2014 ANNUAL REPORT
Linking Rights to Resources:
Together, we are much more!

Sociedad Mexicana Pro Derechos de la Mujer, A.C.
What did Semillas do in 2014?

- **75** organizations and indigenous women leaders received support in 22 states in Mexico.
- **54** groups and leaders received training in gender, human rights, and security.
- Semillas indirectly contributed to improving the life of **63,089** women and **252,356** children, women, and men.

Who did Semillas support?

- **23** organizations and leaders working for sexual and reproductive rights, including women’s right to decide whether or not to have children, as well as their right to sexuality education and to a safe delivery without obstetric violence.
- **14** organizations that defend the rights of maquila women workers and domestic workers.
- **7** Afro-Mexican organizations fighting for the recognition of their identity and rights.
- **5** productive cooperatives that recycle paper and produce organic and artisanal products.
- **1** collective that promotes civic engagement through the arts and the re-appropriation of public spaces.
- **13** groups working for lesbian rights.
- **4** groups in Guerrero received resources from the Reconstruction Fund for communities severely affected by the 2013 hurricanes.
- **2** productive cooperatives that recycle paper and produce organic and artisanal products.
- **1** group working to reduce violence against women and promote new masculinities.
- **1** organization providing training in internet and social media to indigenous women from the Puebla mountainous region.
- **1** group working to reduce violence against women and promote new masculinities.
- **1** indigenous women’s organization working to guarantee migrant workers’ rights and identity.

**Amount invested:** **964 thousand dollars**
Synergy means cooperation, the interaction of two or more agents to produce a combined effect greater than the sum of their separate effects. During 2014, Semillas identified several strategies to catalyze synergies for the benefit of Mexican women. Linking resources to opportunities through our work for women’s rights has resulted in unheard-of collaborations among various actors: women’s organizations and indigenous women leaders from different generations working on a variety of topics, networks of human rights defenders, allies, foundations, and individual and institutional donors.

During this year, Semillas enhanced its individual donor network and established alliances with strategic institutional donors. Thus, it contributed to building a broad movement in favor of women’s rights in Mexico.

We are grateful for the trust of those who contributed resources and ideas toward this year’s achievements. In addition, a special recognition goes to the activists for their day-to-day struggle to change attitudes, customs, and policies that discriminate against women.

We hope that the stories in this report, stories of strong women who raise their voices and work creatively and collectively to transform reality, inspire those who are yet to be part of this change toward a more equitable society. All of us count.
In the northern region of the State of Mexico, 80.56% of the population lives in poverty. Problems are worse for Mazahua women because they face greater discrimination and marginalization. It is not infrequent for them to marry or have partners at a much earlier age than do urban women, and 80% of them have their first child within less than a year of the beginning of their relationship. Many of them become mothers at 13 and are not able to decide on the number and spacing of their children, nor can they access information about contraceptive methods or quality sexual and reproductive health care.

To strengthen Mazahua women’s leadership and develop community advocacy proposals that may contribute to changing their situation, in October the first forum on “Leadership of Mazahua women human rights promoters: Toward exercising our sexual and reproductive rights” took place in San Felipe del Progreso, in the State of Mexico. This space for collective dialogue was hosted by the organization Mujeres, Lucha y Derechos para Todas (Women, Fight and Rights for All) under a project supported by Semillas.

The forum convened 32 community women promoters from the Mazahua region. It was carried out with the participation of the other six organizations that Semillas supports as part of its Sexuality Education Program in Guerrero, Oaxaca, and Chiapas.

One of the main achievements of the forum was the creation of the State network of Mazahua organizations and Women Promoters for Sexual and Reproductive Rights (Red Estatal de Organizaciones y Promotoras Mazahuas en Derechos Sexuales y Reproductivos), which will follow up on the action plan with health authorities and participating communities.

* Source: INEGI
In 2009, the Colectivo Raiz de Aguascalientes (The Root Collective) wrote to the Levi Strauss Foundation regarding a series of violations of workers’ rights at Industria Jobar, a maquiladora (textile factory) of Levi’s jeans. Before contacting the company, the Collective had gathered information from Jobar’s women workers. It had also collected legal evidence of violations of their labor rights. These violations included being harassed for talking, using the restroom, and drinking water; not being paid for lunch breaks; and the lack of a real representation mechanism for workers.

In June 2014, after a long, complex negotiation, during which the Collective consulted with experts, forged strategic alliances, and talked to the media and the general public about the case, Jobar announced that it would pay $151,725 dollars to the 893 workers as compensation for unpaid lunch breaks and set a specific deadline to issue the payment. This achievement has established a historical precedent in the struggle for labor rights in Mexico.

The Collective’s work was part of a broader program that lasted three years and included Semillas’s support for 14 maquila women worker organizations and domestic workers. Financed by the Dutch Ministry of Foreign Affairs through the Funding Leadership and Opportunities for Women (FLOW) Fund, this program is an example of the synergies that exist between women workers in different sectors, states, and contexts and institutional donors that trust Semillas to significantly advance Mexican women’s labor rights.
Afro-descendants in Mexico remain excluded and invisible. This has created significant inequality gaps between them and other population groups. This situation affects women in particular as they face triple discrimination—for being women, poor, and Afro-descendants.

In 2014, Semillas, the WK Kellogg Foundation, Ford Foundation, and ADO Foundation forged an alliance to support the work of organizations of Afro-descendants, for the first time in Mexico. Through the Afro-Mexican Program that Semillas launched in May, grants, training, and accompaniment were provided to seven Afro-Mexican grassroots organizations in Oaxaca, Guerrero, Morelos, and Veracruz in an effort to strengthen the organizations’ work in gender and racial equity in Mexico. The Program has also created spaces to promote relationships between the organizations and the feminist movement.

The underlying problem is that we, Afro-descendants, don’t recognize who we are. At some workshops, they say, ‘I’m not black, I’m brown.’ Among Afro-descendants, calling ourselves black is not discriminatory. It’s important to recognize who we are.

Usy López
Red de Mujeres de la Costa Chica, Oaxaca
(Network of Women from the Small Coast)
During 2014, Semillas reached a large number of people in Mexico and abroad —especially in the United States and the United Kingdom. These individuals are interested in making monetary contributions toward greater gender equity in Mexico. At the end of October, thanks to the drive and enthusiasm of our ally Antonia Orr, a fundraising event took place in London to commemorate the Day of the Dead. The festivities included an offering and color paper decorations cut into elaborate designs, and were attended by more than 100 people who had the opportunity to learn about our work. All the proceeds were donated to Semillas.

In November, 14 members of the Chicago Network of Semillas came to Mexico. They met with four organizations supported by Semillas in Mexico City and Chiapas to see their work firsthand. Individual donors that promote Semillas’ work and organize fundraisers in Chicago make up the network.

In addition, we produced a video entitled “Why I give to Semillas” with testimonials from individual donors in Mexico. Click here to watch the video:

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It was interesting to see how many of these women, through their activities and their advocacy of women’s rights, have succeeded in changing the minds of their fathers, brothers, husbands and other community members who come to see that they have a lot to offer. But often at great personal cost and struggle: some were beaten, ostracized or are estranged from family. I was greatly impressed by the immense personal courage it takes to “buck the system” in these areas and operate as an independent person. Finally, I was struck that a number of these programs have active participation of male staff and volunteers and are not neglecting outreach to men, who are critical to any long-term change in mind-sets.
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Gwen Stern Coordinator of the Chicago Network
In 2014, Semillas held a meeting with more than 25 indigenous women leaders in San Cristóbal de las Casas, Chiapas, from November 17 to 19. The objective was to encourage reflection on the advances and achievements of ten years of support from the MacArthur Foundation to indigenous women in Mexico. The event also marked more than a decade of support from Semillas to strengthen leaderships. The discussions were extremely interesting and profound, revealing the kinds of synergies that can emerge among leaders from different contexts and generations.

Participants recognized organizations and donors as enablers of their development, as drivers of their awareness and learning. Their testimonies and presentations showed that Semillas has provided significant support to the lives of many of these women.

I started my training with a course financed by Semillas [...]. I believe that the course was an eye-opener... a driver”.

Camelia Gaspar, Oaxaca

“There are more groups of organized women. There is greater command and knowledge of the issues. There are links, work strategies, networks and friendships, and Centers for Indigenous Women”.

Flor de Jesús Pérez, Chiapas

“My community didn’t have sexual and reproductive health services. With Semillas’s grant, I came back to strengthen it... And the women gradually began to use the services”.

Ofelia Pérez, Chiapas
For us indigenous women, the Earth is not a blank check. It is essential for our lives; it is part of our identity and world view and is not something that can be negotiated with. The Earth is not ours, we are hers; our roots and our life come from Mother Earth.

But we aren’t considered in the ejidal assembly nor do we have access to the commons because we are women. This is why the support we have received from Semillas has helped us make this issue visible, aid other indigenous sisters, and finally, mentor and create awareness about our right to land, which is often unknown.

Rosenda Maldonado
Member of the National Network of Indigenous Women Weaving Rights for Mother Earth and Territory (RENAMITT), an initiative supported by Semillas.
Who do we support?

**Sexuality Education**
Mujeres Indígenas por CIARENA * Instituto de Cooperación para el Desarrollo con Igualdad, AC * Ixmucane, AC * Kinal Antzetik Guerrero, AC * Casa de la Salud de la Mujer Indígena “Manos Unidas”, AC * Mujeres, Lucha y Derechos para Todas, AC * Círculo Profesional para la Formación con Equidad de Género, NDUVA NDANDI, AC * Jazmin Cruz * Luz Diaz Hernández * Adriana Villanueva * Isabel Diricio

**Labor Rights**
Colectivo Raíz de Aguascalientes * Centro de Apoyo al Trabajador, AC * Centro de Apoyo a Trabajadoras de la Maquinaria de La Laguna, AC * Centro de Estudios y Taller Laboral, AC * Colectivo Obreras Insumisas To Tiaktol Calaki Mo Yolo, AC * Rosas y Espinas, Derechos de las Mujeres, AC * Colectivo Ollin Calli, AC * Servicio, Desarrollo y Paz, AC * Centro de Apoyo y Capacitación para Empleadas del Hogar, AC * Colectivo de Empleadas Domésticas de los Altos de Chiapas, AC * Red de Mujeres Empleadas del Hogar, AC * Tzome Ixuk, Mujeres Organizadas, AC * Red de Mujeres Sindicalistas, AC * Confederación Latinoamericana y del Caribe de Trabajadoras de Hogar

**Other Human Rights**
Batsil Antsetik, AC * Zihuakali, Casa de las Mujeres Indígenas de Nuevo León, AC * Colectiva Arte, Comunidad y Equidad, AC * U Maalobil Ti Tu Laakal Mak, AC * Mujeres Indígenas en Lucha, AC * Centro de Asesoría para el Desarrollo Indígena, AC

**Safe Motherhood**
Elodia Catzim * Imelda Cohuo • Isabel Pech * Mirna Tuz * Rafaela Can Ake * Mujeres Aliadas, AC

**Land Rights**
Red Nacional de Mujeres Indígenas Tejiendo Derechos por la Madre Tierra y Territorio (RENAMITT)

**Reconstruction Fund**
Kinal Antzetik Guerrero, AC * Zihuame Xotlametzin, AC * Comunidad Raíz Zubia, AC * Instituto Guerrerense de Derechos Humanos, AC

**Afro-Mexican Program**
Red de Mujeres de la Costa Chica, AC * Mujeres en Acción Colectiva Malinalii * Cagunaa Coldiba Nganga Huandi, AC * Alianza Cívica Pinotepa Nacional, AC * Juventud Afromexicana, AC * Cuijila Negro * Colectivo Afro-Tamiahua

**Economic Autonomy**
Huuu Much tan Kanik Kuxtal * Las Emprendedoras * Sociedad Cooperativa Sbejel Antsetik * Ulu’Uml Beh S de RL MI * Sociedad Cooperativa Yachil Yatel Antsetic

**Lesbian Movement**

**Security Program**
Mujeres Indígenas por CIARENA * PRODESC, AC
Thank you!

**Institutional donors**
- American Express Company de México
- American Jewish World Service
- Embassy of the Netherlands in Mexico
- FLOW (Funding Leadership and Opportunities for Women), The Dutch Foreign Ministry
- Ford Foundation
- Fundación ADO
- Fundación Banorte
- Fundación Tichi Muñoz
- General Service Foundation
- Global Fund for Women
- W.K. Kellogg Foundation
- Levi Strauss Foundation
- The John D. and Catherine T. MacArthur Foundation
- Mama Cash
- Oak Foundation
- Women’s Earth Alliance

**Allied Companies**
- ANZMEX, Australia, New Zealand & Mexico Business Council
- Expoknews
- Hoteles Boutique México
- GROUPON México
Thank you!

Chicago Network
Ann Garcelon * Blanca de la Garza * Cristina Vital * Claire Denton * Felipe Weffer * Francisco Zapiain * Gwen Stern * Karen Robertson * Margaret Overton * Maria de la Luz Schnoes * Maria McDonagh * Maria Villalpando * Maricela Zapiain * Mark Steinberg * Olivia Mulcahy * Peter Schattner * Pierre LaCocque * Queta Bauer * Rafaela Weffer * Steven Pflaum * Sue Lessin Schattner * Victoria LaCocque

Chile, United States of America, New Zealand and United Kingdom
Jane Holstein * Jill Metcalfe * Maria Ortiz * Sara Gomez * Stephanie M. Roman * people who donated during the Day of the Dead event in London

Pro Bono Donors
Alma Lilia Olivares * Gerardo de la Vega

Individual Donors’ Network (Red MIM)

Mexico
Our Income

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<thead>
<tr>
<th>USD</th>
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<tr>
<td>National Institutional Donors</td>
<td>$ 104,518</td>
<td>10%</td>
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<tr>
<td>International Institutional Donors</td>
<td>$ 740,576</td>
<td>74%</td>
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<td>National and International Individual Donors</td>
<td>$ 68,390</td>
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<tr>
<td><strong>Subtotal</strong></td>
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<td>Endowment Fund Interest</td>
<td>$ 88,430</td>
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<tr>
<td><strong>TOTAL REVENUE</strong></td>
<td><strong>$1,001,914</strong></td>
<td>100%</td>
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Our Expenditure

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<table>
<thead>
<tr>
<th></th>
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</thead>
<tbody>
<tr>
<td><strong>Grantee Partner Support</strong></td>
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<tr>
<td>Subgrants</td>
<td>$ 786,296</td>
<td>57%</td>
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<tr>
<td>Grantee Partner Strengthening</td>
<td>$ 118,950</td>
<td>8%</td>
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<tr>
<td>Monitoring and Evaluation</td>
<td>$ 58,149</td>
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<tr>
<td><strong>Subtotal</strong></td>
<td><strong>$ 963,395</strong></td>
<td>69%</td>
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<tr>
<td><strong>Other expenses</strong></td>
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<tr>
<td>Semillas Sustainability Projects</td>
<td>$ 172,354</td>
<td>12%</td>
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<tr>
<td>Salaries</td>
<td>$ 172,354</td>
<td>12%</td>
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<tr>
<td>Operating Cost</td>
<td>$ 65,730</td>
<td>5%</td>
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<tr>
<td>Institutional Strengthening</td>
<td>$ 29,162</td>
<td>2%</td>
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<tr>
<td><strong>Subtotal</strong></td>
<td><strong>$ 439,600</strong></td>
<td>31%</td>
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<tr>
<td><strong>GRAND TOTAL</strong></td>
<td><strong>$1,402,995</strong></td>
<td>100%</td>
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* The difference between income and expenditure in 2014 is due to a remaining balance from 2013.
** Our financial statements are annually audited by Chavez, Levin Consulting, SC.
Board of Directors:
Edith Calderón, President; Johanika Roth, Vicepresident; Mini Caire, Secretary; Mali Haddad, Alternate Secretary; Betty Van Cauwelaert, Treasurer; María Eugenia Baz, Alternate Treasurer.

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External Consultant for Evaluation:
Tania Turner

Interns:
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Volunteers:
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