



**NO MEANS NO  
WORLDWIDE**  
ENDING SEXUAL VIOLENCE

# Annual Report



NOMEANSNOWORLDWIDE.ORG

2021



“I love feeling safe. No Means No teaches me how to keep myself safe.”

ANGELA  
Graduate, South Africa



# Our Mission

No Means No Worldwide (NMNW) is an international non-governmental organization whose mission is to end sexual and gender-based violence against women and children globally.

## Our Core Values



### PASSION

We are **PASSIONATE** about our mission.



### POWER

We believe in individual and collective **POWER** to end sexual violence.



### COLLABORATION

We **COLLABORATE** with a wide range of stakeholders, and we believe they all bring value.



### INCLUSIVITY

We value diversity and **INCLUSIVITY** of races, cultures, sexual orientations, abilities, religions, ages, and identities.



### LEARNING

We are a **LEARNING** organization, always seeking to improve the work we do.



### SAFETY

We prioritize the physical and psychological **SAFETY** of all of our stakeholders.



## Executive Director's Message

Dear Friends of NMNW,

It was a banner year for NMNW in 2021! Despite the extraordinary challenges posed by a global pandemic, we expanded a COVID-safe program into three new countries; reached a record-high 212,518 boys, girls, and nonbinary youth with our sexual violence prevention curricula; and trained 1,354 adults to teach our evidence-based program in their communities. The pre- and post-test scores also demonstrate that our instruction is making an impact on children and teens. We have much to celebrate!

Driving these impressive results is a Dream Team of dedicated, highly skilled NMNW staff, and a network of over 80 implementing partners determined to keep kids safe from abuse. This includes girls like Asekhona and boys like Ibanathi whose bright faces and voices are featured in this report. They are truly the inspiration for our work.

The past year was also marked by tremendous growth for the organization. Four new Directors were welcomed to the NMNW Board: Laura Chyu, Anuoluwa Ishola, Dean



Peacock, and Moitreyee Sinha. A first-ever all staff retreat was held (virtually) to foster cross-cultural relationships and an organizational ethos that reflects Diversity, Equity, Inclusion, and Belonging (DEIB). In their time together, the staff also established core values — passion, power, collaboration, inclusivity, learning, safety — to serve as a polestar for our work. This growth culminated at year's end with the hiring of an Executive Director.

I was thrilled to join the NMNW team last December to help build on the organization's momentum and expand its funding and reach. I follow in the footsteps of Interim Executive Director, Makaria Reynolds, who skillfully led the

## Executive Director's Message

organization for two and a half years through the global health crisis and to whom we owe a great debt of gratitude for her fastidious, mission-driven leadership. Thank you, Makaria!

Stopping sexual violence requires a bold vision and even bolder action. At times the task before us can feel insurmountable but the accomplishments showcased in this report are proof that our program works, inspiring us to pursue audacious goals in 2022 and beyond.

Thank you to our steadfast community of supporters, partners, instructors, funders, and fans for joining us in the movement to prevent assaults. Together we have made great gains in protecting children. Let's keep the momentum going!

With gratitude,



Dr. Lee Ann De Reus  
Executive Director



## Sexual Violence: The Problem

Sexual and Gender-Based Violence (SGBV) is a tremendous global problem. The numbers are staggering: according to the World Health Organization, 1 in 3 women worldwide will experience physical or sexual abuse in their lifetime. According to UNICEF, nearly 1 in 4 adolescent girls ages 15-19 experience physical violence and approximately 120 million girls under the age of 20 worldwide have experienced rape or other forms of sexual assault. It's not just girls and women: sexual and gender-based violence also traumatizes 1 in 6 boys and men. For non-binary or transgender youth, the data is sparse but the rates are equally as high.

Behind each of these numbers is a young person for whom the physical



and emotional effects of violence can be traumatic and long-lasting. Violence can have severe negative effects on a woman's sexual and reproductive health, including an increased risk of acquiring HIV. Experiencing sexual violence can also have a profoundly negative effect on an individual's mental health.

**“I’ve learnt that discriminating against women is a bad thing. My parents always told me that, but I didn’t believe. My instructor Moses explained why we shouldn’t touch girls and I followed his advise. I consider myself a champion because I like speaking to the boys who are still doing it – I want to see this bad practice end. Girls have become my friends and I care about how they feel.”**

H.A.  
Graduate, Uganda





## The No Means No Approach

This is where No Means No Worldwide (NMNW) comes in. The No Means No program teaches youth to know they are worth defending, to understand concepts of consent and respect for boundaries, and provides tangible skills for stopping cycles of violence and preventing or escaping an assault.

NMNW believes that prevention works! Education, empowerment, and training are central to effective prevention. No Means No is a measurable and proven model to prevent sexual harassment, assault and rape. NMNW is working to spread that model as widely and

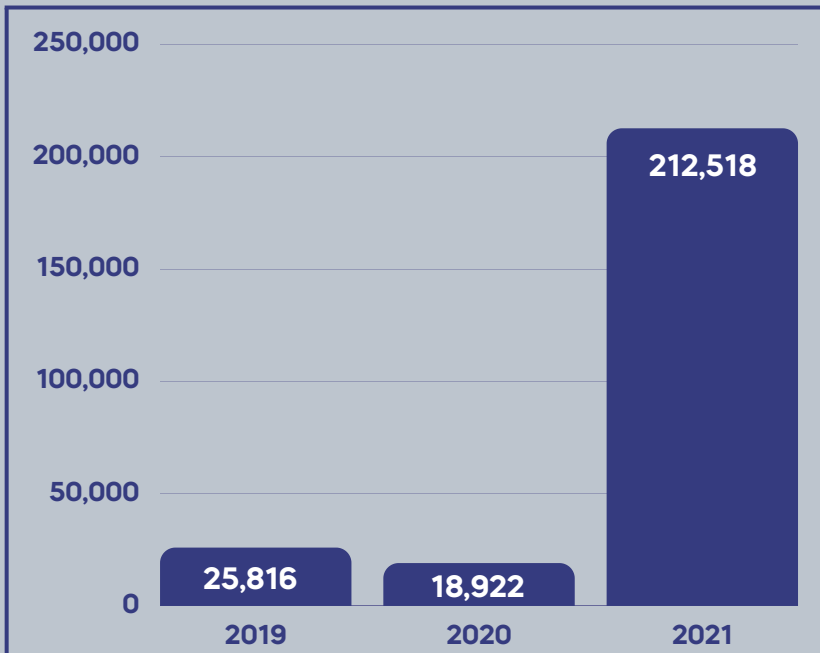
effectively as possible, working hand-in-hand with local partners.

NMNW trains highly skilled local mentors as No Means No Instructors, certified to teach the skills-based curriculum, facilitate meaningful discussion, and provide referrals for additional services when needed. Instructors work under the management of local implementing partners and are from the communities they serve, in order to ensure that programs are locally relevant, culturally appropriate, and sustainable.



# Impact: By the Numbers

## Graduates By Year



## Active in 2021

81



Partner Organizations

1281



Instructors

49



Trainers

## Growth from 2020 to 2021

11x

Total graduates  
(18,922 to 212,518)

6x

New Instructors certified  
to teach local youth  
(221 to 1,354 )

5x

Graduates from boys &  
young men programs  
(7,950 to 40,524)

1.5x

Implementing partners  
(51 to 81)

15x

Graduates from girls &  
young women programs  
(10,972 to 171,994)

1.4x

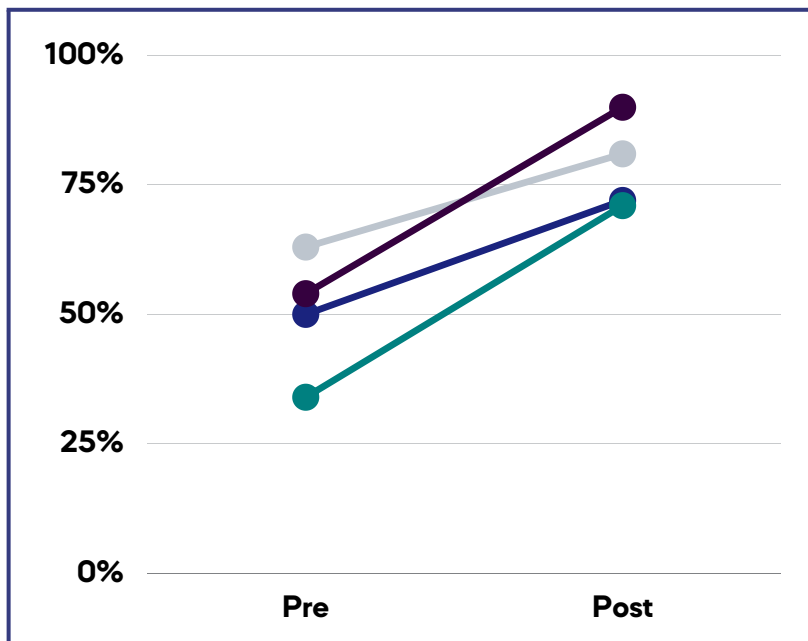
Active Trainers certifying  
local Instructors  
(34 to 49)



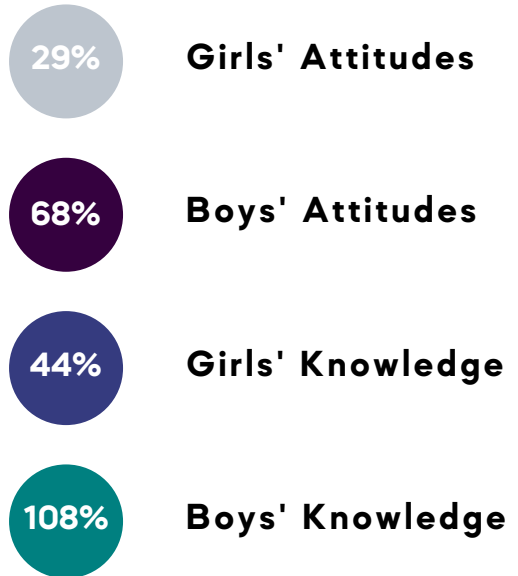
# Impact: Knowledge & Attitudes

No Means No graduates showed an average 62% improvement in understanding their rights and knowing how to prevent sexual violence, as well as demonstrating positive attitudes towards gender equity.

Improvement from Pre to Post Survey



% Change

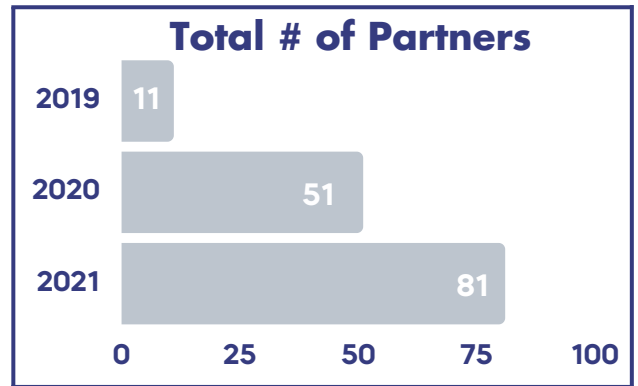


I enjoyed learning...and the positive ways the instructors teach us. I feel **STRONGER!**"

—  
ZIKHONA  
Graduate, South Africa

# Growth across Africa

In 2021 the No Means No program experienced unprecedented growth across Africa: going from 51 partners in 4 countries and establishing an innovation hub in South Africa in 2020, to 81 partners in 7 countries and the full-scale launch of No Means No South Africa in 2021. New countries included Namibia, Zambia, and Zimbabwe.



## 2021 Partners and Graduates by Country





A young Black woman with her hair in braids, wearing a dark blue school sweater over a light blue collared shirt and a blue skirt, stands in front of a metal door with a grid pattern. She is smiling warmly at the camera. The door has some faint graffiti, including the letters 'SB' in the upper right section.

“

**I love the way they teach us! The instructors have so much energy and really good hearts! They want us to help each other."**

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**ASEKHONA**

**Graduate, South Africa**

## No Means No South Africa

In 2021, No Means No South Africa (NMN SA) became a locally-registered South African organization and affiliate of NMNW. NMN SA serves the municipality of Nelson Mandela Bay, an area with more than one million residents and extremely high rates of sexual violence. No Means No is the only violence prevention program working within schools, referring survivors to local service providers, and generating evidence through research in Nelson Mandela Bay.

Despite various setback and school closures due to COVID-19, in 2021 the NMN SA team was able to deliver programs in 15 local schools, graduating 4,404 students and referring 27 survivors of sexual violence to additional legal, medical, and psychosocial services.

NMN SA plans to educate 10,000 students each year beginning in 2022, which will provide a critical mass of scale in Nelson Mandela Bay to ensure community-wide impact.

In 2021 NMN SA launched a longitudinal mixed-method evaluation in collaboration with a research team from RTI International's Women's Global Health Imperative. No Means No programs delivered in Nelson Mandela Bay will be evaluated through a cluster-randomized, controlled trial and a nested qualitative study that will survey 2,250 girls and 1,000 boys from 15 schools. NMNW expects this research in Nelson Mandela Bay to greatly inform our work both within and outside South Africa.



“

**We learn about violence, abuse and that people shouldn't force you to do something. We learn to not listen to society.”**

**IBANATHI**  
Graduate, South Africa



## Program Highlight: Zimbabwe



No Means No empowerment self-defense programming began scaling up in Zimbabwe in 2021, with strong support from PEPFAR through USAID and CDC to nationally expand programming across seven districts and build local training capacity. This significant expansion in girls programming saw the addition of several new Implementing Partners, bringing the total to nine throughout the country. In addition, private foundation funding from Sint Antonius Stichting Project (SAS-P) enabled collaboration with global NGO Grassroot Soccer to design and pilot a highly contextualized,

Zimbabwe-specific version of No Means No programming for boys.

NMNW is fortunate to have two Zimbabwean Trainers on staff who have been influential in leading the launch and growth of No Means No programming in their home country. We are looking forward to the launch of dual gender programming slated for early 2022.



# Program Highlight: Ethiopia



In 2021, No Means No Worldwide laid a deep foundation to expand across Ethiopia, fueled by significant investment in orphaned and vulnerable children (OVC) and violence prevention programming from USAID and FHI 360. With partners implementing across five regions of the country, the No Means No program is a core component of USAID's activities focused on primary prevention of sexual and gender-based violence and HIV among 9-14-year-olds.

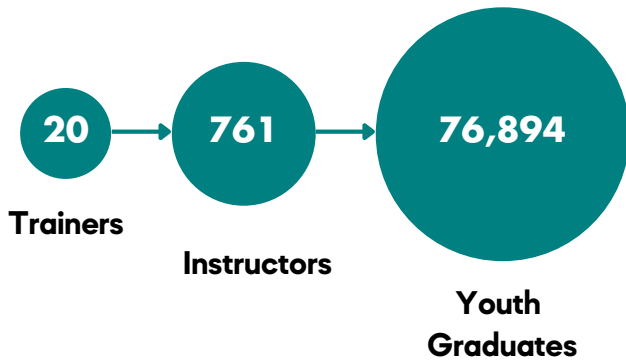
To ensure the most effective learning experience for youth,





NMNW translated the curriculum and program materials into two local languages, Afaan Oromo and Amharic.

### Multiplying Impact in Ethiopia



The numbers demonstrate this growth: 20 local Ethiopian female Trainers led trainings for 761 Instructors, while 25 partner organizations reached 76,894 adolescent girls and young women with critical empowerment self-defense education.

Looking ahead, in 2022 NMNW and FHI 360 will lead a technical quality assessment to determine the effectiveness of the No Means No intervention within the Ethiopian context. Findings will be used to strengthen program delivery quality with youth, promote exchange learning across partners, and build institutional capacity within Ethiopian Implementing Partners as they take on local ownership of programming.



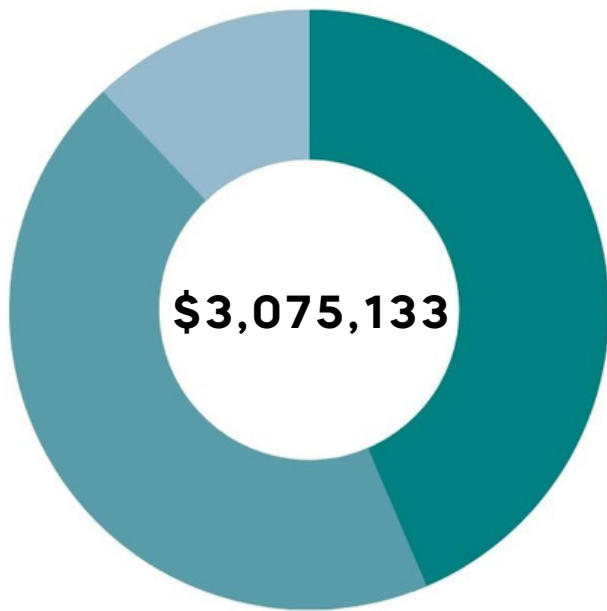
“

**My daughter has taught us many things about self-defence in the family...She is now very knowledgeable about how to protect herself."**

—  
**PARENT of GRADUATE**  
Zimbabwe

# Financials

The figures below represent unaudited financials for the year 2021. Full audited financial statements will be posted on our website, [www.nomeansnoworldwide.org](http://www.nomeansnoworldwide.org), when available



## REVENUE

12.1%

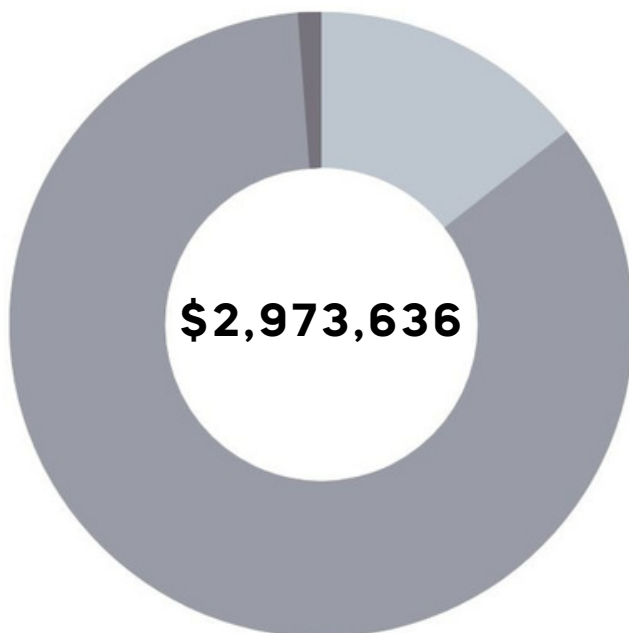
**Unrestricted**  
**\$370,846**

43.6%

**Government**  
**\$1,340,397**

44.3%

**Foundations**  
**\$1,363,890**



## EXPENSES

1.2%

**Fundraising**  
**\$36,250**

14.4%

**Management & General**  
**\$427,807**

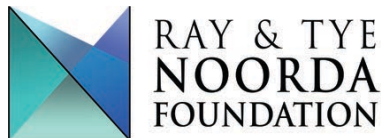
84.4%

**Programs**  
**\$2,509,579**



## Our Supporters

No Means No Worldwide would like to thank all of our supporters, both institutional and individual. It takes our whole community working together to create a future without sexual violence. Below are the institutional partners who supported our work in 2021.

The logo for AVAAZ, featuring the word "AVAAZ" in a bold, blue, sans-serif font.The logo for dioraphte, featuring the word "dioraphte" in a red, lowercase, sans-serif font.The logo for GLOBAL INNOVATION FUND, featuring a red circular icon with a white cross-like shape inside, followed by the text "GLOBAL INNOVATION FUND" in a black, sans-serif font.The logo for MULAGO, featuring a small globe icon to the left of the word "MULAGO" in a blue, sans-serif font.The logo for OAK FOUNDATION, featuring a globe icon to the left of the word "OAK" in a large, blue, serif font, with "FOUNDATION" in a smaller, blue, sans-serif font below it.The logo for RA5, featuring the letters "RA5" in a black, sans-serif font, surrounded by several blue stars of varying sizes.The logo for RAY & TYE NOORDA FOUNDATION, featuring a stylized geometric logo to the left of the text "RAY & TYE NOORDA FOUNDATION" in a black, sans-serif font.The logo for SINT ANTONIUS STICHTING, featuring a stylized tower icon to the left of the text "SINT ANTONIUS STICHTING" in a black, sans-serif font.The logo for UP, featuring the letters "UP" in a bold, black, sans-serif font, enclosed within a thick, black, hand-drawn circular border.The logo for USAID, featuring the USAID seal on the left and the text "USAID FROM THE AMERICAN PEOPLE" in a black, sans-serif font on the right.The logo for PEPFAR, featuring an American flag on the left, a globe with a red ribbon on the right, and the text "PEPFAR" in a bold, blue, sans-serif font below.

**CDC - Centers for Disease Control and Prevention**

**PEPFAR - President's Emergency Plan for HIV/AIDS Relief**

U.S. Centers for Disease Control and Prevention (CDC) is supporting NMNW's global work with funds from the President's Emergency Plan for HIV/AIDS Relief (PEPFAR). Funding from CDC and PEPFAR contributes to NMNW's mission to end sexual violence against women and children, and specifically assists with strengthening organizational capacity, scaling up global activities and supporting No Means No programming in Uganda, South Africa, Nigeria, and Ethiopia.

# Board of Directors

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Stanford University School of Medicine  
Department of Psychiatry and  
Behavioral Sciences

**Anne Firth Murray (Co-Chair)**

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Stanford University Department of  
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**Laura Chyu, Ph.D**

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CEO and Founder  
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