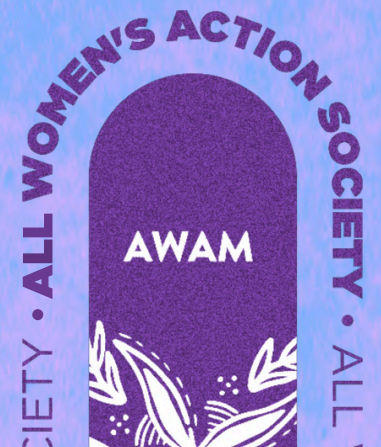
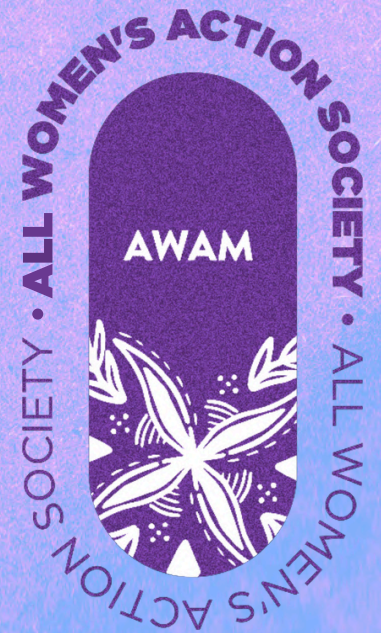
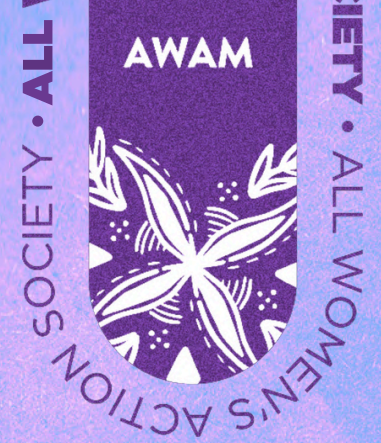


2023

ANNUAL REPORT



SUPPORT **US**

We're a registered non-profit organisation and all our activities are sustained by your financial contributions.

Bank Details: **Public Bank (Branch: Sea Park, Petaling Jaya)**

Account Name: **All Women's Action Society (AWAM)**

Account Number: **3201760214**

SWIFT Code: **PBBEMYKL**

Please submit proof of payment/ transaction to hrf.awam@gmail.com

85, Jalan 21/1, Sea Park, 46300 Petaling Jaya, Selangor, Malaysia

Tel: **03-7877 4221**

Telenita Helpline: **016-2374221** and **016-2284221**

Email: **awam@awam.org.my**

Website: **<https://www.awam.org.my>**



@awammalaysia



@awammalaysia



@awammalaysia



@awammalaysia



All Women's Action Society (AWAM)

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SPECIAL MESSAGE

FROM THE *PRESIDENT*

In reflection upon the past year, AWAM finds herself standing at a crossroads of both challenges and opportunities.

Despite promises made during the 15th General Election, the realisation of political and social reform by the diverse "unity" government remains elusive. The delayed amendments to citizenship laws have unfairly impacted Malaysian mothers with foreign spouses and children born overseas. Additionally, laws restricting our freedom of expression and access to information, such as the Official Secrets Act 1972 and the Communications and Multimedia Act 1998, demand urgent review. Furthermore, economic disparities persist, especially among marginalised communities, while issues of race and religion continue to haunt our nation. Amidst these concerns, gender-based violence and the pursuit of substantive gender equality remain at the forefront of AWAM's agenda.

In 2023, AWAM spearheaded several initiatives, including the "Haid Jangan Hide" period poverty project, and the "16 Days of Activism" campaign in collaboration with Wanita Berdaya Selangor (WBS) and Jawatankuasa Perwakilan Kolej Dahlia, UiTM Puncak Alam. The Public Education & Training team made significant strides in 2023 and were able to conduct 43 trainings while building a good rapport with various universities and schools within the community. This collaboration with corporate clients, universities, and schools has enabled us to reach thousands, raising awareness and fostering dialogue on crucial issues.

AWAM's core services, including free legal information and counseling have served as vital resources for individuals seeking support and guidance. More than 840 calls were received via the Telenita Helpline for cases related to gender-based violence, legal inquiries, mental health related cases and more! Furthermore, our fundraising efforts, exemplified by events such as the AWAM- DAMA Show and White Ribbon Campaign have not only mobilised support but also reengaged men in advocating against gender-based violence.

Looking ahead, we must intensify efforts in membership recruitment. AWAM is a members-led organisation and the collective participation of AWAM's Council, Staff and members is crucial in shaping AWAM's direction and programmes. As we navigate these challenges, let us remain steadfast in our commitment to building a better society—one free from violence, grounded in equality, and inclusive of all genders.

In essence, while financial sustainability presents a formidable challenge, it also presents an opportunity for us to demonstrate our resilience, creativity, and commitment to our mission. We have made strides in enhancing governance and integrity practices but building reserves and uplifting staff remuneration remain imperative goals. Together, let us redouble our efforts to secure AWAM's financial future, ensuring that we can continue to make meaningful and lasting contributions to the advancement of gender equality and the empowerment of women in Malaysia.

Thank you.



Yock Lin

SPECIAL MESSAGE

FROM THE *SENIOR* *PROGRAMME MANAGER*



With heartfelt gratitude and deep pride, I extend my sincerest acknowledgments to all who have contributed to AWAM's resounding success throughout the year 2023. This Annual Report stands as a powerful testament to the unwavering dedication, diverse collaboration, and steadfast commitment of our remarkable team, esteemed partners, and invaluable stakeholders. Together, we uphold the noble mission of fostering a just, democratic, and equitable society where every individual, especially women, is treated with dignity and respect, free from all forms of violence and discrimination.

Throughout the past year, AWAM has had the privilege of embracing and collaborating with a dynamic cohort of talented young graduates and activists, brimming with enthusiasm to contribute their skills and passion to our cause. These fresh faces have not only enriched our team dynamics but have also revitalised our approach to addressing societal issues. Projects such as Haid Jangan Hide, alongside our extended efforts in workplaces and universities to educate across generations on safeguarding against sexual harassment and promoting consent, exemplify our unwavering commitment to innovation and inclusivity.

Last year alone, we successfully collaborated with over 30 companies, universities and schools in our concerted efforts to foster a culture of accountability. Through these partnerships, we've strived to instil a collective responsibility for promoting gender equality, combatting discrimination, and ensuring the safety and well-being of all individuals. Together, we've embarked on initiatives to raise awareness, provide resources, and implement effective strategies aimed at creating safer and more inclusive environments.

In the spirit of mentorship and inclusivity, AWAM is dedicated to providing a nurturing environment for these young activists to flourish and grow, recognizing their immense potential as the future leaders of our organisation and community. By empowering them with opportunities to engage, learn, and lead, we not only ensure the sustainability of our endeavours but also inspire a brighter and more equitable future for all.

AWAM remains steadfast in its unwavering dedication to championing gender equality and social justice. We are committed to fostering an environment where young activists are not only respected and cherished but also empowered to spark profound transformations. Let us embrace the essence of activism, bravely challenging the status quo and embracing the winds of change, even when they disrupt the comfort of yesterday's norms. Through the boldness of our actions and the inclusivity of our vision, we shall continue to pave the way for a more just and equitable society.

Lilian

VISION, MISSION & VALUES

VISION

AWAM envisions a just, democratic, and equitable society where all persons, women especially, are treated with respect and are free from all forms of violence and discrimination.

MISSION

Based on **feminist principles**, we seek to achieve our vision by building a movement that **informs, connects and mobilises** towards:



*Building capacities
for women's
empowerment and
social transformation*



*Securing women's
rights and bringing
about gender
equality*



*Supporting
women in crisis*

VALUES

AWAM operates on the strength of a dynamic and dedicated group of members and staff who shape the direction and policies of the organization. As a collective group of **members, staff, programmes interns, intern counsellors, legal pupils and volunteers**, AWAM strongly believes in having an **inclusive participatory and empowering organisational culture**.

We are guided in our work and decision making by five core values:



Collectivism



Compassion
and Respect



Courage



Equality and
Justice



Integrity



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PUBLIC EDUCATION & TRAININGS

AT A GLANCE

IN 2023, WE CONDUCTED

43
TRAININGS

*For more information on the aforementioned events as well as other engagement events that we have organised and attended, please refer to Appendix 1.

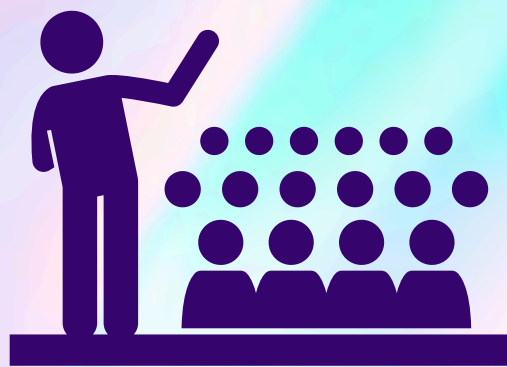
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**AWARENESS
TALKS**



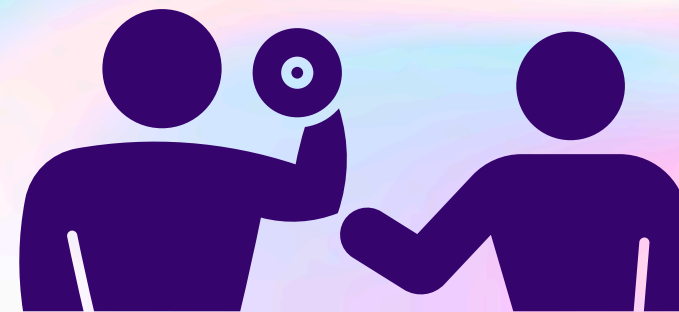
7

WORKSHOPS



1

**TRAINING
OF TRAINERS**



FOCUS

SAFEGUARDING AGAINST SEXUAL HARASSMENT, WOMEN'S EMPOWERMENT, PERIOD POVERTY

In 2023, AWAM stood at the forefront of training providers for the topic of '**Safeguarding Against Sexual Harassment in The Workplace**'. Though most of our trainings were delivered to corporate clients, this year the Public Education & Training team made **significant strides in building a good rapport with various universities and schools within the community.**



1



On the 11th and 12th of April, we conducted **2 separate 4-hour 'Sexual Harassment' awareness workshops for Exness Malaysia's managerial team.** The workshops were attended by a total of 40 participants from a multitude of different countries, allowing for diverse and dynamic discussions. One of the workshops was even led by AWAM's founding member Ms Betty Yeoh.

2



On the 23rd of June, we conducted a **1-hour 'Safeguarding Against Sexual Harassment in The Workplace' awareness talk** session at the **Passion Republic Office**, with over **200 participants** in attendance. Despite the large crowd, the staff of Passion Republic were incredibly engaged and participative.

3



On the 13th of July and 16th of August, we conducted 2 separate 3-hour workshops on the topic of **'Empowering Women In The Workplace' for Schindler Malaysia**. These workshops were specifically for their women staff members, and altogether there were around 60 participants.

4



On the 9th of September, we conducted a **period poverty awareness workshop entitled 'Haid, Jangan Hide'** in Georgetown, Penang, with the help of **Dabble Dabble Jer Collective**. The workshop acted as a preliminary pilot program to create a safe space to facilitate discussions regarding menstruation and the stigma surrounding it.

5



On the 27th of October, we conducted **1 onsite and 1 online workshop for AFI Global, a financial inclusion organisation that works closely with Bank Negara.** Though the topic of these workshops was **'Safeguarding Against Sexual Harassment in The Workplace'**,

The content was altered to focus on **'Unconscious Biases'** and **'Understanding Boundaries'** as the staff members of AFI Global hail from many different countries and cultures. Altogether, around 40 participants attended these workshops.



6



On the 7th of November, we conducted 2 separate talk sessions at Sri Bestari International School, on the topic of '**Combating Sexual Harassment with Respect and Consent**' with the help of **PDRM D11 unit**.

This event was unique as each talk session was split into two; the first half was a combined sharing session, whilst the second half was **split between boys and girls so that AWAM and D11 could have a better opportunity at understanding the issues faced by the students.**

7



On the 9th of September we conducted **2 separate 4-hour workshops on the topic of Safeguarding Against Sexual Harassment in The Workplace** at the GreenPeace Malaysia office. The morning session was attended by their office staff, whilst the afternoon session consisted of their **on-the-ground volunteers**, with a total of about **40 participants altogether.**

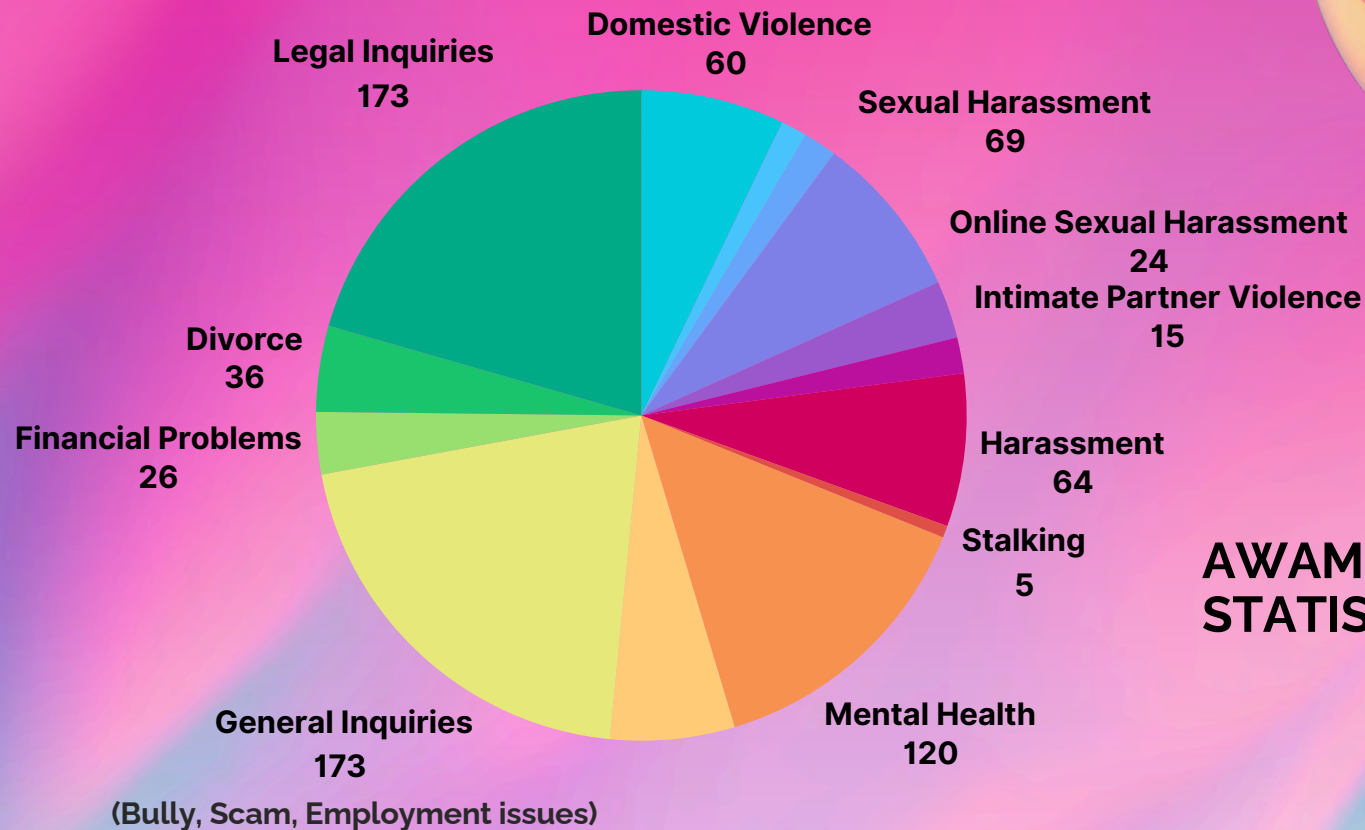


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SERVICES

TELENITA HELPLINE
AT A GLANCE
IN 2023, WE RECEIVED

842
CASES



**AWAM TELENITA HELPLINE
STATISTICS (2023)**



SURVIVOR STORIES

1

Grandfather called us on behalf of a **14 years old survivor who fell in love with an adult man and shared nude pictures.** We have informed them to lodge a police report and upon request of the grandparents, we offer them our free counseling services for the survivor.

2

20 years old survivor **raped by her ex-boyfriend and suffered injuries and wounds, causing both psychological and physical trauma,** impacting her studies and daily life. We advise her to seek a one stop crisis centre(OSCC) and lodge an action report. However, the survivor is reluctant to lodge an action report due to fear and concern of her parents. Nonetheless, AWAM services team compromised her at least to lodge a cover report for her safety.

3

Survivor married her cousin who is a doctor for 6 months. Recently, she found out that her husband had sexual relationships with his patients. Due to this, the **survivor suffered from multiple sexually transmitted diseases and the husband blamed her for the cause.** Now, she is seeking a **divorce** but the husband is reluctant to agree to it. We advised her to lodge a police report, then proceed to gather evidence and witnesses about his wrongdoings in his clinic to **report and bring it to Malaysian Medical Council (MMC)** in order for his licence to be revoked. Further, we provide legal information for the divorce.

4

The survivor was **physically abused by the father and caused several bruises on her body and face.** We advised her to seek a one stop crisis centre (OSCC) and lodge a police report.

5

The survivor has tragically **experienced sexual and physical abuse by her husband who is a gay, and he forcefully impregnated her through artificial insemination.** Moreover, the husband is **refusing to divorce** her. As she is reluctant to lodge a police report due to her crisis situation, we refer her to the relevant sources for financial aid and offer AWAM's free counseling services.

SURVIVOR STORIES

6

Client called on behalf of her sister to inquire about her marriage. Her sister only did a customary marriage and hadn't registered her marriage at the time as she was in the process of divorce with her previous marriage. However, the sister's **husband refused to register the marriage after her divorce was finalised**. Currently, the sister is suffering **physical and mental abuse by the husband**, mother in law and sister in law. Now, she is seeking assistance on this matter as she is worried that she **won't be protected due to her marriage not being registered**. We informed her to proceed with a police report and that she will be protected under the Domestic Violence Act as the Act covers de facto spouses. Other than that, we advised her to seek a one stop crisis centre(OSCC) within 24 hours if she is physically abused by the perpetrators again. We also offer legal information about protection orders and visit AWAM for counseling service.

7

The client is a **single mother with two children**, at the age of seven and thirteen. She has been going through **divorce proceedings and recently moved out** from her husband's house. Now, she's in a position to care for her both children and encountering **financial difficulties as she is not receiving any alimony/maintenance** for her husband. Even though AWAM is not able to provide financial assistance, we link her to the relevant sources for the financial aid. Moreover, we suggested she apply to the court for the interim maintenance.

8

The survivor suspected that **a stranger was stalking more than twice on different occasions**. She is **reluctant to lodge a police report as she is afraid that this is not considered stalking**. It is unclear to her whether these occurrences define stalking or not. We informed that such issues may be categorised as stalking, hence she can lodge a police report against the perpetrator. Furthermore, we suggested she submit a complaint to Malaysian Communication and Multimedia (MCMC).

9

A client who suffers from both **voyeurism and Borderline personality disorder (BPD)**. The client previously presented with **profound depression and felt guilty for his wrongdoings**. We advised him to attend our counseling services and now since acquiring new coping mechanisms and strategies to resist those impulses, he has effectively abandoned those behaviours.

10

The client was **sexually harassed by a colleague**. Despite reporting to the **Human Resources(HR)**, the issue has not been resolved. Now, she has been **depressed** and seeking assistance. We suggested making a second complaint to the HR. She may contact the Department of Labor If the HR are reluctant to take reasonable steps. We also advised her to file a police report on the perpetrator for sexual harassment in workplace.

TRAININGS CONDUCTED

We extend our sincere gratitude to the **Malaysia Bar Council** for sending legal pupils to non-governmental organisations, such as the **All Women's Action Society (AWAM)**, for an enriching practical experience for future legal professionals. This exposure not only broadens their understanding of the legal challenges faced by various communities but also instils a sense of social responsibility and empathy towards societal issues.

By partnering with organisations committed to women's rights and social justice, **the Bar Council is nurturing a new generation of lawyers** who are not only skilled in the law but are also motivated by the desire to **contribute positively to society**. This forward-thinking approach is likely to have a **lasting impact on the legal landscape of Malaysia, fostering a culture of pro-Bono work and advocacy for the underrepresented**.

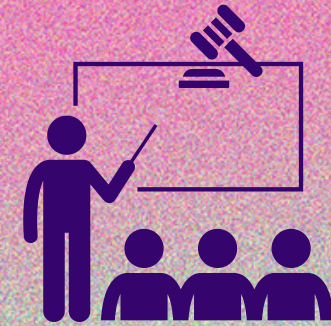
4



WOMEN NGO LEGAL AID CLINIC (LAC) TRAINING

We conducted these training sessions in collaboration with **Women's Aid Organisation and Sisters in Islam** for legal pupils who manned the organisations' respective helplines. A wide range of topic areas were covered in these sessions, such as **feminist legal theory, feminism, Islamic family law and crisis response skills.**

4



INTERNAL LEGAL AID TRAINING

We briefed legal pupils **manning our Telenita helpline with information about key legislations related to gender-based violence**, as well as the helpline's standard operating procedures. We also provide **mental-health training** for the legal pupils.



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ADVOCACY

FOCUS



PRASARANA MALAYSIA BERHAD X AWAM

In July 2023, AWAM, in partnership with Prasarana Malaysia Berhad, a pivotal government entity overseeing the nation's public transportation systems, launched a concerted effort to enhance public transportation safety in Malaysia. This collaboration specifically **targeted the eradication of sexual harassment through tailored Public Service Announcements** disseminated in both English and Bahasa Malaysia across trains, buses, and social media platforms (@rapidkl) (@awammalaysia). The visual content depicted various forms of sexual harassment, including verbal, non-verbal, visual, gestural, and physical, accompanied by details of Talian Telenita for immediate assistance and reporting.



FORM OF SEXUAL HARASSMENT

- **VERBAL**
Sexual threats or suggestions in the form of words, comments, jokes, teasing, sounds or questions.
- **NON-VERBAL**
A look that gives a hint of sexual intention or desire.
- **VISUAL**
Sending or displaying sexually explicit messages through electronic media, online or in person.
- **GESTURAL**
Using gestures that imply sexual or other related behavior.
- **PHYSICAL**
Sexual threats or suggestions in any form of physical activity including being too close that leads to discomfort.

If you or anyone you know is experiencing sexual harassment, contact:
Telenita Helpline 📞 016-237-4221 • 016-228-4221 Operation Hours : 9.30 am - 5.30 pm

🌐 www.myrapid.com.my ✉ suggest@rapidkl.com.my 📱 myrapid 🐦 AskRapidKL 📺 @MyRapidKL



BENTUK GANGGUAN SEKSUAL

- **GANGGUAN SECARA LISAN**
Segala pertuturan berunsur seksual seperti jenaka, komen dan hinaan.
- **GANGGUAN SECARA BUKAN LISAN**
Pandangan atau kerlingan yang memberikan bayangan niat atau keinginan berbentuk seksual.
- **GANGGUAN SECARA VISUAL**
Menghantar mesej atau imej berunsur seksual.
- **GANGGUAN SECARA ISYARAT**
Sebarang bentuk bunyian, kenytan mata atau menjelir tidak.
- **GANGGUAN SECARA FIZIKAL**
Segala bentuk perbuatan fizikal seperti sentuhan atau jarak yang rapat.

Jika anda atau kenalan anda mengalami gangguan seksual, hubungi:
Talian Bantuan Telenita 📞 016-237-4221 • 016-228-4221 Waktu Operasi : 9.30 pagi - 5.30 petang

🌐 www.myrapid.com.my ✉ suggest@rapidkl.com.my 📱 myrapid 🐦 AskRapidKL 📺 @MyRapidKL

FOCUS

INTERNATIONAL WOMEN'S DAY 2023



1 ***Collaboration with Yuzu Media for Take Back the Night!:*** In collaboration with Yuzu Media for International Women's Day 2023, **AWAM participated as a guest speaker and performer at their Take Back the Night event.** Take Back The Night, an international movement reclaiming public spaces for women who often feel unsafe at night, resonated deeply with AWAM's mission.

Our team delivered a **compelling speech, outlining our efforts in combating gender-based violence and promoting women's safety.** Additionally, a talented member of AWAM performed **slam poetry**, captivating the audience with powerful verses on resilience and empowerment. Furthermore, we collaborated on **social media to raise awareness about cybercrime, highlighting its disproportionate impact on women.** This partnership exemplifies our shared commitment to empowering women and creating safer communities.

2 ***Guest speaker at The Olive Tree Group x Frangipani IWD Hi-tea:*** AWAM was invited by The Olive Tree Group x Frangipaani to their **International Women's Day high-tea event**, where AWAM representatives delivered a **speech, sold merchandise, and collected donations**, furthering their mission of supporting women's rights and safety.



*I have a dream
If you think
That I would be quoting Martin Luther King
You're not entirely wrong
We both dream of freedom*

*We've been fighting
Since the dawn of time
And it's honestly tiring
To fight a fight where you outnumber the
opponents
But you're constantly losing;
To be battle scarred and still have people
questioning
If there had even been a war
What are we dying for?*

*A pea-sized dream
That gargantuan men think they can dismiss
With "I don't believe in feminism"
And "What about men too?
Why must it be all about you?"
And trample over those who have fallen*

*But our seeds will grow into trees
And if by speaking we disperse the seeds
Then I would speak the whole world
And tell them we have a dream*

*I carry the swords, the scars,
the bleeding wounds
Of all the silent warriors
Who have fought,
Who have fallen,
Who will fight on
And speak on behalf of all who have a dream*

*I have a dream
Where our daughters are free to be whoever they
want to be
Single or married
STEM accounting business artistry
And every field I cannot name
They don't have to carry the weight of their
ancestors and culture
Their decisions no longer bound by chains but are
their own to make*

*I have a dream
That I am free to be whoever I want to be
Before our daughters become anything
I want to be the representation
For their imagination
Set on fire young minds
And teach them differently
Teach our boys to love and not hurt
Teach our girls it's safe it's okay*

*I have a dream
Where language such as these
will be wiped out of our dictionaries
Marry your rapist
You were asking for it
Don't wear provocative clothes
It's just a joke
Behave like a girl
Remember you're a girl
No, "like a girl"
Will sound like the greatest thing to happen to a person
No longer used to describe a second-class citizen*

*I have a dream
To have liberty from fear
Evil is always near
To roam the streets free
It's a basic human need
Broad daylight or at night
Not worrying about creepy Grab rides
I want to wear clothes without thinking twice
If you can't help it, maybe cover your eyes?
My skin is not an invitation
For your whistles and your catcalls
My body is not a permission
For your fantasies and evil wishes
It's private property
Keep your hands off of me!*

*You may despise our dream
But we will still hold on to
them until the night is over
So till then, we have a dream
To be respected, to be heard
To be safe, to be free
Today, we have a dream.*

- Yeo Jia Yee, Faith



FOCUS

SOCIAL MEDIA; FEMINIST OF THE MONTH

1

Feminist of the Month: Since August 2023, AWAM has proudly featured **local feminists in our ongoing "Feminist of the Month"** series, a cornerstone initiative aimed at highlighting local feminists and **debunking misconceptions surrounding feminism in Malaysia**. By spotlighting local advocates on the **first Friday of each month**, we underscore the roots of feminist activism in our country. This series **serves as a testament to the fact that feminism is not a foreign concept but rather an integral part of our cultural and social fabric**, with Malaysian women historically leading the charge in advocating for progressive change. Through this platform, AWAM reaffirms our commitment to **amplifying the voices and achievements of local feminists, honouring their invaluable contributions to advancing gender equality and social justice in Malaysia**.



August



September



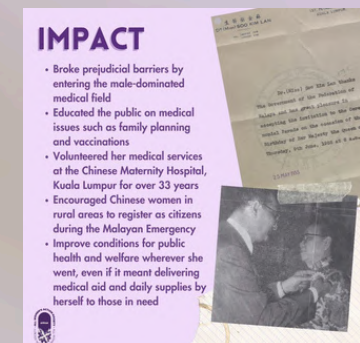
October



November



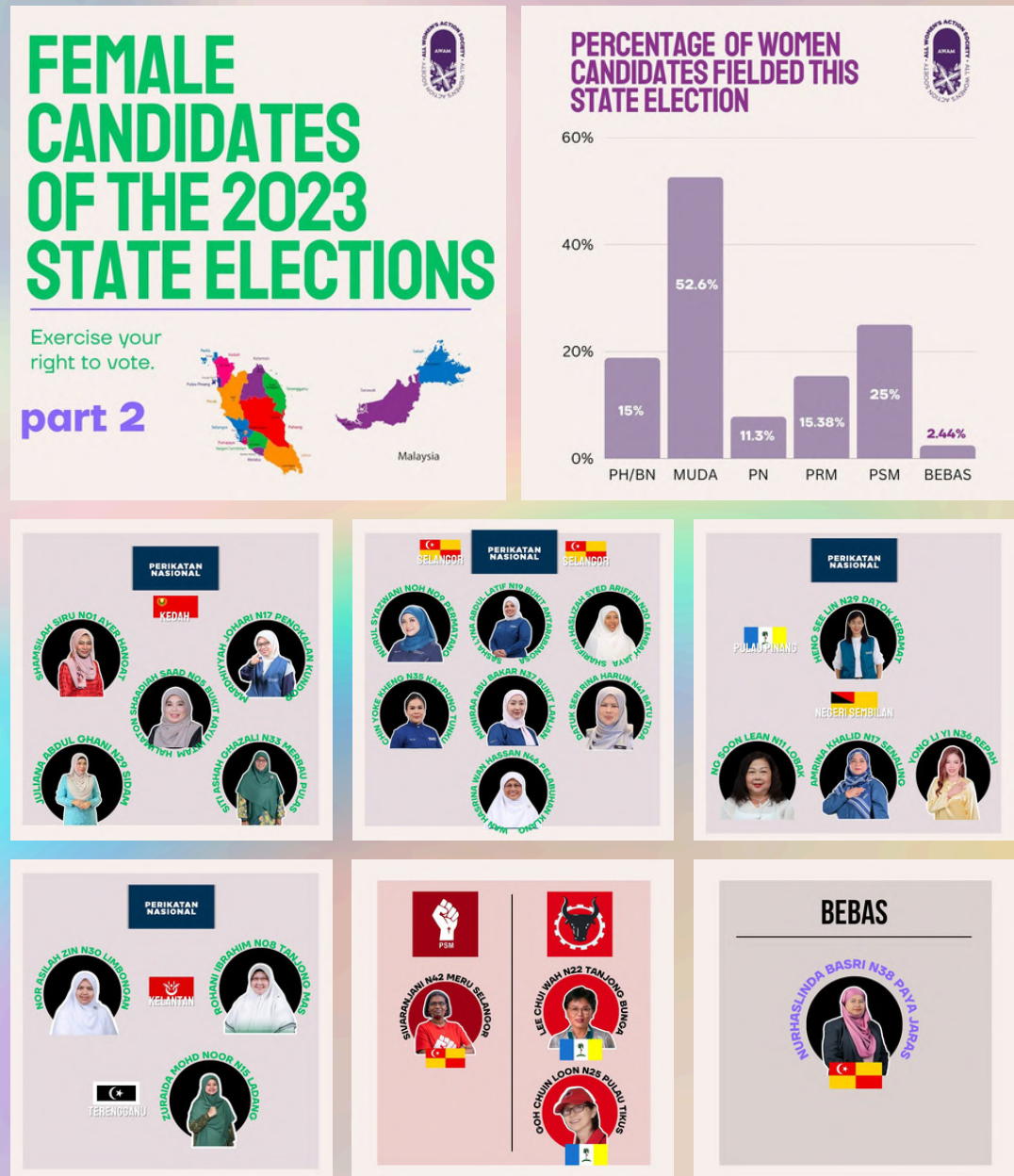
December



FOCUS

SOCIAL MEDIA; STATE ELECTIONS

2 State Elections: During the 2023 state elections, AWAM produced **social media visuals to shed light on the underrepresentation of female candidates**. These visuals served as a poignant reminder of the persisting **gender disparity in political leadership**. Despite strides towards inclusivity, the stark reality remains: **we have yet to achieve our target of 30% female representation in parliament**. Through these visuals, AWAM continues to advocate for gender equality in governance and encourages increased participation of women in politics.



FOCUS

BFM ^{89.9}
The
Business
Station

WHITE RIBBON CAMPAIGN AMBASSADOR SERIES ON BFM



3

As part of the White Ribbon Campaign, AWAM **partnered with BFM** for a dynamic **#Man2Man** series featuring our four **WRR Ambassadors** (Hugh Koh, JJ Fernandez, Wong Yan Ke, Iqbal). This collaboration aimed to **engage men in the fight against gender-based violence**. Through insightful discussions and thought-provoking dialogues, our **ambassadors shared their perspectives on masculinity, consent, and the importance of allyship** in challenging harmful gender norms. By leveraging **BFM's platform**, **AWAM effectively reached a wider audience, sparking meaningful conversations and fostering greater awareness** of the role men play in creating a safer and more equitable society.



Scan to listen!



AWAM 2023
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MEDIA OUTREACH

AT A GLANCE

107



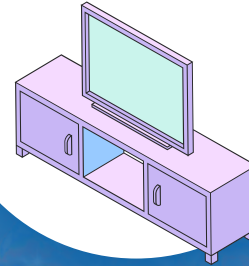
*News/Magazine/
Blog articles*

9



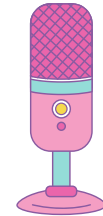
Radio Appearances

2



TV Appearances

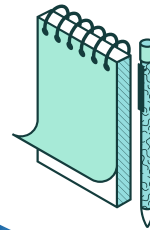
3



Podcast Episodes

AWAM... IN THE NEWS

5



*Press statements
released by AWAM*

109



*Articles mentioned
AWAM and our services
and/or focus areas*

ON THE RADIO



1. Bigger Picture > 'IS BUDGET 2023 GENDER RESPONSIVE?'
2. Bigger Picture > 'AM I A HARASSER?'
3. Bigger Picture > 'THE UNSOLICITED WOMEN'S WORLD CUP KISS'
4. Bigger Picture > '100 DAYS IN GOVT: HOW IS THE CABINET DOING SO FAR?'
5. Bigger Picture > 'MAN2MAN TALK #1: JJ FERNANDEZ'
6. Bigger Picture > 'MAN2MAN TALK #2: HUGH KOH'
7. Bigger Picture > 'MAN2MAN TALK #3 - IQBAL FATKHI'
8. Bigger Picture > 'MAN2MAN TALK #4 - WONG YAN KE'



1. 妈妈都是幸福的吗？——打破女性无声伤害，摆脱家庭恐惧！

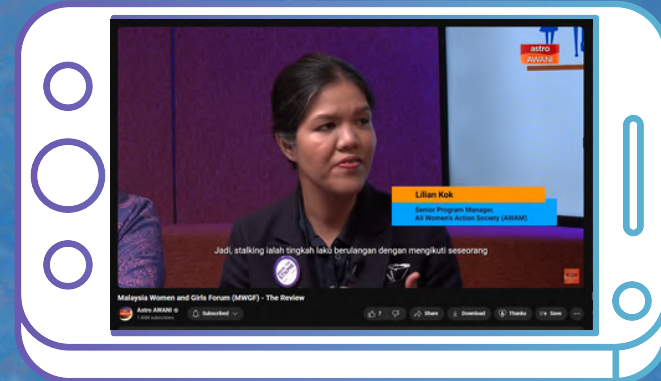




ON TV

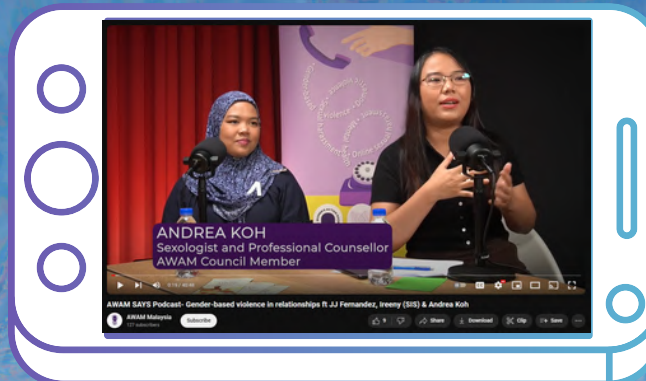


Penagih 'Sexting' Muda Makin Terbuka



Malaysia Women and Girls Forum (MWGF) - The Review

ON PODCASTS



Gender-based violence in relationships ft JJ Fernandez, Ireeny (SIS) & Andrea Koh



ON SOCIAL MEDIA



Followers
8800



Posts
1442



Followers
10.1k



Posts
8640



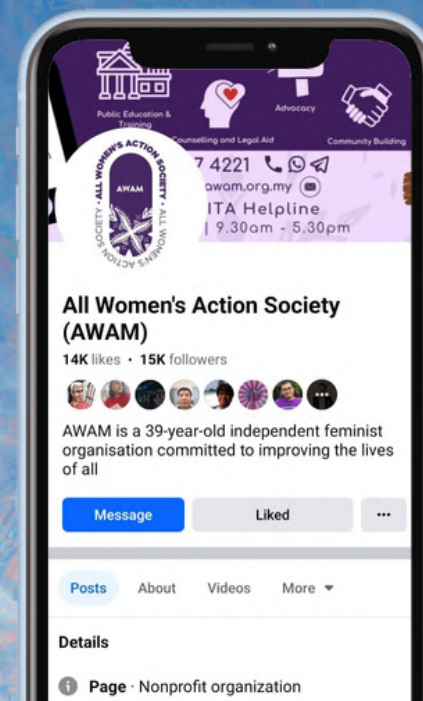
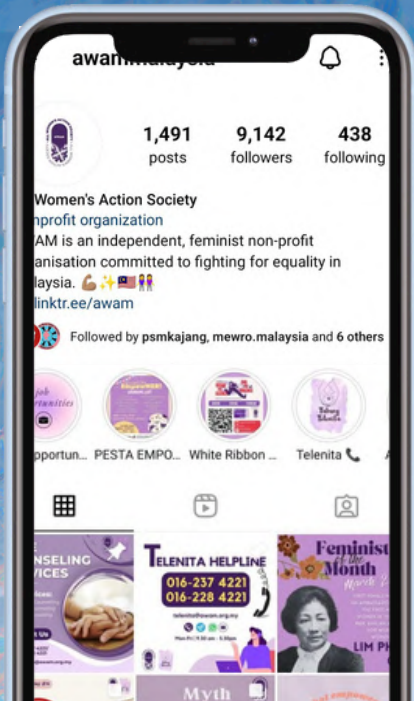
Followers
16.2k



Posts
805.5k



Followers
15,119





AWAM 2023
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FUNDRAISING

In 2023, AWAM aimed to raise **RM200,000** through our fundraising efforts to support our **public programs, advocacy efforts, and services consisting of; legal information and counseling**, which are accessible to all members of society free-of-charge. These funds will be used to **cover some of our day-to-day operational costs and to fund new outreach initiatives**. We believe that these funds are an investment not only in the work that we do but in building and shaping brighter and better futures that will benefit all layers of society.

FOCUS IN PERFECT HARMONY TOO-GETHER, WE BUILD THE FUTURE!

The sequel to the hit 'In Perfect Harmony', this show pays homage to the most celebrated songs from Malaysia and parts of Asia by showcasing Malaysia's cultural and social diversity through a **musical journey encompassing Malay, Mandarin, Cantonese, Hindi, English, as well as songs from Sabah, Sarawak, and more**. Through a partnership with **DAMA Asia Productions**, AWAM was able to raise **RM100,000.00** via tickets sales and donations.



FOCUS WHITE RIBBON RUN AND CAMPAIGN



This year, AWAM aimed to bring back the White Ribbon Run (last held in 2016) for its fifth year. While the run itself is scheduled to happen on 14th January 2024, our press launch in October 2023 was attended by more than 80 persons, with special guests such as **Che Puan Sarimah Ibrahim** (via a collaboration with Astro Riot), **YB Jamaliah Jamaluddin** (ADUN Bandar Utama and Selangor State EXCO on Public Health, Environment, Climate Change & Green Technology), **YB Lim Yi Wei** (AWAM's long-term supporter and ADUN Kampung Tunku), **Ms. Dayalan S. Rajoo** (Advocacy Officer, High Commission of Canada), **Ms Tengku Aira Tengku Razif** (United Nation Fund for Population for Malaysia [UNFPA]); and lastly, Assistant ACP **Puan Wong** (D11, Polis Diraja Malaysia [PDRM]).



Our subsequent forum titled '**Gender Equality: A Solution to Gender-Based Violence (GBV)?**' was moderated by **Betty Yeoh** and featured a fantastic line-up, consisting of:

- **YBrs. Mr. Chua Choon Hwa**, Deputy Secretary General (Strategic), Ministry of Women, Family and Community Development (KPWKM)
- **Dr. Alvin Ng**, Associate Dean (International) of the Department of Psychology at Sunway University School of Medicine and Life Sciences
- **Ms. Brenda Rangithan**, Partner at Bodipalar Ponnudurai De Silva and current co-chair of the Kuala Lumpur Bar Gender Equality and Diversity Committee
- **Ms. Tehmina Kaoosji**, anchor of ASTRO Awani's 'Niaga Spotlight', and Partner & Communications Director of The Big Picture (TBP) Communications
- **Mr. Iqbal Fatkhi**, White Ribbon Campaign Ambassador and Editor-In-Chief of Cilisos



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FINANCES

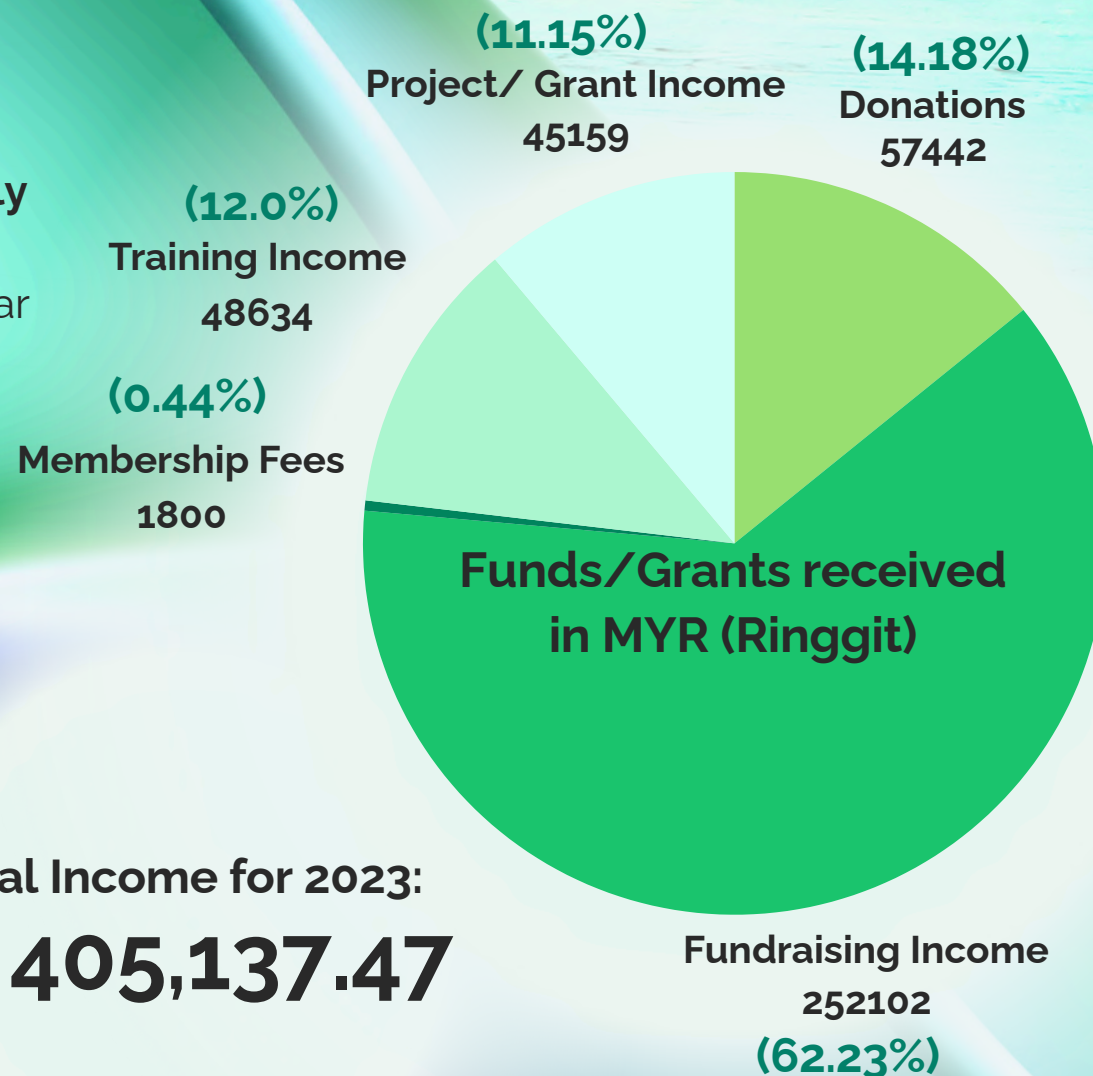
FINANCES

In 2022, our financial statement announced a **deficit of approximately RM180,000** which was mainly due to challenges in securing grants that year and also a change in management, administration and direction.

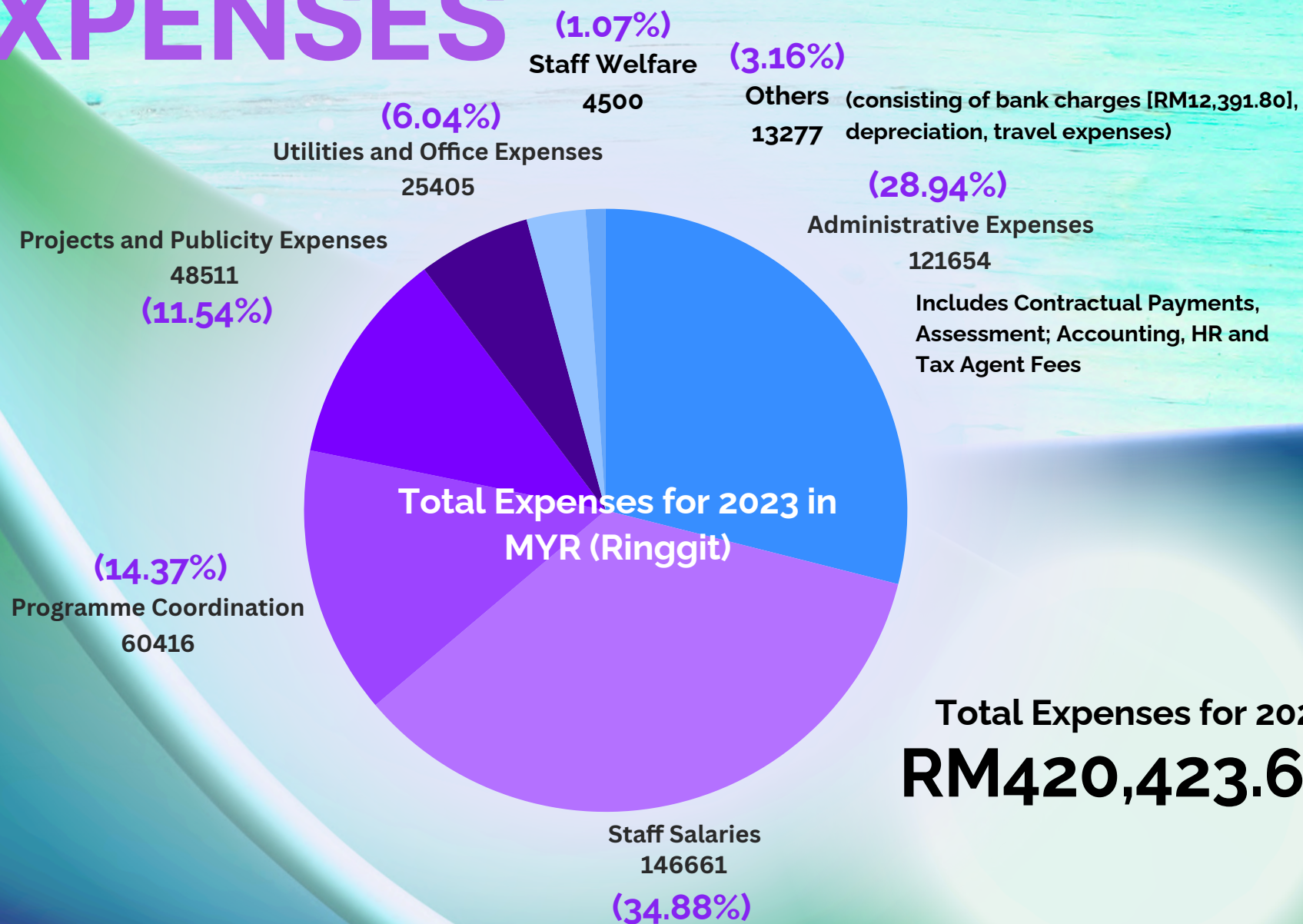
In 2023, AWAM was able to land on our feet as we saw more **grants, donations and fundraising income**.

FUNDS/GRANTS RECEIVED

Total Income for 2023:
RM 405,137.47



EXPENSES





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FUNDERS & DONORS

GRANTS IN 2023

1. Canada Fund for Local Initiatives
2. Women's Learning Partnership (WLP)

FUNDS RAISED BY ALLIES AND SUPPORTERS

1. Interact Club, Stella Maris (Pudu)
2. Monash University Volunteer Programme
(Raised funds to purchase office stationery)

RECURRING DONORS

- | | |
|--------------------------|---------------------|
| 1. Anna Ashviny Ragu | 6. Natasha Zulaikha |
| 2. Ashifa Shahira | 7. Pang Yen Ping |
| 3. Deborah Judith Dawson | |
| 4. Lim Qi Jiin | |
| 5. Maizatul A'kma | |

RM10,000 AND ABOVE

1. Boston Consulting Group
2. CTC Global Sdn. Bhd.
3. KM Lee
4. Ms. Yoke Ping
5. TMF Trustees Malaysia Berhad

RM1,000 - RM9,999

- | | |
|---------------------------------|---------------------------------------|
| 1. Action Auto Agency Sdn. Bhd. | 15. Pauziah and Tiles Rathod |
| 2. Brigenet Solutions Sdn. Bhd. | 16. Perunding Trafik Klasik Sdn. Bhd. |
| 3. Dr. Mary Suma Cardosa | 17. Sidec Sdn. Bhd. |
| 4. Dunstan Chan | 18. Tan WP |
| 5. Gan Pei Nei | 19. Tee Boo Hin |
| 6. Ho Wai Ling | 20. Teng Chang Khim |
| 7. Honey Tan Lay Eng | 21. Tor Pen Kuan |
| 8. In-Tune Business Services | 22. Wee Cheo Heong |
| 9. Industrial Concrete Products | |
| 10. Lee Mei Yee | |
| 11. Leong Choong Keong | |
| 12. Leow Yuen Leong | |
| 13. Low Kwee Chin | |
| 14. Ng Eng Pin | |

DONATIONS IN THE HUNDREDS

1. Ambiga Sreenevasan
2. Amy Wong
3. Annushia A/P Balavijendran
4. Betty Yeoh Siew Ping
5. Carolyn Phun Su Min
6. Catherine Koh
7. Cheryl Chung Kim Yoke
8. Chew Lay Chin
9. Chew Li Jin
10. Chin Chew Foan
11. Chow Chee Keong
12. Chua Yee Ling
13. Computer Networking Sdn. Bhd.
14. Datin Indranee
15. EDDIE YAP
16. Eng Chia Ling
17. Goh So En
18. Ho Zhuan Han
19. Irene Chin
20. JACKIE LOH
21. Jee Siew Hun
22. Jee Siew Hun
23. Kok Kah Ping
24. Lai Siew Foong
25. Lai Suat Yan
26. Lee Cheng Tue
27. Lee Hooi Teck
28. Lee Kok Chew
29. LIENA
30. Lim Hock Lam
31. Loh Lean Hye
32. Low Eng Chai
33. MANO
34. Maria Chin Abdullah
35. Mok Lai Feng
36. Ng How Ming
37. Ng Ph Choo
38. Ng Poh Choo
39. Ng Yoon Kin
40. Ong Soon Hock Sdn. Bhd.
41. Pan Swee Chin
42. Patricia Rita Nunis
43. Resonant Music Academy
44. Robin Tan Yuan Ling
45. Robin Tan Yuan Ling
46. Rozana Udin
47. Tan Mung Sar
48. Tan Shu Qi

49. Tay Cheng Bee
50. TEE BEE GEOK
51. VERA
52. Vivek Sukumaran
53. Wen Heng Heng
54. Wong Chee Tuck
55. Wong Chun Lun
56. Wong Ka Chi
57. Wong Lai Cheng
58. Wong May San
59. Wong Paik Yoke

SMALLER CONTRIBUTING DONORS AND PUBLIC DONATIONS

1. Aini Ling Juh
 2. Ann Peh
 3. Chong Kok Boon
 4. Daisy Teh
 5. Lee Ai Yoong
 6. Lilian
 7. Lim Ching Wen
 8. Lai Kwong Meng
 9. Marien Fong
 10. Thanaletchumy
 11. YK Chin
- And many others!



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PEOPLE

PEOPLE OF **AWAM**

OUR COUNCIL



HO YOCK LIN
PRESIDENT



DR. NG MAY YEE
DEPUTEE PRESIDENT



NATASHA FRANKLIN
HONORARY SECRETARY



WONG PECK LIN
HONORARY TREASURER

ORDINARY COUNCIL MEMBERS



SITI SARA SALIMI
16/07/2022 - 22/05/23
Stepped down due to her
relocation to Perak.



CAYLENE ON



**SOFIA LIM
SIU CHING**



ANDREA EMMANUEL KOH
Co-Opted on 26/08/2023

OUR **TEAM**



LEE LIAN



LOCHNA



DHIVYASRI



AMANDA



PAVITRA



JIHA

SENIOR PROGRAMME MANAGER

Kok Lee Lian

(June 2019 - March 2024)

SENIOR ADMIN AND OPERATIONS OFFICER

Lochna Chandran Menon

(February 2023 - February 2024)

PROGRAMME OFFICER

Dhivyasri

(March 2023-present)

ADMIN ASSISTANT OFFICER

SERVICES OFFICER

Asrawati Awalina Aslan

(Resigned 31st March 2023)

Tharaniya A/P Malarvanan

(June to 8th August 2023)

Pavitra Muniandy

(November 2023 - March 2024)

INFORMATION AND COMMUNICATIONS OFFICER

Tan Chia Ee

(January 2021 - January 2023)

Amanda Shweeta Louis

(March 2023 - present)

OUR **INTERNS**

PROGRAMME INTERNS

1. LISA LAHITTE

Part-Time Intern for the period of 18/04/2022 - 30/09/2023; Full-Time Intern from 1/10/2023 - 31/12/2023h 2024)

2. ONN SHAO YU

Full-Time Intern for the period of 14/11/2022 - 14/02/2023

3. YEO JIA YEE (FAITH)

Part-Time Intern for the period of 01/02/2023 - 29/04/2023

4. SHALINI A/P THIAGARAJAN

Full-Time Intern for the period of 06/03/2023-26/05/2023

5. SYIFA SHAUQINA HUSNI ISHAK

Full-Time Intern for the period of 13/3/2023 - 30/06/2023

6. PAVITRA A/P MUNIANDY

Full-Time Intern for the period of 27/07/2023 - 03/11/2023

7. TAN JYE HWEY (AMBER)

Part-Time Intern for the period of 11/07/2023 - 20/12/2023

8. NATHAS VARI A/P KAROONAMOOTHU

Full-Time Intern for the period of 31/07/2023 - 20/10/2023

9. LEIA ARIIN GOMEZ

Full-Time Intern for the period of 28/07/2023 - 13/09/2023

10. MICHELLE LEE XI FOONG

Full-Time Intern for the period of 04/09/2023 - 21/12/2023

11. MUTIAH NADHIFAH ASFAR

Full-Time Intern for the period of 25/09/2023 - 31/12/2023

TELENITA

HELPLINE TEAM

LEGAL PUPILS

BATCH 113/69:

- *Mohamad Haziq bin Mohamad Asman*
- *Muhammad Muzaffar Bin Mohd Yazid*
- *Canice Chan Hong Yan*
- *Shahrul Aiman Bin Shahriful Azri*
- *Muhammad Faris Bin Muhammad Fazly*
- *Naziratul Nawwarah Adilah Binti Buhairi*
- *Sharifah Nurhidayah AL-habshi Binti Syed Nasir*
- *Siew Hui Ming*
- *Nur Dalila Binti Zulkarnain*
- *Husna Juwairiyah Binti Zulkifly*

BATCH 115/71:

- *Rashvenah Naidu A/P Chenchi Rao*
- *Khairiah Binti Abdul Malik*
- *Denise Teoh Yun Ni*
- *Abdul Karim Ariez Bin Mohd Nur Harris*
- *Eileen Ooi Chia Ling*
- *Nur Syahindah binti Shamsul Azman*
- *Muhammad Iman Bin Norhizam*
- *Tan Jun Sheng - mandarine, cantonese*
- *Aina Zulaikha Ahmad Zaki - korean*
- *Muhammad Afiq Asyraf bin Jamaludin*

BATCH 114/70:

- *Yeo Sher Minn*
- *Tan Hui Yee*
- *Deryl Lim Yan Hong*
- *Izza Maryam binti Azman*
- *Khaliesah binti Yusri Kamaruzaman*
- *Dev Chai Ming Shun*
- *Koh Shang Tian*
- *Kok Yong Heng*
- *Jazz Cheah Jeay Ying*
- *Nur Athirah Binti Mohd Afandi*

BATCH 116/72:

- *Ang Kai Li*
- *Ayu Nur Hidayah Binti Mohd Noryazid*
- *Liew Yun Xue*
- *Najla Sahira Binti Abdul Latife*
- *Taysheer Nair*
- *Vincent Wong Szer Chong*
- *Amirah Binti Abdul Razak*
- *Thavaniswaran a/l Kuppan*
- *Nadia Binti Zulkifli*
- *Adnin Imani Binti Imran Ramzi*

INTERN COUNSELORS

- *Remitra Shamuganathan*
- *Wong Mie Qi*
- *Belle Wong Mie Qi*
- *Adeline Joseph*
- *Vaishnavi Visvanathan*
- *Jayshinie Vasigaran*
- *Toh Poay Ling*
- *Eve Lim Wei Jia*

VOLUNTEERS

- *Abhirami Ramachandran*
- *Amaliyna binti Mohd Helmi*
- *Anna Miasarah binti Haulilah*
- *Au Jing Yi*
- *Denyce Ng Jen Qin*
- *Effie Johari*
- *Farah Abdou*
- *Farah Erina Binti Razali*
- *Hanna-Sherrina Mohd Hanapiah*
- *Jeffery Ling Li Jie*
- *Jessie Tan*
- *Lee Tze Chien*
- *Lim Yew Wey*
- *Mayble Chan Mei Poh*
- *Melisa Lim Ying Yee*
- *Nabilah Daud*
- *Natania Andrea Selva Kumaran*
- *Nur Amalina Binti Mohamed Salleh*
- *Nur Hannan Binti Mohammed Khafidz*
- *Nur Hidayah Amirah Aina Binti Zulkeflee*
- *Nur Maisarah binti Ramlee*
- *Nur Syairah Jamaludin*
- *Nurul Urul Aishah Binti Abu Kasim*
- *Raegel Cha Xin Yi*
- *Rhuthshana Sivashanker*
- *Syaza Amira Mohd Yusof*
- *Tan Jye Hwey*
- *Tengku Munirah Binti Tengku Abdul Rahman*
- *Tiffany Yap*
- *Tusyita Menon*
- *Vathana Bathmanathan*
- *Vishva Rubini Vijaya Kumaran*
- *Yee Hwee Ying*
- *Yin Sau May*
- *Zairol Chaire Bin Zainuddin*

OUR MEMBERS

- *Aisyah Nisa Binti Abd Zamin*
- *Andrea Koh*
- *Asrawati Awalina Aslan (Asra)*
- *Caylene On*
- *Cecilia Ng Choon Sim*
- *Chia Ling Eng*
- *Chong Sue Hwa*
- *Ho Wai Ling*
- *Ho Yock Lin*
- *Hue Vern Chie (Joyce)*
- *Jean Lim Ai Choo*
- *Judith Koh @ Loh Foong Lin*
- *Kok Lee Lian*
- *Kwa Chai Hoon*
- *Lai Suat Yan*
- *Lee Leng Leng (Madelyn)*
- *Liena Chin Oay Oay*
- *Lochna Chandran Menon*
- *Mary Suma Cardosa*
- *Mayna Ramesh Patel*
- *Muzaffar Syah Mallow*
- *Natasha Franklin (Tasha)*
- *Ng May Yee*
- *Shahirah Alyssa binti Yuzari*
- *Siti Sara Salimi*
- *Sofia Lim Siu Ching*
- *Soo Mei Wah*
- *Subatra Jayaraj*
- *Suzie cheng Yoke Chang*
- *Syarifatul Adibah
Mohammad Jodi (Adib)*
- *Tam Xueh Wei*
- *Tan Chia Ee(Jernell)*
- *Tan Swee Poh*
- *Tan Yuan Ling (Robin)*
- *Tay Jon Jon*
- *Umi Maisarah*
- *Valerie Jacques*
- *Vilasini*
- *Wong Peck Lin*
- *Wong Yut Lin*
- *Yeoh Siew Peng (Betty)*



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APPENDICES

APPENDICES

APPENDIX 1 AWAM'S PET EVENTS

Workshops, Trainings and Training of Trainers (TOT)		
<i>Date</i>	<i>Event Name</i>	<i>Organiser</i>
12/01/2023-14/01/2023	Workshop Addressing Employee Rights	University College Sabah Foundation
11/04/2023	Workshop - Awareness for Managers	Exness Malaysia
19/04/2023	Gender-based violence 'Just say "No"'	Monash
08/04/2023	ToT - Sexual Harassment	IIUM
17/07/2023	Workshop on Gender-based violence	Schindler

Talks, Forums and Webinars

<i>Date</i>	<i>Event Name</i>	<i>Organiser</i>
12/01/2023-14/01/2023	Fairview Int'l Talk About Rape	Fairview International School
11/04/2023	Talk with Marelli Women Network in Penang	Marelli Automotive Lighting Malaysia Sdn. Bhd.
14/02/2023	Anti Sexual Harassment Talk	Unit Pelaksanaan dan Koordinasi Stimulus Ekonomi Antara Agensi Nasional (LAKSANA)
15/02/2023	Anti Sexual Harassment Talk	UCSI, Student Development & Counselling Department
24/02/2023	Anti Sexual Harassment Talk	TH Properties
24/02/2023	Anti Sexual Harassment Talk	Biomed
25/02/2023	Orientation and Induction for Advocacy Volunteers	AWAM Internal Event
4/3/23	GBV 101 Session	Volunteers Training

Talks, Forums and Webinars

<i>Date</i>	<i>Event Name</i>	<i>Organiser</i>
10/3/23	Anti Sexual Harassment Talk	Lubetech/UMW
14/03/2023	Anti Sexual Harassment Talk	Universiti Utara Malaysia
14/03/2023	Women NGO LAC Training Batch 113/69 (Asra)	LAC Pupils
20/03/2023	AWAM Internal Legal Aid Briefing (Services)	LAC Pupils (KL & Selangor Bar)
24/02/2023	Anti Sexual Harassment Talk	TH Properties
24/02/2023	Anti Sexual Harassment Talk	Biomed
06/04/2023	Talk about Sexual Harassment at the Workplace	Reneuco

Talks, Forums and Webinars		
<i>Date</i>	<i>Event Name</i>	<i>Organiser</i>
10/04/2023	Talk about Sexual Harassment at the Workplace	Exness Malaysia
03/05/2023	Anti Sexual Harassment Talk	Universiti Utara Malaysia
14/03/2023	Gender Equality	SRI KDU Subang Jaya
15/06/2023	Harassment at the workplace and discrimination	Schindler
23/06/2023	Safeguarding against Sexual Harassment at the workplace	Passion Republic
26/06/2023	Safeguarding against Sexual Harassment	Methodist College
14/07/2023	Talk about sexual harassment Prevention at the workplace	Nirvana
19/08/2023	Consultation: Queering the Domestic Violence Act	Justice For Sisters

Talks, Forums and Webinars		
<i>Date</i>	<i>Event Name</i>	<i>Organiser</i>
10/04/2023	Talk about Sexual Harassment at the Workplace	Exness Malaysia
03/05/2023	Anti Sexual Harassment Talk	Universiti Utara Malaysia
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26/06/2023	Safeguarding against Sexual Harassment	Methodist College
14/07/2023	Talk about sexual harassment Prevention at the workplace	Nirvana
19/08/2023	Consultation: Queering the Domestic Violence Act	Justice For Sisters

Talks, Forums and Webinars		
<i>Date</i>	<i>Event Name</i>	<i>Organiser</i>
18/09/2023	Melindungi Tempat Kerja Anda Daripada Gangguan Seksual	Boustead Plantation
25/09/2023	Anti-Sexual Harassment and Unconscious Gender Bias	Monash Women Engineers
5/10/2023	UM SH Forum	UM Student Union
5/10/2023	Domestic Violence	Taylors University
26/10/2023	Safeguarding against Sexual Harassment	Help University
7/11/2023	Combating Sexual Harassment with Respect and Consent	Sri Bestari International School
10/11/2023	Combating Sexual Harassment with Respect and Consent	HELP International School

APPENDIX 2

PRESS STATEMENTS

Issued by AWAM	
Date	Title
08/03/23	Malaysia MADANI, let's push for equity!
17/03/23	AWAM Agrees to Make Stalking a Crime
05/04/23	Stop the Delay, Establish the Tribunal Now!
03/10/23	MEN HAVE HAD 'ENOUGH': NO MORE VIOLENCE AGAINST WOMEN THE WHITE RIBBON RUN AND CAMPAIGN IS BACK FOR ITS 5TH YEAR!
06/12/23	GENDER EQUALITY: A SOLUTION TO ENDING GENDER-BASED VIOLENCE?

Endorsed as Joint Action Group for Gender Equality (JAG)

25/08/23	NO to Death Threats: In Solidarity with Nik Elin
25/09/23	Focus on Parents Not Mothers

With other organisations/coalitions

22/03/23	End Escalating Harassment of Mentega Terbang Filmmakers
22/03/23	Logging activities in Ulu Baram will have devastating environmental consequences and severely impact the surrounding indigenous communities, say organisations
22/03/23	Joint Statement on Police Harassment of Women's March Organising Committee
14/04/23	Samling: Stop the SLAPP suit against Indigenous land rights defenders!

With other organisations/coalitions

01/05/23	Deklarasi Mei 1
17/06/23	Suhakam chairperson's defamation suit against staff places institution's human rights mandate and integrity in jeopardy
08/09/23	Memorandum of Protest against Manipur Violence
03/10/23	UPHOLD THE RULE OF LAW AND LET THE COURT DECIDE ON THE GUILT OR INNOCENCE OF NAJIB RAZAK AND ALL HIGH PROFILE CASES WITHOUT APPLICATION FOR DISCHARGE BY THE ATTORNEY-GENERAL
14/11/23	Memorandum to Suhakam Concerning trends against human rights defenders & constitutional reviews of discriminatory State Syariah Laws
25/12/23	Kepung: Demi Palestine



FEMINISTS EMPOWERING ALL THROUGH GENDER EQUALITY

Address: 85, Jalan 21/1, Sea Park, 46300 Petaling Jaya, Selangor

Tel: 03-7877 4221 | **Telenita Helpline:** 016-2374221 and 016-2284221

Email: awam@awam.org.my

Website: <https://www.awam.org.my>

 @awammalaysia  @awammalaysia  @awammalaysia  @awammalaysia  All Women's Action Society (AWAM)