	1,390,688	1,263,853	10.04%
Restricted / Designated Funds:	1,693,218	1,383,845	22.36%
- Building Fund		-	
- Education Fund		-	
- Others			
Endowment Funds		-	
Total Funds ¹	3,083,906	2,647,698	16.47%
Ratio of Reserves ² to Annual Operating Expenditure ³	2.14 (25 months)	2.21 (26 months)	(3.2%)

The Reserves Policy adopted by AWARE is as follows: To maintain its reserves at a level which is at least equivalent to 12 months worth of annual operating expenditure in view of the 12 month lead time for grants to be approved and disbursed

The reserves will be used in the following manner:

- Maintain reserves in fixed deposits with an established bank or finance company for the next 12 months.
- The Board regularly (**half year**) reviews the amount of reserves that are required to ensure that they are adequate.
- The reserves shall not be utilized except with the approval of the President and Treasurer / Assistant Treasurer, and only when the cashflow falls below 3 months of the monthly operating expenses.

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1 Total funds include unrestricted, restricted, designated and endowment funds.

2 Total funds

3 Charitable Activities and Other Operating and Administration Expenses for 2015 was \$1,443,723 and for 2014 was \$1,199,292

BOARD GOVERNANCE			
1	Are there Board members holding staff appointments?		No
4	There is a maximum term limit of four consecutive years for the Treasurer position (or equivalent, e.g. Finance Committee Chairman).	1.1.6	Complied
5	There are Board committees (or designated Board members) with documented terms of reference.	1.2.1	Complied
6	The Board meets regularly with a quorum of at least one-third or at least three members, whichever is greater (or as required by the governing instrument).	1.3.1	Complied
CONFLICT OF INTEREST			
7	There are documented procedures for Board members and staff to declare actual or potential conflicts of interest to the Board.	2.1	Complied
8	Board members do not vote or participate in decision-making on matters where they have a conflict of interest.	2.4	Complied
STRATEGIC PLANNING			
9	The Board reviews and approves the vision and mission of the charity. They are documented and communicated to its members and the public.	3.1.1	Complied
10	The Board approves and reviews a strategic plan for the charity to ensure that the activities are in line with its objectives.	3.2.2	Complied
HUMAN RESOURCE MANAGEMENT			
11	The Board approves documented human resource policies for staff.	5.1	Complied
12	There are systems for regular supervision, appraisal and professional development of staff.	5.6	Complied
FINANCIAL MANAGEMENT AND CONTROLS			
13	The Board ensures internal control systems for financial matters are in place with documented procedures.	6.1.2	Complied
14	The Board ensures reviews on the charity's controls, processes, key programmes and events.	6.1.3	Complied
15	The Board approves an annual budget for the charity's plans and regularly monitors its expenditure.	6.2.1	Complied
16	The charity discloses its reserves policy in the annual report.	6.4.1	Complied
17	Does the charity invest its reserves?		No
FUNDRAISING PRACTICES			
19	Donations collected are properly recorded and promptly deposited by the charity.	7.2.2	Complied
DISCLOSURE AND TRANSPARENCY			
20	The charity makes available to its stakeholders an annual report that includes information on its programmes, activities, audited financial statements, Board members and executive management.	8.1	Complied
21	Are Board members remunerated for their Board services?		No
24	Does the charity employ paid staff?		Yes
25	No staff is involved in setting his or her own remuneration.	2.2	Complied
26	The charity discloses in its annual report the annual remuneration of its three highest paid staff who each receives remuneration exceeding \$100,000, in bands of \$100,000. If none of its top three highest paid staff receives more than \$100,000 in annual remuneration each, the charity discloses this fact.	8.3	Complied
PUBLIC IMAGE			
27	The charity accurately portrays its image to its members, donors and the public.	9.1	Complied

aware 

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