

# 2015/2016 Annual Report





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# Letter from the Chair



Dear Sisters,

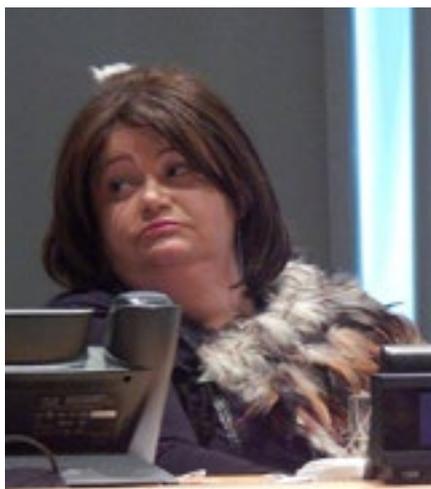
This year marks 25 years of ICW struggle and success. This year also marks the start of a new global era with the launch of the Sustainable Development Goals. I am so pleased to share with you the highlights of our successes this year and to offer some thoughts about the future.

As a network, we are very proud of our growth, advocacy and impact in the 25 years we have been lifting up the voices and lived experiences of women living with HIV in all our diversity.

We at the International Community of Women Living with HIV (ICW) understand our critical role for ensuring all women and girls and, particularly, those of us living with HIV, are at the center of important decision-making and implementation processes working to end AIDS by 2030 globally.

On behalf of the International Steering Committee (ISC) of ICW, I applaud all the women from around the world who have worked tirelessly to show support to a fellow sister and taken action to speak up and speak out, engaging with policy makers and program implementers to promote our lived experiences and strategic expertise to address HIV and development programs with direct implication to the lives of women living with HIV, their children, families and communities.

As we reflect on 25 years, I am happy to report that ICW is as committed as ever to realizing our vision and mission and ensuring our voices are heard at all levels.



The ISC is fully committed to supporting the secretariat in our shared efforts to improve the lives of women and girls living with HIV and engaging in the global effort to achieve very ambitious global goals. We believe in our collective ability to create a world where all women and girls living with HIV live full, healthy lives and are able to realize their human rights. That is the world women want!

We extend our appreciation to all our partners and members who have continued to support our growth and appreciate the strength of our diversity to push forward our agenda together in unity and solidarity!

**Together we are ICW!**



Marama Pala



# Message from the Global Director



As we celebrate 25 years of sisterhood, advocacy and impact as the International Community of Women Living with HIV; we take stock of the achievements we have realized together, the collective lessons learned and seek to chart the way forward with unity and renewed energy for realizing our vision and mission.

Women living with HIV have joined together to selflessly mobilize and organize, challenge systems, shed light on rights violations, abuse and other issues critical to the HIV response, resulting in powerful advocacy and representation in decision-making at all levels.

As the HIV response evolves and adopts new and improved interventions for reducing the incidence of HIV and AIDS-related deaths, globally women living with HIV continue to face harsh challenges and human rights abuses. The role of women and girls living with HIV is clear – we belong at the heart of the HIV response in all our diversity.

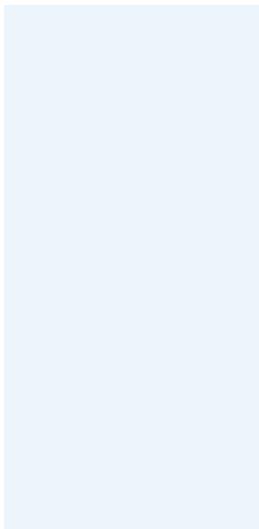
The progress we have realized so far is evidence that if we come together as women living with HIV, sexworkers, women who use drugs, transgender women, mothers, daughters, friends and most of all sisters in our struggle we can catapult these gains into even stronger results for all women and girls and meet our shared goals such as the Fast Track Strategy and the Sustainable Development Goals (SDG's).

**It is up to us. Together we are ICW!**

A handwritten signature in black ink, which appears to read 'Rebecca Matheson'. The signature is fluid and cursive.

**In sisterhood and solidarity,**

Rebecca Matheson



# Overview of ICW

The International Community of Women Living with HIV (ICW) is the only grassroots global network run by and for women living with HIV. The ICW network was established in 1992 by women living with HIV in response to the consistent silencing and marginalizing of the concerns of women living with HIV in decision-making platforms. Since its inception, the network has been at the forefront of ensuring that women living with HIV are at the center of the HIV response including policy and program design, planning, implementation and evaluation.

In 2016 ICW networks around the world are collectively celebrating 25 years of sisterhood and struggle for social justice and the human rights of women living with HIV. Over the past 25 years ICW has expanded our reach and influence and established the network as an effective organization that advocates for the rights and well-being of women living with HIV at global, regional and country levels.

ICW is the voice and representation of self-identifying women living with HIV, in all our diversity. We currently work in 120 countries and through 10 regional networks: ICW Asia Pacific, ICW Caribbean, ICW Central Africa, ICW Eastern Africa, ICW Europe and Central Asia, ICW Latina in Latin America ICW MENA Rosa (MENA), ICW North America, ICW Southern Africa, ICW West Africa, the Chapter of Young Women and Girls (CYWAG) and our newly launched Indigenous Network of Women Living with HIV.

In all of our work, it is the grassroots voices, experiences of women living with HIV, our daily struggles and lived realities that inform and shape the ICW agenda. The International Community of Women Living with HIV is governed by the ICW International Steering Committee (ISC) which is comprised of women living with HIV elected or appointed by our regional networks. In this way we ensure that our efforts at the global level are led entirely by women living with HIV and the networks they represent. The principles of **'Nothing about us without us'** is central to our organizational ethos and practice.

The success and endurance of ICW around the world despite significant changes within the HIV response and funding spheres demonstrates both the power of women to effect the changes they want to see in the world and the grit and determination of this grassroots network to survive, grow and flourish.

**United, We are ICW!  
Nothing for us,  
Without Us!**

# **Our Vision and Mission**

International community of Women Living with HIV is the only global network for and by women living with HIV.

## **VISION**

We envision a world where all women and girls living with HIV live free of gender oppression, realizing and claiming our full rights inclusive of sexual, reproductive, legal, social, economic and health rights.

## **MISSION**

We exist to lead efforts towards securing and improving the quality of life for women living with HIV. We do this by mobilizing, organizing, and advocating, mentoring and raising consciousness on issues that directly impact on our lives.

# ICW Year in Review

This has been a great year for the International Community of Women Living with HIV (ICW). Our advocacy and community mobilization has ensured that the voices of women living with HIV has influenced policy and decision-making from the grassroots to global levels.

## ICW's Global Impact

In this financial year the global secretariat has worked jointly with ICW regional coordinators and our partners to mobilize resources and strengthen our operational structures, increased our visibility in various spaces, provided technical and capacity support and created opportunities for our members to participate in decision making platforms.

ICW strongly engaged in key conferences around the world ICASA 2015 in Harare, Zimbabwe, ICAAP 2016 in Dhaka, Bangladesh, and the IAS Pathogens Conference 2015 and the International Federation of Obstetricians and Gynecologists (FIGO) Conference held in Vancouver, Canada. In these global and regional spaces ICW presented research and shared expertise, speaking on panels, leading civil society task forces, hosting satellite sessions, workshops and presentations as well as hosting interactive booths that provided key focal points for informing and engaging with more members as well as enhancing our online presence. ICW also participated in the 60th Commission of the Status of Women (CSW) in March 2015 sponsoring over 20 members from the regions.

We monitored and provided input into the Sustainable Development Goals civil society processes and monitored the development of the final SDGs as a member of the Women's Major group. We leveraged that knowledge into a first of its kind training for networks of women living with HIV to engage with SDG implementation at country level. We also worked with the WHO to develop an innovative human rights, gender equality and community engagement tool to evaluate EMTCT programs as they seek to be recognized for elimination of mother to child transmission.

ICW members were also supported to engage in Global Fund strategic development process as well as replenishment campaigns, participated in the 2016 UNGASS and HLM that led to a resolution that proved very productive for women and girls. In realizing that our strength lies in our diversity, ICW focused on strengthening partnerships at regional and global levels in particular with NSWP, INPUD and MSMGF to enhance advocacy for women living with HIV from key populations.

ICW is pleased and proud to highlight some of our collective achievements this year in the following section.



## Movement Building

ICW went through an amazing period of growth in the 2015/2016 reporting period. ICW's strategic plan emphasizes building a vibrant movement of powerful and informed women living with HIV who claim their rights at personal and societal levels. We gained 2559 new members that officially registered through the ICW website and we continue to grow a strong interconnected and intersectional global sisterhood. ICW partnered with other regional networks and partners to ensure that women living with HIV in all our diversity were included and meaningfully involved in global, regional and local processes.

## Emerging Regional Networks

ICW has strengthened emerging regional networks including ICW Caribbean, Eurasian Women's Network on AIDS, ICW Asia Pacific, ICW North America, MENA Rosa, ICW Central Africa and ICW's Chapter for Young Women, Adolescents and Girls (CYWAG). Through the Robert Carr Networks Fund as well as additional donors we are thrilled to say that every region has one paid regional coordinator and a guiding governing body adding to the structural development of our network and global reach. ICW strengthening our internal structures by fully updating our Human Resources and Governance Manuals.

## Feminist Movement Building

ICW worked in partnership with regions to develop and implement a series of different consciousness raising activities to engage ICW membership and to build collective consciousness about HIV, gender inequality and systemic oppression.

ICW has developed a unique set of feminist leadership and movement building workshops and mentoring program. Two regional networks were supported to conduct Feminist Schools workshops; ICW Asia Pacific held in Bangkok Thailand and another with ICW Caribbean where three Feminist Movement Building and Advocacy Planning Workshops were held in Antigua and Barbuda, Guyana and Barbados. Following the workshop in Bangkok, two country networks of Indonesia and Vietnam teamed up with stakeholders to develop in country.

# ICW Year in Review

## Advocacy Workshops

ICW offered a series of dynamic virtual workshops in a variety of settings for members to engage with other ICW members and covering a wide range of timely issues including PrEP for Women; AIDS Conference Abstracts and Scholarships; Mental Health and HIV – Self-Care and Self-Love; HIV Criminalization; Navigating the Global Fund; Women Living with HIV Who Use Drugs; the Sustainable Development Goals (SDGs); High Level Meeting on HIV; HLM Civil Society Task Force Review; HIV Research and Development; and Preparing for AIDS 2016 Conference.

We held creative membership engagement and advocacy efforts such as Feminist Banner Making and Community Arts in Kenya, the 2015 ICASA conference in Harare, Zimbabwe, the 2015 IAS Pathogenesis treatment and prevention Conference in Vancouver, Canada, and during the HIV is not a Crime Conference in Alabama, United States. The banner making raised consciousness on the need for strengthened feminism in responding to HIV and were useful for developing country specific advocacy messages that were shared with policy makers and partners at the conference.

## Visibility and Membership Engagement

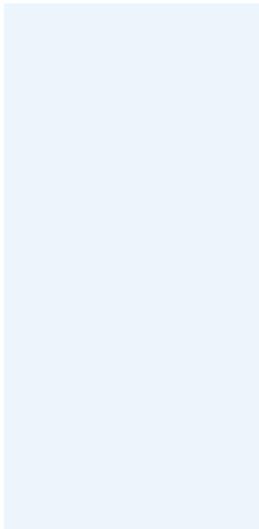
ICW has stepped up our social media and online presence across multiple platforms including our website, Facebook, Twitter, E-news and WhatsApp. Our intensified focus on strengthening our communication activities and opportunities has resulted in timely and frequent sharing of our news and information relating to and impacting women and girls particularly women living with HIV. Press statements on key days like World AIDS Day 2015, International Women’s Day 2016, World TB Day 2016, International Maternal Health Day 2016, and World Breastfeeding Week 2015 and 2016, International Youth Day, International Day of Older Persons, International Human Rights Day, 16 days of activism and International AIDS Candlelight Memorial 2016 among others. ICW has reclaimed its legacy as the go-to organization on the issues impacting the lives of women living with HIV.

Engagement

94  Email newsletters sent

60%    
Website visits

45%    
Website page views



# ICW Year in Review

## Our Communications and Movement Building Campaigns

**I AM ICW:** ICW continued our I AM ICW campaign and member drive engaging and average of 2500 likes per week on Facebook, over 2000 likes, retweets, tags and notifications twitter, and an average of 22,425 unique hits on our website per month. IAM ICW campaign is also the core of the planning for the 25th Anniversary Celebrations, this included liaising with previous founders and long term members to begin a story sharing process which will be the roots of the ICW HERstory.

**DATA DISAGGREGATION:** ICW led a joint campaign with IAVI on Gender Data Desegregation. This campaign engaged women living with HIV by asking them to use social media to advocate for gender desegregation while at the same time asking researchers and partners in the HIV response to sign a commitment card to ensure that their personal and institutional work desegregated data for gender and age.

**LOVE POSITIVE WOMEN (LPW):** ICW partnered to raise global participation in LPW to a new high increasing to over 32,000 individuals in 107 different activities by over 70 organizations and networks. LPW activities included support groups; public art performances; quilting; baking; making/buying dinner for others; self-care time; LPW lunches; launch of young women's media team for AIDS 2016; memorials; installation art; selfies; team building; family and/or community arts and crafts; movie screenings; burlesque performances; LPW card making; letter writing; workshops; public forums and discussions; and LPW films in over 40 different countries.

## Intersectional Movement Building

ICW continued to strengthen our commitment to intersectional and inclusive movement building through partnerships and joint work with key population networks such as INPUD, MSMGF, and NSWP- we have partnered on joint conference presentations, advocacy and global statements and signed MOUS of collaboration. ICW partnered with UN Women on a global forum on intersectionality of violence against women at the ICASA conference as well as holding In Sisterhood: A Celebration of the Accomplishments of Networks of Women Living with HIV with AVAC in NYC during the High Level Meeting on HIV;



## Advocacy

### 1. Sexual and Reproductive Health and Rights (SRHR)

ICW Global Office has been working to support efforts to address violations in health care settings in relation to SRHR. This year we facilitated a 3-day advocacy strategy meeting in partnership with ICW Asia Pacific and ICW Southern Africa which brought together advocates from networks of women living with HIV from China, Indonesia, Nepal, Thailand and South Africa to share information and deepen their advocacy strategies on how to address human rights violations in health care settings including forced and coerced sterilization.

#### Ending Forced and Coerced Sterilization

Over the past two years, in partnership with ICW Southern Africa and ICW Eastern Africa, ICW Global Office has been supporting networks of women to undertake advocacy around forced and coerced sterilization. ICW has joined two strategic litigation cases brought by KELIN in Kenya on behalf of women living with HIV who have been permanently sterilized by force or coercion in violation of their fundamental human rights. ICW is committed to achieving justice for women living with HIV in Kenya and around the world by empowering women to respond to the global phenomena of the forced and coerced sterilization of women living with HIV.

ICW presented on these issues at the International FIGO Conference in Vancouver and has also convened supported discussions at the Commission on the Status of Women (CSW60) ICASA in Harare, Zimbabwe and the IAS Pathogens conference in Vancouver which built upon our continuing work to connect women from key populations also experiencing violations in healthcare settings such as trans women, women who use drugs and women who do sex work.

WHO tasked ICW in partnership with IATT and GNP+ to develop a first of its kind assessment tool for communities and countries to assess whether elimination of MTCT of HIV and syphilis practices and policies meet with human rights, gender equality, and community engagement. ICW sought to ensure the protection and realization of the SRHR of women living with HIV are considered in the process of evaluation and advanced a set of non-negotiable human rights criteria including but not limited to voluntary testing, confidentiality, and non-criminalization of HIV transmission and reports of forced and coerced sterilization. ICW continues to play an active role in monitoring this process; Cuba was the first country to successfully pursue validation and over eight countries are poised to consider applying for validation and Lilian Mworeko, ICW East Africa Regional Coordinator was nominated by the Global Office and selected to represent ICW on the Global Validation Committee.

# ICW Year in Review

ICW in partnership with GNP+, IATT and UNICEF developed and launched the Positive Health, Dignity and Prevention for Women and their Babies: A treatment literacy guide for pregnant women and mothers living with HIV. The guide is a practical informative tool that reflects the latest WHO guidelines. Women living with HIV from eight countries have shared their expertise to shape the content and design of the guide and it was formulated in direct response to a call from communities for up-to-date, evidence-based resources. The tool is intended for use by networks of women living with HIV, women's groups, peer educators and others wishing to provide information and guidance to support women living with HIV through the decisions they will need to make before, during and after their pregnancy.

## **Research & Publications**

In addition to developing timely and relevant position papers, ICW has also been invited to produce research and commentary on key issues impacting women and girls. In particular, ICW reviewed WHO prevention and treatment guidelines, UNAIDS Strategic plan 2016–2021, Global Fund Strategy 2016–2021, and numerous other policy documents for which our expertise and insight was requested. In this process ICW was instrumental in generating gender specific language that will ensure policy implementation has direct impact on women and girls particularly women and girls living with HIV.

At the end of July ICW in partnership with ICW Eastern Africa, ICW Southern Africa and ICW West Africa released a qualitative research report based on research conducted in Nigeria, Kenya and Namibia titled *Early Infant Diagnosis: A Qualitative Report*. ICW West Africa research coordinator Patricia Ukoli presented this research at the WHO to inform their Early Infant Diagnosis guideline review and raised awareness about confusion and mixed messaged women living with HIV receive around breastfeeding. In part as a result of our advocacy the WHO released updated guidelines on breastfeeding.

*Fundamental concerns of women living with HIV around the implementation of Option B+* published in Journal of the International AIDS Society. ICW also presented this piece of work at a facilitated consultation with Medicine Patient Pool during the IAS Pathogens Conference. This work is to be followed up with a publication on December on the Global Plan and we will producing further research on facilitators of retention of women living with HIV in PMTCT programs.

ICW in partnership with GNP+ continued with its coordination role for the *People Living with HIV Stigma Index* survey in 2014/2015. Notably ICW has been active in the current process to update and refine the methodology. The following countries conducted the People Living with Stigma Index survey during this reporting period: Costa Rica, Honduras, India, Lesotho, and Liberia



(Nov 2013 according to cover page), Nicaragua, Nigeria, Togo, Uganda, Zimbabwe, Cabo Verde, Nigeria Sierra Leone, and Viet Nam.

ICW in partnership with IAVI engaged members in Research Literacy sensitization activities. In this year the ICW secretariat partnered with ICW Southern Africa to deepen research literacy of ICW Southern Africa's Board and Country network leadership. Overall in the project ICW focused on increased considerations of gender and sex in HIV research and identified key priority research and advocacy through consultative meetings with women and girls living with HIV and researchers. To implement the advocacy plan, ICW trained 45 African women leaders from Eastern in Phase I and Southern Africa in Phase II on advocacy for gender and sex integration into HIV research design, conduct and dissemination. The 45 women leaders were then deployed to secure commitments from researchers, policy makers, and civil society advocates on gender and sex integration and data disaggregation in HIV Research, leading to 417 commitments in this reporting period. ICW worked with IAVI and other civil society organizations to develop a policy brief titled *Africa Civil Society Capacity for HIV Prevention Research Advocacy: Local Solutions to Local Challenges from 2012 to 2016*<sup>1</sup>.

## 2. Criminalization

Criminalization of HIV and key populations is a key aspect of ICW advocacy agenda. ICW promoted interventions that seek to expose the criminalization of HIV non-disclosure, exposure and transmission as well as the criminalization of key populations such as sex workers, people who use drugs and sexual and gender orientation. ICW published updated Position Statements on the *Criminalization of HIV Non-Disclosure, Exposure and Transmission, Women, HIV and Drugs and Sex Workers, Sex Work and HIV*. ICW hosted collaborative workshops, panel discussion and engaged in advocacy events with key populations networks such as the Global Network of Sex Worker Projects (NSWP), International Network of People who Use Drugs (INPUD), the Global Forum on MSM and HIV (MSMGF) and the Global Action for Trans Equality (GATE). These partnerships have bolstered the relationships that ICW has with current and new members who identify as key populations. ICW has experienced an increased participation especially of self-identified drug users, sex workers and transgender women living with HIV in our advocacy actions.

ICW also was a founding member of HIV Justice World with partners HIV Justice Network, Canadian HIV Legal Network, Sero Project, Positive Women's Network US, ARASA and GNP+. Together this new global entity collectively strategizes and uses advocacy to push back against

<sup>1</sup> <http://www.iamicw.org/resources/document-library/africa-civil-society-capacity-for-hiv-prevention-research-advocacy>

# ICW Year in Review

HIV criminalization. ICW was active on the planning and steering committee for the Beyond Blame: HIV Criminalization Pre Conference; sent a mobilized team to the HIV is Not a Crime Conference in Alabama, US where ICW co presented and/or led three workshops; a HLM on HIV side event titled Consent: Gender and HIV Criminalization in partnership with the Canadian HIV Legal Network and Sero Project; as well as supporting a number of advocacy pieces in relation to regional and global sign ons, editing of partner documents and statement drafting.

### **3. Economic Justice**

#### **Sustainable Development Goals Workshops and Advocacy Planning**

The Sustainable Development Goals (SDGs) are arguably one of the most important policy frameworks for the HIV response for the next 15 years. As one of our advocacy agenda priorities, ICW has been working to ensure that women living with HIV have had a voice in the development of the SDGs with a focus on securing SRHR and HIV goals as well as key efforts to end poverty in the SDGs. ICW sought to bring attention to the critical issue of economic justice for women living with HIV, we have focused on advocacy, policymaking, and country-level implementation of the SDGs. Our work has centered on Sustainable Development Goals (SDGs) 1 – no poverty, 3 – good health and wellbeing, and 5 – gender equality in our campaign entitled “Amplifying the Voices of Women Living with HIV in the Post-2015 Agenda.”

ICW members monitored the dialogue and SDG development process and provided input and perspective from our members where possible into the process and endeavored to keep our members up to date on the process. As the SDGs will focus on country implementation, we designed a first-of-its-kind country-level implementation training module which has been utilized to support the technical capacities of women living with HIV I to ensure that over 200 women living with HIV in Belarus, the Democratic Republic of Congo, Kazakhstan, Kenya, Mozambique, Namibia, Russia, Thailand, Ukraine and Zimbabwe are voicing their priorities and engaging with policy-makers to influence local SDGs. The workshop and materials developed with support from UN Women support national networks in engaging with country level implementation of the SDGs.

ICW also participated in a Meeting on Ending AIDS, and High Level Political Forum, the SDG follow-up and review platform. In fact, the theme of the 2016 HLPF was the commitment to “leave no one behind.” ICW has used the Post-2015 process to ensure women living with HIV in all our diversity are not left behind and that we speak up for economic justice in all its forms.



# 25<sup>th</sup> Anniversary

## Heading towards 25 Years in Sisterhood: Next year we celebrate 25 Years of ICW Sisterhood and Women's leadership

In 1992, the International Community of Women Living with HIV (ICW), a global sisterhood of women living with HIV, was born. This happened at a critical time when women living with HIV were left out of all discussions and excluded from decision making processes. ICW was formed to ensure the voices of women living with HIV were mobilized and their collective movement catalyzed our greater and meaningful involvement in legislative, policies, strategies and programs that affected our own lives and that of our families.

The motivation for the founding members was to increase and sustain the voice and visibility of women and girls living with HIV from the grassroots to the global level in all facets of the HIV response. Initiated from the humble roots of ICW organizing done through mailing letters and sharing stories to establish joint positions and support each other all over the world. ICW has grown to be a family of 10 organized regions (Asia Pacific, Caribbean, Central Africa, Eastern Africa, Europe and Central Asia, Latin America, Middle East and North Africa, North America, Southern Africa, West Africa), the Chapter for Young Women, Adolescents and Girls and Indigenous ICW.

ICW continues to play an important role in the HIV response as the only global network for and by women and girls living with HIV. United, we were able to create a sisterhood that built a powerful interlocking community that supported women's fears and loneliness, while answering practical questions such as in the *Positive Woman's Survival Guide*, created mentorship programs like the Young Women's Dialogue which was also the first place to officially document patterns of forced and coerced sterilization and violations for young women and girls living with HIV, as well as many other important community tools. ICW contributed tremendously to the achievement of Millennium Development Goal (MDG6) as was reported by UNAIDS in 2015 that the world has exceeded the AIDS targets of Millennium Development Goal (MDG) 6 and will continue with supporting the ambitious dream to end the AIDS epidemic by 2030 as part of the [Sustainable Development Goals](#). However, there is still much work left to be done.

HIV still remains the leading cause of death among women of reproductive age, particularly in Sub-Saharan Africa where UNAIDS has reported an increase in new infections, particularly among adolescent girls and young women aged 10–24 years.<sup>1</sup> Women continue to face intersectional

1 UNAIDS; Global AIDS Response Progress reporting 2015

# 25<sup>th</sup> Anniversary



burdens of HIV and gender inequality, and experience high levels of violence, stigma, harmful attitudes, discrimination and violations of our human rights including our sexual and reproductive health and rights. In particular women and girls living with HIV experience stigma and discrimination that is heightened by gender oppression that leads to diminished opportunities for autonomy and choice for our sexual and reproductive health and that of our children. Additionally, women in key populations face a disproportionately high burden of HIV, particularly sex workers, women who use drugs, transgender women, and women from Indigenous communities. Denial of the fundamental human rights of women, persistent inequality and persecution of key populations continue to drive the epidemic in many regions globally.

Melinda Gates said “A woman with a voice is by definition a strong woman. But the search to find that voice can be remarkably difficult.” This statement rings true for many women and girls particularly the almost 17 million women living with HIV who continue to identify spaces to be meaningfully involved to meaningfully and effectively contribute towards responsive policies and programs.

As we engage in the bold steps towards achieving global goals and in particular ensuring ambitious targets to end AIDS by 2030, we cannot afford to overlook the lessons learnt in the women’s movement and its impact in the 25 years of HIV and AIDS response from grassroots to global levels.

**As we head into the 2016/2017 Fiscal Year we acknowledge this as a very important one for ICW as it marks our 25th Anniversary. To commemorate this milestone, ICW is planning a series of events** to celebrate women of courage, zeal and determination around the world who have played an extraordinary role in shaping the history of feminism and women’s movement. ICW is looking to the Sustainable Development Goals (SDGs) to provide an opportunity to reinvigorate our shared goals for countries to make new commitments and to honour existing commitments on health, HIV, maternal and child health, sexual and reproductive health, gender equality, women’s empowerment and women’s rights.

The 25 Years in Sisterhood commemoration will celebrate all our members for leading powerful advocacy efforts at the local, national, regional and global levels and strengthen our joint commitment to advocate for consistent empowerment and respect of rights for women living with HIV in all our diversity including our sisters who do sex work, our sisters who use drugs and our sisters who are transgender, lesbian, bisexual and queer women and from Indigenous communities. In this spirit of sisterhood we hope to acknowledge the collective commitment to achieve the ICW vision of ensuring that women living with HIV are meaningfully and effectively involved in shaping policies and programs that respond to our health, economic and social needs.

# International Steering Committee

REGION	COUNTRY	NAME	TITLE
Asia Pacific	New Zealand	Marama Pala	Acting Chair
North America	USA	Delores Dockery	Treasurer
Asia Pacific	Malaysia	Norlela Binti Mokhtar	Member
Central Africa	DRC	Fetia Donatienne	Member
Caribbean	Guyana	Chrysol Albert	Member
Caribbean	Jamaica	Althea Cohen	Member
East Africa	Kenya	Teresia Njoki	Member
Europe and Central Asia	Ukraine	Olena Stryzak	Member
Europe and Central Asia	Ukraine	Zhenya Mailyan	Member
Latin America	Costa Rica	Ruth Mery Linares Hidalgo	Member
Latin America	Mexico	Hilda Esquivel	Member
MENA	Tunisia	Souhalia Ben Said	Member
North America	Canada	Marvelous Mucenje	Member
West Africa	Nigeria	Monisola Elizabeth Ajiboye	Member
Southern Africa	Zimbabwe	Evelyn Mashamba	Member

# Acknowledgements

The International Steering Committee and staff of ICW would like to thank all individuals and organizations for their ongoing generous support and collaboration during 2015/2016. All past and current members for their patience, guidance, commitment, vision and contribution of their time, energy spirit and enthusiasm.

AVAC	INPUD
APN+	NEPHAK
ASWA Africa Sex Worker Alliance	NSWP Network of Sex Worker Projects
Canadian HIV/AIDS Legal Network	Oxfam Novib
CCABA Coalition of Children affected by AIDS	Population Council (Project SOAR)
Ford Foundation	PAPWC
GCWA Global Coalition on Women and AIDS	Robert Carr Network Foundation
Georgetown University Law Center.	Salamander Trust
Global Fund	Stop AIDS Now
GNP+	The Alliance Network
Global network of Sex work Projects	Team of Interpreters and Translators
Global Forum on MSM and HIV	UN Joint team on HIV and AIDS (UNAIDS, UNWomen, UNDP, UNFPA)
Hothouse Design	USAID
HIV Justice Network	Vicci Tallis
ICASO	Women's Global Network on Reproductive Rights
International AIDS Vaccine Initiative	Women for Global Fund
ICW Regional Network	World Health Organization
ICW Country Chapters	Network of transgender people
Media	The International Steering Committee and staff of ICW

**ICW Members for making it happen.**

# Staff

Rebecca Matheson Global Director

Rose Adem Finance Manager

Velvine Jobiese Administrator

Florence Anam Advocacy and Communications Manager

Margaret Happy Communications Officer

Jessica Whitbread Community Relations and Mobilization Manager

Sophie Brion Human Rights Attorney

Maurine Murenga Global Fund Advocacy and Coordination

L'Orangelis Thomas Junior Communications and Advocacy

Katie Filous Legal Fellow

