



**asia  
catalyst**

annual report 2013



## MESSAGE FROM THE CHAIR OF THE BOARD OF DIRECTORS YVONNE Y. F. CHAN



Asia Catalyst's sixth anniversary marked a transformative period for the organization. In 2013, we welcomed a new Executive Director, Charmain Mohamed, expanded our team of staff, volunteers, and interns, and opened an office in Beijing with the goal of expanding our presence in Asia. Our Beijing office allows us to share our skills and resources with community-based organizations while keeping our travel costs low. We also published the landmark report, "Custody and Education: Arbitrary Detention for Female Sex Workers in China." Compiled from original research and testimonies, the report was cited in the Chinese and international press, including the front page of The New York Times. As we go forward into 2014, we continue to rely on the generous support of our donors and look forward to another exciting year supporting civil society in Asia.



# CAPACITY BUILDING

In 2013, Asia Catalyst staff concluded implementation of the two year pioneering Nonprofit Leadership Cohort program, which built organizational management skills for ten community-based organizations (CBOs) in 2013. The graduates completed their training in mid-2013, with three going on to become certified trainers to lead their own Nonprofit Leadership Cohort-style initiatives. This milestone of completing the first two years of Cohort programming, prompted the first independent external evaluation of the Cohort. Ms. Shirley Lin, formerly of PACT China, undertook a comprehensive assessment, interviewing all Cohort graduates and staff. Her findings confirmed that Cohort graduates demonstrated improvement in the six skill areas proposed by the project including strategic planning, advocacy, fundraising, program management, and volunteer and risk management. They showed remarkable success in designing and implementing their own projects and were able to develop targeted advocacy goals and feasible strategies to create change for their communities.



The results of the assessment showed increases in the effectiveness, efficiency, relevance, and sustainability of the participants' organizations. Graduates shared their knowledge and skills not only within their own organizations, but facilitated capacity building and skills sharing for at least 65 of their peer organizations. Moreover, graduates were so convinced of the high quality of the program that they recommended it to their funders. This resulted in support to Asia Catalyst from the Ford Foundation for the continuation of the Cohort program, and in 88 new applications from 20 provinces across China for the 2014 program cycle.

# MANAGEMENT COACHING

*"Asia Catalyst's coaching is always tailor-made. Staff take the perspective of grassroots groups – stand in their shoes - to provide effective facilitation"*

*Member of Lingnan Partner  
Community Support*



In 2013, Asia Catalyst extended the breadth of our reach by providing one-on-one management and advocacy coaching to CBOs from China's North, Center, and South. Over sixty CBO staff and volunteers participated in interactive sessions including on problem analysis, brainstorming, role-play, and consensus building facilitated by staff.

A different approach from the Cohort small-group learning model, Asia Catalyst's coaching occurs in the field, and is focused on solving one specific issue at a time. Through coaching, Asia Catalyst staff are able to verify effectiveness of management tools used, collect vivid advocacy cases, and develop a fresh curriculum based on our first hand experiences. Combined, Coaching

and Cohort build the foundation for successful capacity building of CBOs in China.

In 2013, Asia Catalyst consolidated relationships with key research institutes and external partners. We developed and delivered an online short film titled "Collective Strategic Planning" for the China Philanthropy Research Institute (CPRI) at Beijing Normal University. This film targets non-profit practitioners in China and provides project management training for grantees of the China Social Welfare Foundation. This cooperation has enabled Asia Catalyst's curriculum and tools to be available for a larger pool of organizations across China, through the University, resulting in a bigger and more sustainable impact on China's social and nonprofit sectors.

## ADVOCACY PROJECTS

### CONFERENCE ON MEDICAL DISCRIMINATION

On December 20, 2013, Asia Catalyst organized a conference to bring together government officials, health care professionals, lawyers, scholars and People Living with HIV/AIDS (PLWHA) to discuss the relationship between medical discrimination against PLWHA, the occupational safety of health care workers and strategies to address discrimination amongst health professionals. The conference titled "HIV and Occupational Safety and Health," was the result of a collaborative process between Asia Catalyst, the International Labour Organization, the Red Ribbon Forum, the Women's Network Against HIV/AIDS China and the China CBO Network. More than 70 participants attended the conference, including 20 health care workers from two general hospitals in Henan and Anhui Provinces, and 30 PLWHA. This ground-breaking conference provided, for the first time, a valuable opportunity for health care workers and PLWHA to communicate with each other, and discuss concerns around the occupational safety of health care workers as a cause for medical discrimination. Two doctors who had experienced occupational exposure to the HIV virus, and a young man from Tianjin who only received life-saving surgery after modifying his medical documents to remove his HIV status, shared their personal experiences with each other.





## REPORT ON ARBITRARY DETENTION IN CHINA

On International Human Rights Day, December 10, 2013, Asia Catalyst released the report *Custody and Education: Arbitrary Detention for Female Sex Workers in China*. This landmark report, the first of its kind, compiled original research and testimony to detail China's arbitrary detention and abuse of female sex workers. The report, available in Chinese and English, is a product of Asia Catalyst's partnership with two sex worker organizations in China. With Asia Catalyst training on Human Rights documentation, the two organizations conducted 31 in-depth interviews with sex workers in two cities in Northern China. Asia Catalyst analysis of the research showed how the system was not only in violation of Chinese and international law, but also undermining an effective HIV/AIDS response for the sex worker community. The report prompted the Chinese government/civil society HIV/AIDS platform, The Red Ribbon Forum, to list it as a priority issue for 2014. The report was also featured prominently in the international press, including front-page coverage in *The New York Times* and articles in *The Wall Street Journal*, *The Guardian*, *The South China Morning Post* and China's *The Global Times*.



# ADVOCACY COACHING

In 2013, Asia Catalyst collaborated with the China HIV/AIDS Community Based Organization Network (the CBO network), and the Women's Network against HIV/AIDS China (WNAC) to highlight the issue of medical discrimination against people living with HIV/AIDS in China.

Asia Catalyst collaborated with the CBO network to organize two advocacy training workshops for 20 members. As a result of the workshops each of the participants developed a concrete advocacy plan to address medical discrimination in their communities. Asia Catalyst awarded five of these groups with small grants to implement their advocacy plans, which were accompanied by continuous advocacy coaching, mentorship and support. The coaching calls also provided opportunities for the sub-grantees to update each other on the progress of their projects and share ideas, as well as provide peer-support.

With technical support from Asia Catalyst, WNAC used materials and expertise from Asia Catalyst's Rights Training Curriculum, "Know It" and "Prove It" to train 20 Network members on Human Rights documentation. Four groups were selected for small grants to document discrimination cases in their community. 22 cases were collected and WNAC was able to produce a report on how medical discrimination impacts HIV positive women in China.

"[The workshops are] the best training the Network has ever had. The participants are leaders from the community and they are thrilled by the participatory methods of the training. One participant said that in the training, she can learn step by step, and the practice and exercises help her learn the core of conducting an interview."

WNAC





## RESOURCES:

# KNOW IT, PROVE IT, CHANGE IT

**KNOW IT, PROVE IT, CHANGE IT** has been created specifically to help grassroots organizations in communities affected by HIV/AIDS to understand their basic rights, document rights abuses, and design and implement advocacy campaigns. The series has three parts:

**KNOW IT: THE RIGHTS FRAMEWORK** discusses international human rights law and how it applies to people living with HIV/AIDS and other marginalized communities. Available in English, 中文, and Thai.

**PROVE IT: DOCUMENTING RIGHTS ABUSES** explains how to plan and conduct rights research. Available in English, 中文, and Thai.

**CHANGE IT: ENDING RIGHTS ABUSES** shows how to plan and conduct local, national, and international advocacy based on the research. Available in English, 中文, Thai, and Burmese.

Each book includes a manual, which describes the steps to take; and a trainers supplement, which has lesson plans, sample exercises, and templates to use in a training or workshop. This is a joint project with Thai AIDS Treatment Action Group (TTAG) and Dongjen Center for Human Rights Education and Action.

证实:记录人权侵害



# GROWTH AND DEVELOPMENT

2013 was an exceptionally busy and transformative year for Asia Catalyst. Under the leadership of a new Executive Director, we now have eight staff and a host of interns and volunteers to support the work, including a full time Development and Communications Coordinator who will significantly enhance our ability to fundraise and ensure our online presence is relevant and up to date. We also significantly expanded our regional presence, with permanent staff in Beijing, regular workshops in Bangkok and a Rights Training Program for 18 participants from 9 different Asian countries.

Our reputation for combining community systems strengthening and human rights training is growing, exemplified by new funding from the Ford Foundation and an increase in private donations in 2013. We are also increasingly sought after as an authoritative source on the right to health with media coverage of our recent report on the arbitrary detention of sex workers in China citing us alongside noted experts from Human Rights Watch and Amnesty International.

Changes to the Board of Directors also reflect the growing consolidation of the organization, with four new board members joining at the end of 2013, with 100% contribution. The board also continued to be committed and engaged with the substantive work of the organization and members hosted several events during the year, including an October event featuring the UN Special Rapporteur on the Right to Health.

At the end of 2013 Asia Catalyst carried out a needs assessment in Myanmar (Burma), where networks have already requested the specialized assistance we can provide on NGO management, leadership and advocacy skills. Our seminal training manual Know It, Prove It, Change It has now been translated into Burmese and we are planning to start programming there in 2014.

The August all staff retreat in New York allowed us to reflect, strategize and refresh ourselves for a busy and innovative year ahead. We plan to work through strategic partnerships to ensure we are at the cutting edge of human rights technology, encryption software, and user-friendly mobile and offline apps. Our work with community based organizations is not only increasing the capacity of these organizations to articulate their own needs, it is also building a network of skilled human rights activists that will be better equipped to address the health needs of their constituents. Providing them with all the tools they need for this challenge will strengthen their foundations for a more sustainable future.



## BOARD OF DIRECTORS

2012-2013



Yvonne Y.F. Chan, Board Chair  
Paul Weiss, Rifkind, Wharton & Garrison LLP

Carolyn Bartholomew,  
U.S-China Economic and Security Review Commission

Randall Chamberlain,  
Law Office of Randall Chamberlain, PLLC

Sara L.M. Davis, [Founder, Asia Catalyst]  
The Global Fund to Fight AIDS, TB and Malaria

Andrew Duncan,  
Independent Consultant

Ann Hotung,  
Fordham Law School

Sarah Lubman,  
The Brunswick Group

Bruce Rabb,  
Legal Advisor

\*Andrea Worden,  
Independent Consultant

Minky Worden,  
Human Rights Watch

Shannon Wu,  
Independent Consultant

## EMERITUS MEMBERS

Jerome A. Cohen,  
NYU School of Law

Sophie Richardson,  
Human Rights Watch

\*Left Board in March 2013



## LEADERSHIP

### Charmain Mohamed | Executive Director

Charmain is a respected and experienced human rights advocate and activist, who has lived and worked in Asia for most of the past 15 years. She has worked for the UN, Human Rights Watch and the Norwegian Refugee Council, both in emergency contexts and on long-term issues, in countries such as Indonesia, East Timor, Malaysia, Sri Lanka and, most recently in Palestine. She holds a Masters in Human Rights Law from the School of Oriental and African Studies in London and a BA (Hons.) in Southeast Asian Studies and Indonesian Language from the University of Hull. Charmain is fluent in English, Indonesian and Malay.

### Gisa Dang | China Program Director

Gisa Dang (nee Hartmann) is responsible for developing and implementing the strategic direction of the China Program. Gisa has created and conducted dozens of customized workshops for grassroots NGOs in organizational management and advocacy skills. She has led ongoing coaching of the groups we've trained to ensure integration of fundamental skills into organizational processes. Since joining Asia Catalyst in 2009, Gisa has spoken at top global events such as the International AIDS Conferences in Vienna and Washington DC, and the International Congress on AIDS in Asia and the Pacific in Bali and Busan. Gisa holds an MA in Sinology and Political Science from University of Cologne, Germany and is fluent in German, Chinese, and English.



## Brian Bonci | Director of Finance and Operations

Brian joined Asia Catalyst in 2011. He received his BA in Political Science and Women's and Gender Studies from Pace University, where he was a Jeannette K. Watson Fellow. Brian previously worked on political campaigns and volunteered with LGBT and HIV/AIDS advocacy organizations in New York City and Cape Town, South Africa. He has also advised international exchange students in Tunisia and taught English in Central America. Brian is fluent in English and Spanish.

## Shen Tingting | Advocacy Program Director

Shen Tingting has been a prominent HIV/AIDS and human rights advocate in Beijing, China, and has been working with marginalized communities since her college days. In 2007, Tingting co-founded the Korekata AIDS Law Center with Li Dan, and until 2012 she was the deputy director of its parent organization, Dongjien Center for Human Rights Education and Action, where she founded and managed an outreach program for sex workers in Beijing. Tingting received her MA in Social Welfare from Renmin University of China in 2009, and served as a visiting research fellow at Asia Catalyst from March -August 2012.



## 2012-2013 SUPPORTERS

### UP TO \$250,000

Andrew Duncan and Bess  
Weatherman  
Warburg Pincus Foundation  
Embassy of the Federal  
Republic of Germany, Beijing  
Levi Strauss Foundation  
National Endowment for  
Democracy  
United States Department of  
State

### UP TO \$50,000

Mama Cash  
Open Society Foundations/  
Southeast Asia Initiative  
Swedish International  
Development Agency  
United States-China Legal  
Cooperation Fund

### UP TO \$10,000

Anonymous  
Yvonne Chan  
Ann Hotung  
Bruce Rabb  
John and Carol Santoleri  
Dorothy Solinger  
Minky Worden

### UP TO \$500

Anonymous  
Jeffrey Bartos  
Kim Dunbar  
Louisa Greve  
Andrew Goldberg  
Christina Lem  
Rudolph Rasin  
Jill Savitt  
Kelley Eckels-Curie  
Carolyn Bartholomew



### UP TO \$100

Jim Bancroft  
Jan Berris  
Benjamin Davis and Yael  
Falicov  
Anthony Reese  
Joshua Rosenzweig  
Giao Tran  
Elisabeth Wickeri

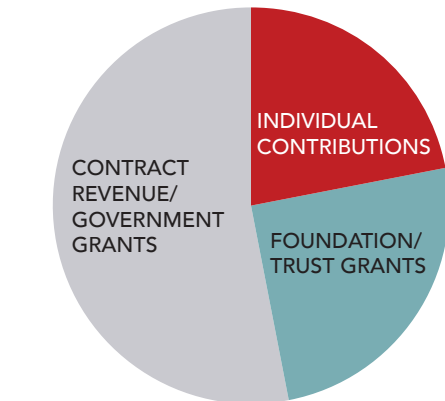
# FINANCIALS

## OPERATING EXPENSES BY PROGRAM AREA

Advocacy Program	145,374
China Program	308,889
Rights Training Program	154,412
Management & General	83,719
Fundraising	41,908
<b>TOTAL</b>	<b>734,302</b>



## SOURCES OF REVENUE & SUPPORT



Individual Contributions	176,323
Foundation/Trust Grants	195,147
Contract Revenue / Government Grants	415,048
Other	700
<b>TOTAL</b>	<b>787,218</b>

## ASSETS

Cash	286,629
Receivables	16,434
Equipment & Other Assets	12,337
<b>TOTAL ASSETS</b>	<b>315,400</b>

## LIABILITIES AND NET ASSETS

### LIABILITIES

Accounts payable and accrued expenses	23,772
Deferred Revenue	46,388
Deferred Rent Expense	4,130
<b>Total Liabilities</b>	<b>18,615</b>

### NET ASSETS

Unrestricted	202,053
Temporarily Restricted	39,057
<b>Total Net Assets</b>	<b>241,110</b>

<b>TOTAL LIABILITIES AND NET ASSETS</b>	<b>315,400</b>
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\* for the Fiscal Year Ending June 30, 2013



GIVE TO ASIA CATALYST



39 West 32nd Street, Suite 1602  
New York, NY 10001 USA  
+1 212-967-2123  
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Asia Catalyst is a 501(c)3 tax-exempt nonprofit organization that relies on the financial support of individuals and grant-making organizations. Contributions are tax-exempt to the extent allowed by law.

We maintain minimal overhead in the US so that our funds get to Asia, where they are needed most. Please make your tax-deductible donation, and/or purchase a stylish t-shirt or tote bag, at [asiacatalyst.org/get\\_involved](http://asiacatalyst.org/get_involved)

