

# ANNUAL REPORT



Creating Spaces, Encouraging Action

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#### REFLECTIONS FOR THE YEAR

Reflecting on the year 2020, the words and beliefs of Anne Firth Murray, founder President of the Global Fund for Women, echoed so softly yet so persistently. Many anecdotal stories that I heard from participants of our project activities to people who heard me speak this year pointed to the truth of our existence, "the way we do our work is more important than what we do". A lot of our work in 2020 was about enabling women, men and LGBTQ persons to come together, to meet, to share their experiences, exchange perspectives and ideas; to feel empowered; to act for themselves and for others, in creating that change for a better society, a better Malaysia. For us at KRYSS Network, process that enables participation and inclusion is all important, because change within the individual, even if this change is merely about not feeling alone, is the best outcome we could ever hope for if we want sustainable social change that moves us closer towards achieving equality and non-discrimination.

One KRYSS Network member acknowledged that it was because of what a young feminist and I had said over "Consider This" on Astro Awani, that she decided to join the women's march just a day before the march in Kuala Lumpur in 2020. Initially, she was very reluctant to do so. Many at the time were afraid to join due to the perceived hostility of the new but unelected government, on top of the fear of Covid-19.

Then we had artists who had participated in the Art Battle that was held in conjunction with the women's march. Twenty minutes is given to create a piece of artwork. These artists were not your typical human rights activist or feminist but who participated in interpreting women's rights and gender equality through art. Speaking about his art piece, one of the participating artists, Ben Black Wall, reflected, "Tattoos have always been perceived as symbols of rebellion against the norm. More so on women. The perceptions of tattooed women are generally negative and it is expected for women's bodies to be portrayed in certain ways. But when a woman makes the choice to display her history and personal expression on her body, she assumes power over herself and her body, and lives her life for herself, and not for others. She should have the freedom to live her life the way she chooses, to speak boldly of her beliefs, but at the same time she is free to choose to be respectful when she decides not to display her personal expression on her body."

Ben Black Wall's art interpreted one of the seven demands of the #WomensMarchMY, "Ensure equal rights and freedom to make choices over our own bodies and lives". Such a heightened consciousness of the perception of women's bodies and how women's bodies are always made to conform to society's expectations is not something anyone can teach. It is a consciousness acquired through a process of experience, reflection, sharing, and exchange of thoughts and perspectives. Likely, including, even the expression of discomfort.



The kind of consciousness reflected by Ben is the kind of consciousness we strive to bring about within participants of our project activities. In many ways, 2020 highlighted the ebb and flow of change, within individuals and the communities we worked with.

We were surprised when two young women we had invited to participate in our project activities invited themselves to become interns at KRYSS Network. It was particularly amusing because we had yet to start thinking of what our internship programme would and could look like. We happily embraced them as we did those who said they wanted to join our network. At the same time, we were understandably worried about what we could actually offer them in real terms as we were still a very young organisation.

Change was inevitable in 2020. It dawned on me at the close of the year that it really did not matter if the outcomes we said we achieved suddenly shifted form or, for that matter, seem to have disappeared completely. It did not matter if people we worked with moved in and out of networks and groups, and became more active in their new-found spaces of empowerment. It did not matter if the people we worked with and who were network members needed time for themselves and had to look to their own needs first. It did not matter if we had nothing to offer wanna-be interns and network members in real terms because they clearly saw something in the way we worked. What remained important throughout was the acknowledgement and the self-determined fact that they could and still wanted to play a role in bringing about social change, and that for me, was enough.

Angela M. Kuga Thas
Co-Founding Partner

2020 was a hectic year for our work on the elimination of hate speech and online gender-based violence. The regulation on physical distancing expedited the migration for many, from the physical to the digital. Inevitably, this also meant an increase in moral policing of women and girls and online gender-based violence. We recorded a total of 28 cases of online gender-based violence including mob attacks, cyber flashing, non-consensual dissemination of intimate images (NCII), sexual harassment and doxxing — a number that I believe does not fully capture the prevalence of the violence. In some of our interviews with survivors, many were unsure of whether what they faced online was indeed gender-based violence.

Some had normalized this form of violence and others had merely thought of the violence as part of the toxic cycle of social media and that the attacks would eventually move on to another target. The normalization of harassment and violence on social media is appalling because we risk legitimizing violence as "routine and natural behaviour" and therefore acceptable as part of our social norms. In this regard, public advocacy is urgently needed to push back against the normalization and legitimatization of toxic, bullying and violent behaviour online.

Our experience of documenting and monitoring online gender-based violence helped make apparent to us that there is a huge gap in the types of support available for women and girls when they experience online gender-based violence. Some of the women and girls we spoke to did not seek help from any of the authorities or the police when they experienced the violence because they did not know who they could rely on for help other than their family and friends. With that, we started discussing internally the idea for a Hacking Hate Helpline that provides support to people targeted with online gender-based violence.

We also organised the first-ever 14-day Hacking Hate Virtual Camp for 34 participants, completely online. During the virtual camp, we deep-dived into the issues related to online gender-based violence, reflected on our strategies and tactics, brainstormed on potential collaborations, made friends, shared memes and danced to Tik Tok tunes. This camp would not have been possible without the team of amazing facilitators and the technical and other forms of support provided by the KRYSS Network team members. From the camp, we also developed the first-ever policy brief on online gender-based violence in Malaysia which presents the issues and challenges, reviews the existing laws and makes critical recommendations to the State to more effectively address online gender-based violence.

I am proud that our team of four has managed to achieve so much despite the pandemic, the backdoor change in government, restrictions on physical meetings and events, and having to work remotely. The work we do is challenging and at times, it can feel like nothing has changed and more often than not, we feel like women's human rights to freedom of opinion and expression have regressed, but the team has made the journey worthwhile, less lonely and more bearable.

Serene Lim

Co-Founding Partner

I joined KRYSS Network in January 2020 as an intern before becoming the organisation's Research and Documentation Officer in August 2020. At the start of my time with KRYSS Network, I spent eight months doing various types of work that required different skills; event planning, researching and writing case studies, monitoring and documenting online gender-based violence, and facilitating events.

I had to understand what it took for an event to run and how much logistics would go into it. Facilitating was also an entirely new experience for me, especially as an introvert, but it is a skill I genuinely valued over time. We facilitated an event in a school in Penang, where we taught about consent through REVOLUSIS characters (from the graphic novel) and it remains one of the most memorable experiences I have. I learned how to work with children, where it takes an abundant amount of effort to communicate with them if I wanted to be effective, to teach them about serious human rights issues with compassion and kindness while also keeping it fun.

Monitoring and documenting online gender-based violence was also an entirely different field for me, where I had to monitor the harassment and abuse experienced online by women, LGBTQ+ individuals and migrants. We would also interview the victims to document their overall experience of facing harassment and abuse. Through online monitoring and documentation, I saw how online gender-based violence could manifest itself offline. I learned that the violence faced online by women and LGBTQ+ individuals reinforces how public space shrinks for these communities at risk, how they cannot participate fully, and these experiences are very similar to how they face obstacles in their public participation in physical spaces. This helped me understand how the work that KRYSS Network does is vital in enabling women and minority/vulnerable groups persist in addressing the challenges to their public and political participation. I continued monitoring and documenting as the Research and Documentation Officer.

When my internship ended, even though I resumed working on similar tasks as KRYSS Network's Research and Documentation Officer, my new position also brought about new opportunities, such as building new connections. 2020 is the year KRYSS Network worked with Jakarta Feminist and Gantala Press to form the Southeast Asia Feminist Action Movement Network, otherwise known as SEAFAM. Through SEAFAM, we got to learn about the struggles that young feminist organisations and groups in each country face and we shared knowledge with each other as to how to strengthen our advocacy work. Thanks to SEAFAM, we met people with similar values and principles within and outside the country. My experiences as SEAFAM Malaysia's Project Coordinator enriched my personal growth in activism, and I am thankful for the opportunity to be part of the network.

As someone who did not have any experience with activism, having Serene and Angela as well helped with my growth in the organisation. Throughout my internship, I did not lack resources or support. My time as an intern was definitely fruitful and this did not end when I began working full time with KRYSS Network. Throughout my time, whether as intern or as officer, Angela and Serene remained open and supportive of different ideas and views which was a big part of our internal creative process. I hope to see our work get recognised as we continue to assist victims/survivors of online gender-based violence and advocate for more effective redress for victims/survivors. I also look forward to seeing our resource toolkit on online gender-based violence come to life, not only for survivors, but also for use by allies.

Khairunnisa Mohd Rawi

Research and Documentation Officer

I joined KRYSS Network at the end of November 2020. At that time, I was assigned to help out with their ongoing 16 Days of Activism campaign. My task entailed scheduling postings, doing minor designing for the posts and scouting for potential individuals to be featured for the campaign. I am extremely grateful to have been a part of the campaign despite only playing a small role as the learning experience was extremely insightful for me. It taught me how to be wary as well as mindful in curating a much more diverse list of individuals from all walks of life, especially women whose achievements or stories are not as mainstream or well-known such as the Orang Asli women and women refugees. This was something I had never taken into account in past events I have organized as an undergraduate student. Joining KRYSS Network has also given me other bountiful experiences, especially in the field of how to manage the social media platforms of a non-profit human rights organisation. I realized that copywriting for activists is entirely different from a corporation. This has taught me to be extra careful with how I phrase words when I'm trying to post something on KRYSS Network's social media accounts. I have also learned the many terms activists tend to use!

Though my time with KRYSS Network in 2020 was a short one, the experience was, nevertheless, worth it because at the end of the year, I realized I had taken away so much from the job. I can't wait for the many things that we have planned in 2021 and I am excited to learn more and grow as an activist!

Jane Law

Communication and Media Officer

My three-month internship at KRYSS Network was short but fulfilling. It was my first experience working as a human rights activist and with activists. I am grateful that the team was very warm and encouraging. I had the opportunity of supporting the team in a variety of tasks which included documentation and monitoring of cases of online gender-based violence through desk research and interviews; assistance in the planning, coordination and provision of technical support for online events; conduct of desk research on various topics such as cancel culture, cost of human rights violation etc for KRYSS Network's activities/events and for case study development. I have learned to be more meticulous and organised to keep track of concurrent tasks I had. My time in KRYSS Network helped me gain insight into, in a broad sense, the work of human rights activists, but especially feminist activists.

As we mainly worked remotely, I was quiet and reserved most of the time, but the team always welcomed any questions and ideas that I had no matter how insignificant I thought they were, which made me feel included as soon as I joined. Everyone at KRYSS Network was often full of energy during meetings, which made work exciting. I was generally bad at asking for help, but throughout my internship I felt comfortable enough to seek help in order for me to perform better in my role. Moreover, the timeframes I had to complete my tasks were quite flexible. The team would understand when I needed more time than expected to send in my work and would also provide guidance whenever I felt unsure.

Reflecting upon the whole experience, I am glad that KRYSS Network readily gave me the opportunity to work with them as my first step into the field of human rights activism. I received a lot of support from the team, and also got to meet and learn from many amazing women's rights activists during my time there. I wish KRYSS Network every success and I hope we can cross paths again.

Alexandra Chan Qi Yong
Intern (July-September)

The work done in KRYSS Network, which focuses on addressing online gender-based violence (OGBV) against women, was challenging to me. Although I was aware that OGBV is an ever-growing issue that I wanted to learn to address, I was not familiar with the concepts and terminologies that we come across on a daily basis. Nevertheless, help was always around the corner as I knew I could turn to the team to guide me where I was unfamiliar, and they did so with a tone of patience that I'm appreciative of. The team never stopped working, even on weekends! Perhaps this is due to their size — often, there were only 4 of us — but I did not feel any pressure placed on me to match their efforts. Rather, I strived to catch up to their pace, and I did so willingly as I admired the dedication that the rest of the team displayed. My personal highlight was the work we did on our 16 Days of Activism campaign, which highlighted the 'unheard voices' of Malaysian women dedicated to their fight for change.

Although my time at KRYSS Network was short, amounting to near 3 months in total, this internship has shown me that working on women's rights issues means covering a broad range of intersectionalities. As a result of my experience, I began to appreciate discourses on women's rights in a new light — one which is more constructive and based on equity. My intention now is to find out how I can use this experience, plus to garner more experience, to help make positive changes that help women especially those in marginalized communities. I hope in doing so, it opens opportunities for me to work together with the team at KRYSS Network again!

Vivek Ashwin
Intern (October-December)

#### **OUR HERSTORY**

So much can happen in a year, and its impacts leave strong impressions, no matter how fast time may fly. Our Herstory was further enriched in 2020 as we started to grow as a team and network—with our first two interns who eventually joined us as part-time officers, our first ever nationwide Hacking Hate Virtual Camp, and the official formation of the Freedom of Expression (and Information) Cluster and our role in establishing and strengthening the Southeast Asia Feminist Action Movement (SEAFAM) Network. Despite the challenges of movement restrictions and the public health crisis we faced as a result of Covid-19, the team was quick to adapt to working and mobilising virtually, while recognising the different realities around digital literacy, domestic obligations, differential access to the internet and availability of space/privacy among team members and our network.

2020 was also a year we saw ourselves very much part of the feminist movement in Malaysia. At the same time, we fully recognised that a movement requires space for individual agency and for that individual agency to grow in its own path whatever that may be. So while KRYSS Network was supportive in all rights-based movements, especially the feminist and women's rights movements, we also asked that individual team members volunteer where they wished to as themselves and need not wear the KRYSS Network hat. We were mindful that the organisational power dynamics should not transfer and influence the power dynamics within the feminist movement, as much as were trying our best to equalise power through our feminist beliefs, values, principles and practices within the organisation.

We also started to think about what we could look like as a network, and not just adopt the approach and emphasis of growth in numbers but growth that is meaningful to network members.

### **OUR VISION**

So much can happen in a year, and its impacts leave strong impressions, no matter how fast time may fly. Our Herstory was further enriched in 2020 as we started to grow as a team and network—with our first two interns who eventually joined us as part-time officers, our first ever nationwide Hacking Hate Virtual Camp, and the official formation of the Freedom of Expression (and Information) Cluster and our role in establishing and strengthening the Southeast Asia Feminist Action Movement (SEAFAM) Network. Despite the challenges of movement restrictions and the public health crisis we faced as a result of Covid-19, the team was quick to adapt to working and mobilising virtually, while recognising the different realities around digital literacy, domestic obligations, differential access to the internet and availability of space/privacy among team members and our network.

#### **OUR MISSION**

Our mission expanded to be inclusive of all genders, emphasising where our attention and focus would lie.

We work towards increasing the individual and collective agency of all, but especially of women, young women and gender non-conforming persons, in the full exercise of their freedom of opinion and expression through conscious strategy development that is supported by evidence-based knowledge, networking and advocacy; and guided by feminist and human rights principles of upholding dignity, equality, diversity, respect and choice.

# PROGRAMMING TOWARDS OUR VISION AND MISSION

In 2020, our programming continued with the same three strategic approaches we had last year, approaches that are inclusive and intersectional and premised on "knowledge", "voice" and "collective action". The first of these three strategic approaches has the dominant theme of "knowledge" and seeks to enhance human rights advocacy and communication strategies through knowledge-building towards ensuring equality and non-discrimination in Malaysia. The second embraces "voice" and focuses on expanding the discursive space for equality, non-discrimination and human rights in the country. The third strategic approach is about movement-building and focuses on strengthening collective action, recognising and acknowledging that every single woman, man and gender diverse person is a catalyst for social change. All three strategic approaches have a deliberate emphasis on gender.

It became clearer in 2020 that in adopting the three strategic approaches, we had to still identify the areas of change we sought. We realised that this also meant we needed to refine the articulation of our work focus. In examining the issues faced by women, girls and gender non-conforming persons in terms of their exercise of their freedom of opinion and expression, as well as our strengths and our past work, we found that there were three distinctive areas or dimensions of the change that we wanted to see. Thus, since 2020, KRYSS Network focuses on three key areas of change in trying to enable equal access and the right to freedom of opinion and expression for all, especially women/girls and gender non-conforming persons.

These three key areas of change are:

- 1. SHAPING PUBLIC DISCOURSE FOR GENDER EQUALITY AND NON-DISCRIMINATION (Creation, Networking and Solidarity-Building)
- 2. ELIMINATION OF HATE SPEECH AND ONLINE GENDER-BASED VIOLENCE
- 3. INSTITUTIONAL REFORMS AND SOCIAL CHANGE

SHAPING PUBLIC DISCOURSE FOR GENDER EQUALITY AND NON-DISCRIMINATION had us focusing a lot on content creation in order to better enable and hold spaces that are safer for difficult or uncomfortable conversations.

**ELIMINATION OF HATE SPEECH AND ONLINE GENDER-BASED VIOLENCE** had us systematizing a monitoring and documentation system on online gender-based violence in particular, as the problem is complex, with multiple perpetrators of violence and in multiple forms. It was essential that our system could also capture how quickly the violence evolves in shape and intensity across time. It was equally important that we collected the necessary evidence so that we could better articulate the costs of denying women's equal access and exercise of their freedom of opinion and expression, and following that, their public and political participation.

INSTITUTIONAL REFORMS AND SOCIAL CHANGE reflects our recognition that policy change does not necessarily bring about social change. Sustainable change lies in the change within the peoples of Malaysia. Even though we knew that this kind of work is human resource intensive and extremely slow, it was work that excited us. The intersectionality of one's citizenship status, the perception of that citizenship status because of ethno-religious politics, and what rights peoples of Malaysia are actually able to enjoy and to what (limited) extent was not lost on us.

# OUR WORK AND THEMATIC THREADS OF 2020

2020 saw our work expand quickly. We received crucial institutional support from both Access Now and Luminate (through East-West Management Institute) which helped catalyse our growth, and helped make much more visible the gap we filled in the larger human rights movement in Malaysia. Equally important was the small but critical financial support from Women's Fund Asia which allowed us to dedicate funds to our communication strategy and products, specifically contributing to our work in shaping public discourse for gender equality and non-discrimination.

In addition to core funding in 2020, we continued with two projects from 2019 and undertook another three projects. These were supported by:

- 1. the Association for Progressive Communications' Feminist Internet Research Network (2019-2020)
- 2. the Canada Fund for Local Initiatives (CFLI) (2019-2020)
- 3. HIVOS Digital Defenders Fund (2020-2021)
- 4. MARI (2020-2021)
- 5. SEAFAM (2020-2021) under CFLI ASEAN, through the Jakarta Feminist Association

#### **OUR ACHIEVEMENTS**

The work to develop a better understanding of the right of freedom of opinion and expression from a gender lens progressed slowly but surely. There was also a growing recognition that this type of work of creating public understanding on the related issues was essential. With the increasingly shrinking civic spaces, we believed more than ever that we needed to strengthen capacity and resilience of women/girls and LGBTQ individuals in defending and accessing their right to freedom of opinion and expression.

KRYSS Network began to see a clearer role for ourselves in evidence-building, and in influencing the public narrative. The success of our work in public messaging on Non-Consensual Dissemination of Intimate Images (NCII)I was eye-opening, getting media and other actors, including women's rights activists to reject the use of the term "revenge porn".

#### **Hacking Hate Virtual Camp**

In June 2020, we organised the Hacking Hate Virtual Camp, the first ever national convening on online gender-based violence (OGBV) and gender-based hate speech. The Camp was initially designed to be a physical event but we had to reconceptualize it to a virtual event following the Movement Control Order and the Covid-19 pandemic.

Over a span of two weeks, the Camp had 34 participants comprising activists, students, journalists, content creators, marketing personnel, artists, writers etc. The convening was an important space for the community to meet, share, reflect, learn, unlearn and reaffirm their knowledge and personal encounters with violence online. Participants' reflections showed that there is a real need to convene such a space on a regular basis and to widen participation further. The inaugural camp proved to not only be a place of healing and moral support for those who are victims of OGBV, but strengthened resolve that despite the complexities of the issues, OGBV must be addressed as the negative impacts and aggregated harms are very real.

The Hacking Hate Virtual Camp turned out to be an integrated approach in building a constituency that is interested in seeing OGBV effectively addressed. This in turn strengthened KRYSS Network's role in building a movement towards better enabling freedom of expression for people in all diversity, from a feminist and gender lens.

#### **OGBV Monitoring and Documentation**

The surge in digital activities also witnessed an increase in online gender-based violence and moral policing of women, girls and LGBTQ persons online. In 2020, a monitoring framework was developed internally and a total of 28 cases were recorded including mob attacks, cyber flashing, non-consensual dissemination of intimate images (NCII), sexual harassment and doxxing. The setting up of an internal framework and process for monitoring is necessary to capture the severity, intensity and patterns of online gender-based violence.

#### **Network Building**

Despite the restrictions imposed by the State to our physical movement, we found ourselves embedded in two network building initiatives in 2020—the Freedom of Expression (and Information) Cluster (FoE Cluster) and SEAFAM. Being part of these two networks better enabled the visibility of our work and its added value. It also helped bring about more collaborations which in turn contributed to the work on collective action and movement-building.

The FoE Cluster consists of 12 civil society organisations who share a common interest in promoting, protecting and defending the right to freedom of expression and information in Malaysia. In line with our aims to reclaim expression for women, girls and LGBTQ persons, KRYSS Network plays a strategic role within the Cluster to provide a critical gender lens to the issues of freedom of expression and how online gender-based violence and hate speech hampers and disrupts the development of public discourse and democratic society.

The Southeast Asia Feminist Action Movement Network (SEAFAM), is an initiative that was proposed by Jakarta Feminist to KRYSS Network and Gantala Press of the Philippines. Each country project coordinator had to identify and recruit 8 to 10 grassroots organisations and initiatives and SEAFAM supported these groups by way of grants and capacity-building workshops. Through our regional meetings, we were able to learn from young feminist activists in each other's countries: the various ways of advocacies and responses to the struggles that we face as Southeast Asians. By playing a country coordination role, KRYSS Network began to learn about the work of younger feminist activists and groups. These faced not only challenges of having young leaders depart from the original initiatives due to educational and employment concerns, but how many of these remained driven by only one or a few people. It clearly pointed to a gap in supporting groups like these, to better enable learning and the transference of knowledge, including experiential knowledge. SEAFAM's objectives to help uplift organisations and form widespread solidarity contributes to KRYSS Network's priority of community and network building.

#### **Networking**

KRYSS Network remains an active member of the Feminist Internet Research Network of the Association for Progressive Communications; and became a member of the Freedom of Expression (and Information) (FoE) cluster which is under the CSO Platform for Reforms. KRYSS Network is now also associated with SEAFAM in the southeast Asian region.

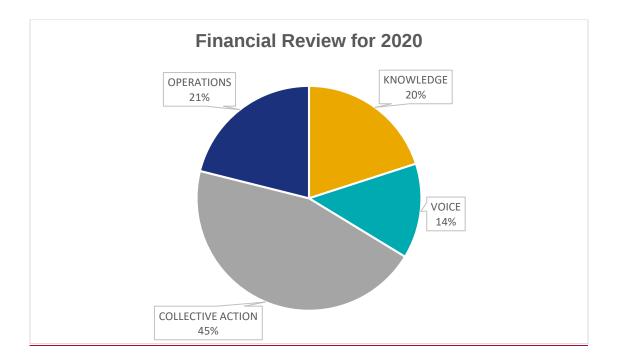
#### **ACKNOWLEDGEMENTS**

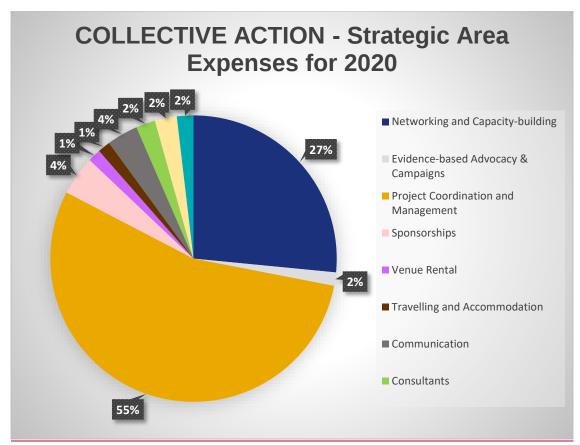
We would like to extend our heartfelt thanks to all who have supported us in different ways, as funders, as collaborators, as resource persons, as allies, as fellow human rights defenders and as friends. We are especially appreciative of those who would readily work with us or who are keen to work with us because of how we work and believe in the work that we do.

## **FINANCIALS**

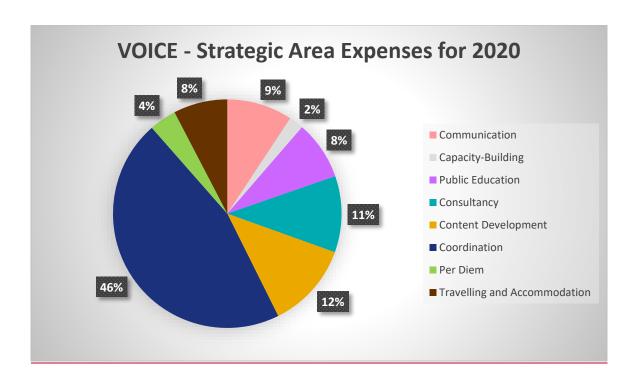
We managed a total of MYR365,714 for the year with the following breakdown of how funds were used to support our strategic approaches:

- **1. KNOWLEDGE** MYR73,215 or 20 per cent
- **2. VOICE** MYR50,044 or 13.69 per cent
- 3. COLLECTIVE ACTION MYR165,330 or 45.21 per cent
- **4. OPERATIONS** MYR77,125 or 21.09 per cent









#### THE YEAR IN PICTURES



REVOLUSIS Writers Working Meeting



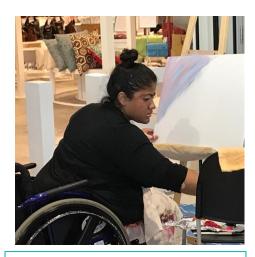
The second book in the REVOLUSIS series is launched!

Artists set up for IWD 2020 Art Battle

REVOLUSIS: Pergolakan. Writers and guest speakers with Esther Van Nes, Political Counsellor, High Commission of Canada, supported by the Canada Fund for Local Initiatives (CFLI)



International Women's Day 2020 Art Battle



Artist Aveena Devi Krishna Kumar at IWD 2020 Art Battle



Artists Shika Khunz Corona and Jerome Kugan at IWD 2020 Art Battle



Sarah Joan Mokhtar's interpretive artwork on child marriage at IWD 2020 Art Battle MY. One of the demands for Women's March MY 2020 is to ban child marriage.



Artists at the IWD 2020 Art Battle, Shika Khunz Corona and Haris



The KRYSS Network members — Khairunnisa Mohd Rawi, Regina Mathews, Mischa Selamat and Angela M. Kuga Thas, with Art Battle Malavsia founder. Rupa Subramaniam



KRYSS Network members, Melissa Mohd Akhir and Mischa Selamat, helping out at our booth for IWD 2020 Art Battle





REVOLUSIS workshop with students of SJK(T) Bayan Lepas, February 2020





Identifying with their favourite characters from REVOLUSIS







KRYSS Network team and REVOLUSIS writer and lead facilitator, Illya Sumanto, with the SJK(T) Bayan Lepas students and teachers.



# CONTACT

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