



**Global Grassroots**  
CONSCIOUS SOCIAL CHANGE FOR WOMEN

**Global Grassroots**  
**12-Month Progress Update to Dining for Women**  
December 2013

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## EXECUTIVE SUMMARY

In August of 2012, Global Grassroots was chosen to be the featured program of Dining for Women, raising \$50,000. This generous funding was to be contributed towards our 2013 Academy for Conscious Change and three new venture teams initiated by and for vulnerable women in Rwanda. With deep gratitude, we are pleased to provide our 12-month progress report to Dining for Women.

**We are deeply grateful for the thousands of members of Dining for Women whose contributions have gone directly to support our women change agents working to benefit other vulnerable women and girls. With your partnership, Global Grassroots has helped initiate 7 new ventures focused on the impact of a lack of clean water access on women.**



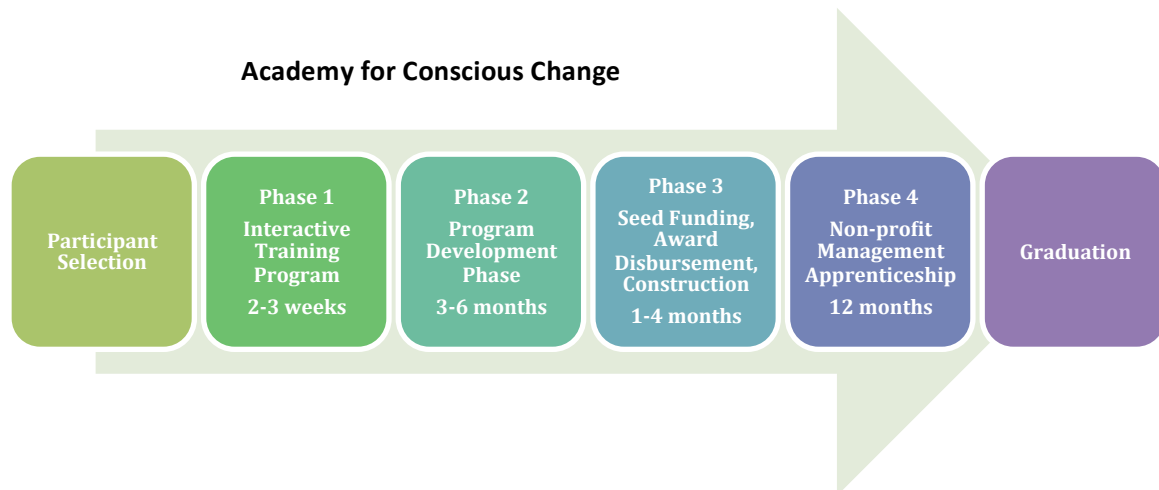
## BACKGROUND

Global Grassroots is a US-registered 501(c)(3) non-profit organization that catalyzes ideas for social change designed by and for underserved women in post-conflict countries. Global Grassroots' Academy for Conscious Change is an 18 month social venture incubator offering non-profit management skills, ethical leadership training, seed grants and high-engagement support that enables vulnerable women change agents to launch their own grassroots solutions benefiting women and girls.

Our long-term goal is that vulnerable women, especially in post-conflict and developing countries, will have the capacity and resources to lead responsible social change, sustained by their own communities. Our strategy for accomplishing our mission is two-part: (a) to catalyze and invest in the ideas of underserved change agents working collectively and systemically for the advancement of women and girls, and (b) to build the architecture necessary to sustain the work of conscious social change agents.

Global Grassroots' core program is its Academy for Conscious Change, a social venture incubator that catalyzes vulnerable women change agents who wish to launch their own grassroots civil society organizations. The Academy program lasts an average of 18 months, the pace of which is driven by the team's participation, and offers high-engagement support services in four phases:

1. Intensive, interactive 40-hour training program, incorporating:
    - a. conscious leadership training
    - b. mind-body trauma -healing
    - c. social entrepreneurship and non-profit management skills
  2. 3- 6 months of hands-on non-profit venture development facilitation
  3. Seed grants and implementation support
  4. 12-months non-profit apprenticeship with ongoing, high-engagement advisory support
- Our approach embraces a participatory development paradigm and integrates a holistic balance of personal and social transformation.



Since 2006, Global Grassroots has trained over 500 emerging change agents, who have launched sustainable, civil society organizations serving nearly 35,000 vulnerable women and girls annually. Our experience has shown that one successful experience as a change agent is quickly followed by expansion and/or an iterative problem-solving process where women take on other challenges facing women in their communities. Within 12-15 months, most of our teams begin to expand their programs, teach others the social entrepreneurship skills they gained through our training, or utilize that training to launch new social ventures solving new issues within their community.

Global Grassroots' high-engagement approach to catalyzing, self-sustaining, systemic social change organizations leverages each investment to create maximal social value. Our long-term goal is to advance a culture of conscious social change whereby women lead innovative grassroots change, sustained by their own community.

## **PROGRESS UPDATE**

In October, we initiated our newest cohort for the Academy for Conscious Change in Rwanda. This Academy had a special focus on water issues, given the overwhelming demand for our program from applicants seeking to address water issues. Funding from Dining for Women made this Academy possible. Attending the program included 33 participants (including 6 men and 27 women) representing seven social venture teams. Six teams were from the areas surrounding Kigali, Rwanda and we made a special invitation to a team from Eastern Democratic Republic of Congo to attend. The teams collectively represent 113 others who elected four or five representatives each to participate.

### **THE ISSUE: WATER**

Globally, women make up more than half of the 884 million people who have no access to safe water. They also represent those most often tasked with daily collection. According to UNWomen, on average women travel 10-15 kilometers or 6-9 miles every day, spending eight hours or more collecting water then hand carrying it to their home. Most women can only carry one large jerrycan, each of which holds 5 gallons or 20 liters. This water must then serve an average of 8 to 10 people in a household daily for drinking, cooking, washing clothes and dishes, bathing and cleaning their home.

According to the World Health Organization and UNICEF Joint Monitoring Program for Water Supply and Sanitation, girls under 15 years of age are twice as likely as boys the same age to be given the responsibility to collect water. Girls who are tasked with the collection of water in place of their mothers miss part of their school day. Overtime, they can fall behind and eventually drop out. Women who manage this task for their family, give up hours of productivity that might have been spent other ways to enhance a family's economic wellbeing. Water collection thus continues to perpetuate the vulnerability of women, undermining the economic and educational opportunities that may exist to advance their wellbeing.

Even more unfortunate is the violence inherent in the process of collection. Because it takes so many hours to reach and return with water, many women leave before dawn and travel in the dark to get to a water access point early. Some water access points serve thousands of surrounding villagers. Arriving early means women can avoid the crowds that often break into violence as individuals compete for access. It also means that they are more likely to collect clear water from shallow creeks or hand-dug wells before it gets muddied with dozens of others coming for collection. However, traveling alone through the dark also leaves women more susceptible to opportunistic sexual assault. On the other hand, returning later than expected from collecting water is often a trigger for domestic violence as husbands await their morning tea or bath. Pregnant women carrying heavy water jugs are more likely to suffer a miscarriage. Women who are blind, elderly, disabled or too sick to carry water on their own are often forced to trade sex for men to deliver it for them when they cannot afford to pay for the service.

Not only is the collection process racked with violence and exploitation, but the water itself is a source of harm, spreading dangerous water-borne diseases. Globally, diarrhea is the second leading cause of death among children under five. And it is the lack of clean drinking water and proper hygiene and sanitation that are the primary causes of diarrhea. Safe water is also essential for reducing maternal mortality and infant mortality rates.



### **THE SOLUTION: WOMEN**

While women remain those most deeply impacted by the lack of access to clean water, unfortunately, women are least likely to control or manage water infrastructure. And yet, women represent the most critical stakeholders with a vested interest in resolving this issue. Water ventures can provide women with a viable and sustainable income, and an opportunity to

serve as a change agent within her community serving the marginalized. Women-managed clean water access ensures girls' access to education will be protected and the next generation will have even greater opportunities. Further, water access points where women gather make sensitizing large groups on issues such as women's rights, domestic violence or HIV/AIDS remarkably easy. Women who manage their own clean water resources not only ensure the most vulnerable women and girls are no longer subjected to poverty, violence and exploitation, but the ability of women to lead and control water ventures provides women with greater confidence, agency, leadership and engagement in community as change agents.

On average, each of Global Grassroots' water ventures serves between 1500 and 2500 other people with clean water on an ongoing, permanent basis, while also working to alleviate several other issues affecting women as a result of a lack of access to clean water.



Each of our 7 teams from this fall's Academy program are working on these universal, shared problems involving water, with varying approaches and priorities of how to tackle them:

- seeking to eradicate waterborne diseases
- promoting community health
- ending violence against and sexual exploitation of women faced when collecting water for their families
- ensuring children can attend school without complications from collecting water or water-borne disease

At the start, 57 percent of the group felt mostly or very ready to work on the roots of the issues they plan to address. At the end, based on the post-assessment responses, 90 percent of the group surveyed felt mostly or very ready to create social change. This was encouraging feedback that indicated the effectiveness of the training, which included site visits to several Global Grassroots water ventures surrounding Kigali. Following is an overview of the work of each of the participating teams:

### **Trust Each Other | Abizeranye**

This venture based in Gasyata proposes to reach approximately 450 households by bringing sanitary water to 10 umudugudus (villages). They seek to help ensure good health and stop the conflicts in families and diseases caused by dirty water. Community members are fetching water from a long distance, which leads to violence against many women. In some cases the women are not strong enough to haul the water long distances which results in their being forced to trade sex for water delivery, and, subsequently, HIV. The community faces many of the associated problems of collecting contaminated water, including waterborne diseases and children missing school from water collection and ill health. The group envisions the installation of a tank that will allow for easy access to water and will train community members on how to purify water and the importance of good hygiene.

### **Hold Each Other | Tuzamurane**

With 20 members hoping to serve 300 households near Ruhango, this venture seeks to address the critical issue of water scarcity in their community. Ground water in the valley is contaminated because it is shared with animals, and rainwater is contaminated when it is collected in unclean containers. This results in diarrhea and other waterborne diseases. Hold Each Other will establish a clean water access point by extending the municipal pipeline into their region and educate the community on good hygiene and sanitation through boiling water. The team is led by three women and two men, with education levels no greater than 6<sup>th</sup> grade.

### **That's Life | Nibwo Buzima**

This venture seeks to take over and re-open a community water access point previously operated by a different business that was closed down due to mismanagement. The lack of the water facility has meant women from 30 households have had to travel far for water collection and face sexual exploitation when they cannot afford to hire someone to deliver the water. By providing water close to homes, the cost of water can be reduced, hygiene can be increased and the possibility of clean, safe water can decrease ill health and violence against women. This venture is headed by five women of ages ranging from 47 to 36 with diverse education levels from 4<sup>th</sup> grade up to A3 level.

### **Hard Workers | Abanyumurava**

Hard Workers has been operating as a Global Grassroots-sponsored venture for over 5 years, serving approximately 6000 people in three distinct villages. Given death and changes in membership, the team requested to have new members participate in our training program to deepen their capacity. Hard Workers, a team now of 17 women, initially formed to address sexual exploitation and violence experienced by vulnerable women who could not easily collect water for themselves, including the blind and disabled. In addition to providing clean water through three water access points, they wish to expand their activities to train people how to properly clean dirty water containers, often the culprits of diarrhea. They anticipate expanding their reach to a total 9000 others.



### **Developing Ourselves | Twitezeimbene**

This venture seeks to reduce physical violence against women faced when fetching water at great distance from their homes. This group is particularly aggrieved by the lack of advocacy and awareness of violence against women and the fact that there is no infrastructure to deal with the consequences: diseases, unwanted pregnancies and thievery. These women seek to train their beneficiaries in the use of sanitary, clean water and develop a single water access point to serve their community.

### **Unite | Ubumwe**

The team of 8 members from the Rwabutabura-Rugarama Cellule-Nyamirambo Sector seeks to bring clean water to 300 households. Its specific mission is to reduce the violence and abuse of

women caused by not having access to water and, in particular, the lack of women's equality related to the burden of water collection. With the provision of a municipal water line to a new water access point, this group of women believes that they can institute a series of activities that will improve hygiene, reduce diseases, allow children the chance to study, and reduce poverty. They plan to set-up training on women's rights and specifically train 20 couples on these inner-related issues. The highest education level of the five attendees, ranging in age from 24 to 41, is third grade.

### **Groupe d'Actions aux Initiatives Positive (GRAIP) - Congo**

With 36 team members and a goal of serving over 50,000 households in 20 villages in Uvira, Sud-Kivu, Eastern DRC, GRAIP seeks to eradicate waterborne diseases across its communities and improve hygiene and community health in general. Their strong conviction is that if men get educated and involved it will help reduce violence against women. They will focus on education, eliminating water contamination, and shifting the burden of water collection to be shared between men and women. The critical first step is installing a water pipeline. At this time, we do not have an in-country presence to provide further high-engagement coaching and funding for this team. Nevertheless, we will remain in dialogue with the DRC team, providing advisory support where possible. Their women's human rights programs that operate across 20 rural villages may be as a possible avenue for future expansion, should we decide to extend our programs to Congo.

We have now begun working with each Rwanda team to provide coaching towards the completion of their venture plan and our venture proposal form, for consideration of start-up seed funding. We look forward to providing updates on their development in the coming months.

### **SEED FUNDING FOR THREE VENTURE TEAMS**

Dining for Women generously provided seed funding for three ventures under development by Global Grassroots from our Academy for Conscious Change that began in 2010. In our last update we provided an overview of United People and A Friend Indeed, which have now been fully funded and are beginning their first 12 months of operations. We look forward to providing you with ongoing updates as they report back to us on their progress and impact.

Since such time, we have had the pleasure of launching People of the Same Compassion. Following is an update on their work:

**People of the Same Compassion**  
*Eliminating Child Malnutrition by Training Parents to Create Kitchen Gardens*  
Initial Seed Grant: \$4677

In the Mahembe community near Byimana, this group of teachers was concerned about the large number of children suffering from malnutrition and malnutrition-associated illness. Parents do not have the knowledge to prepare balanced and sufficient food for their children.



The team formed by these teachers, People of the Same Compassion, has twenty members. They aim to eradicate malnutrition in Mahembe's children by training parents how to prepare nutritious, balanced meals from local products and how to grow kitchen gardens to supplement their diets.

This team's research suggests that in addition to helping eliminate malnutrition and malnutrition-associated disease among Mahembe's children and infants, their efforts will reduce family and community conflicts as well. This venture's theory of change is that by training parents how to prepare a balanced meal and how to recognize the symptoms of malnutrition, and by training kids not to stigmatize malnourished children, malnutrition will be reduced and the number of children passing the national exams in school will increase.

People of the Same Compassion was launched in August 2013. They recently completed their baseline study, which revealed:

- 53% of pregnant women surveyed eat only 2 times a day and another 32% only eat once a day.
- When 64 children were asked what they drink when they are thirsty, water was the primary source, while beer was second.
- When asked the consequences of not eating nutritious meals, only 55% of parents connected not eating balanced meals to malnutrition diseases. Among 64 respondents, 29 also thought changing hair or eyebrow color was also an indicator of not eating balanced meals.

People of the Same Compassion is now completing construction of a kitchen and training facility where they will host their trainings on cooking nutritious meals. This month, the team will begin their training sessions with 125 village leaders and health-focused social workers on the causes and consequences of malnutrition. Simultaneously the team will provide training for groups of families of 70 vulnerable children on how to grow and prepare nutritious meals, and then provide one-on-one follow-up with each family or household. The vegetables of focus will include spinach, tomatoes, squash, cabbage, dodo (local green vegetables), beetroot, and green peppers. All but their final disbursement of \$775 has been provided of their start-up grant.



#### **SUMMARY OF GRANT EXPENDITURES**

Per our expectations, we have utilized almost 95% of the grant funding generously provided by Dining for Women. Following is a line item summary of the budget for the allocation of Dining for Women grant funds per category, the expenditures to date of grant funding and remaining funding balance.



Dining for Women Expenses	Grant Allocated	Spent to date	Remaining
US Salary	10000	10000	
Rwanda Salary	10000	10000	
Program development expenses	6000	6000	
Grants			
United People	5000	3770	1230
A Friend Indeed	5000	4573	427
People of the Same Compassion	5000	3902	1098
Educational Materials	1000	1000	
Training	8000	8000	
<b>Total</b>	<b>50000</b>	<b>47245</b>	<b>2755</b>

At this time, United People and A Friend Indeed have been fully funded, while a final tranche of \$775 for People of the Same Compassion will be disbursed before year-end. That will leave \$1980 of grant funding allocated by Dining for Women to provide financial support for any unanticipated cost overruns or expansion plans. Having an extra cushion of seed funding is very healthy as teams do not always adequately budget for the needs of their venture, prices change for supplies, local officials impose fees and taxes or equipment breaks. And given our team’s strong financial planning, we are hopeful we will actually be able to assist them with a second grant towards the expansion of their programs in the year to come.

There have been no other changes to our timeline, budget, funding or program goals and we have not faced any challenges to our planned implementation.

## CONCLUSION

We have found that one of the most effective levers of change is a woman who has the capability, rights, power, courage, and resources to initiate solutions to the social issues she, her family and her community face. Global Grassroots’ long-term goal is to advance a culture of conscious social change whereby women lead innovative grassroots change, sustained by their own communities. We are grateful for the opportunity to partner with Dining for Women to make this possible in Rwanda. For more information, please visit our website at: [www.globalgrassroots.org](http://www.globalgrassroots.org).