



Annual Report Number 1 October 2008 – 31 March 2010

Salamander Trust

The Salamander Trust

Annual Report

The First Eighteen Months: October 2008-March 2010

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The Salamander Trust: *Challenging, Catalysing and Transforming the Way we Think about AIDS*
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The Salamander Trust

Challenging, Catalysing and Transforming the Way we Think about AIDS

EXECUTIVE SUMMARY

Welcome to our first annual report

Who We Are:

Programme Description

The Salamander Trust is a newly formed not-for-profit UK-based organisation. Our objects are: To protect, promote and enhance the health and rights of people, particularly, but not exclusively, those marginalised by societies worldwide as a result of their gender, HIV status or sexual and reproductive health.

What We've Achieved:

Overview of Our Accomplishments

www.salamandertrust.net

a) Development of the Salamander Trust itself

The Salamander Trust has developed in many ways over the past 18 months as the rest of this report shows. We are keen to ensure that our donors fully appreciate the importance of your key roles in enabling all this work to happen, through your support for our creation.

www.stratshope.org/d-audio.htm

b) Work on the HIV, Women and Motherhood Project

These interviews were launched on 1st December 2008, with much highly positive feedback. UNIFEM enabled us to distribute them on CDs also to reach a wider audience. We have a fully researched funding proposal to develop the interviews for pre- and in-service training for health, legal, media and other professionals. However, funds have so far not been found.

www.sophiaforum.net

c) Development of the Sophia Forum Network (the UK Chapter of the UNAIDS Global Coalition on Women and AIDS) This network has held three high-profile events in London, raising awareness of issues facing women on HIV and the law, the health sector and Gender Based Violence (GBV) respectively. We have developed a 700-strong database and have produced many resources, freely available on the website and being used by other nascent groups in Africa and Europe.

www.womeneurope.net

d) Work with the UN

We have provided advisory support to several UN consultations, including participatory M&E strategies for prevention work; priority access of positive health staff to HIV and SRH services; and interventions to reduce GBV. We also continue to support UNESCO and the GCWA.

www.steppingstonesfeedback.org

e) Work with the UK Parliament

OUR HUGE THANKS

to:

Packard
CAFOD
UNESCO
UNIFEM
Ford Foundation/IIE
IPPF
UNAIDS/GCWA
UNDP
Abbott
Pepfar/WorldYWCA

f) Development of the Network of Positive Women in Europe and Central Asia (WECARE+) and the Women's Networking Zone for the Vienna AIDS Conference. We have developed a 7-language website also.

g) Development of Stepping Stones Plus and the Stepping Stones Community of Practice. We have relaunched our website in 3 languages.

We also report here on the following additional workstreams:

h) Presentations and Publications

We conclude by highlighting some of our key lessons learnt and challenges in our work.

Annual Report Number One

The Context

The last eighteen months since the creation of the Salamander Trust and the generous grants from the Packard Foundation, CAFOD and UNESCO, which enabled us to be established, has been a time both of positive and of negative social, economic and political change. Three key changes have influenced the work of the Salamander Trust.

On the one hand there has been the change in political leadership in the USA, which has created opportunities for more constructive global dialogue regarding the complex human rights issues facing communities with relation to HIV and their SRH. The unexpected strength of the \$ compared to UK sterling in the earlier part of our funding period has also meant that our Packard grant especially stretched to 18 months – 6 months further than originally anticipated. Both these changes were welcome. However, on the negative side, the global credit crunch has meant that further funding for our work has been severely challenged. A further unexpected change was the rapid closure of the UK-based international support office of ICW, with whom we had expected to work closely. The closure of a European base for ICW shortly before the International AIDS Conference in Vienna in July 2010 has greatly influenced Salamander's work. This is because Salamander has felt the need to step into the breach caused by this closure to take up the role of the lead European agency to work with the ATHENA Network and other agencies in Europe, in preparation for the Vienna 2010 Women's Networking Zone. Salamander has also played a lead role in supporting the development of a new European-wide network of positive women. Neither of these developments was anticipated to be a part of Salamander's plans at our inception. Thus, whilst the related work has been both rewarding and promises to be very fruitful, it arose out of a sad necessity to fill the gap left by the closure of ICW London, rather than out of any prior intention.

Programme Description

The Salamander Trust is a newly formed not-for-profit UK-based organisation.

The objects of the Trust are:

To protect, promote and enhance the health and rights of people, particularly, but not exclusively, those marginalised by societies worldwide as a result of their gender, HIV status or sexual and reproductive health by:

- 1 raising awareness of relevant issues through the development and dissemination of relevant print, audiovisual and electronic materials, making presentations, attending, promoting and hosting meetings and developing and supporting networks; *(See all sections below)*
- 2 representing the views of marginalised people and enabling such people to express their own views, *(See all sections below, and also Challenges), and*
- 3 carrying out any other charitable activity. *(See especially section f below.)*

The Trust seeks to support the rights of the people described above, through engaging with health and legal professionals, UN staff, parliamentarians, the media and the public at large, to raise their



awareness about the issues facing those most deeply affected by these issues.

Our project has sought to address the injustices outlined above through on-going work in various different streams, which will endeavour to highlight the inter-play between global and national *health* policy and practice, global and national *legal* policy and practice and the roles of the *media* and of *society* at large in affecting the sexual and reproductive rights of women and girls especially, in an age of HIV. All our work is conducted through a gendered analytical framework.

Creation:



www.salamandertrust.net



Motherhood:

<http://www.stratshope.org/d-audio.htm>



Overview of Our Accomplishments

a) Development of the Salamander Trust itself

The Salamander Trust itself was created thanks to the Packard Foundation, without which we would have not been able to begin. We also received generous donations from UNESCO and CAFOD for our Stepping Stones work. We appointed a full-time Research Officer, Amandine Bollinger, to work with Alice Welbourn, the Founding Director. We have developed a strong positive working relationship. Salamander Trust is formally registered with Companies House in the UK and has recently appointed an official part-time accountant to oversee the day-to-day financial management of Nigel Padfield (Co-Director of the Salamander Trust with Alice Welbourn). Salamander has a registered office and desk at Positively Women in London and works in close partnership with this organisation in the UK (see below). Salamander is recognised by the UK tax authorities as a charitable, not-for-profit company.

Salamander Trust has also designed and developed a website, www.salamandertrust.net, which seeks to share with our visitors our visions, our projects and presentations, as well as audio, visual, powerpoint and written presentations.

Salamander Trust has also recently appointed a half-time consultant, Luisa Orza, for 5 months, to assist us with the European coordination of the Women’s Networking Zone for the International AIDS Conference in Vienna this July. For more about this workstream, please see below. *We are keen that Packard, UNESCO and CAFOD fully appreciate their key roles in enabling the Salamander Trust to be created, and for all this work of the Trust to develop.*

b) Work on the HIV, Women and Motherhood Project

Salamander Trust launched the “HIV, Women and Motherhood” Project on the Strategies for Hope website for World AIDS Day in 2008 <http://www.stratshope.org/d-audio.htm>. This work was funded by Pefpar through the World YWCA and has contributed to our overall efforts to pursue our vision and is also featured as a part of our portfolio on our website. The interviews, conducted with prominent AIDS activists during the Mexico International AIDS Conference

"The interviews provide important insights into what are the real issues for HIV" (Dr Rachel Baggaley, Head of HIV/AIDS Christian Aid, and lecturer AIDS Module, London School of Hygiene and Tropical

together form a powerful advocacy message regarding the SRHR of women with HIV. Salamander subsequently secured funds from UNIFEM to enable us to create a CD Rom version of all the interviews, for distribution to listeners who could not (easily) access the internet. The World YWCA has been using these interviews in its Regional Training Institutes over this past year. The UNIFEM funds also enabled Salamander to contract Maria Zuurmond to conduct a scoping exercise to ascertain interest in adapting the interviews for pre- and in-service training of health, legal, media and other professionals. Unfortunately, to date, whilst there has been huge interest from several international partners, no funds have been forthcoming. The common reason given is that this project does not fit into donors' specific funding pots. This is a common challenge which the Salamander Trust seems to face, since we are explicitly trying to create new links between different sectors, in order to "think outside the box" in relation to an effective AIDS response. Unfortunately, this often presents us with funding challenges.

Sophia Forum:



www.sophiaforum.net

"... this lecture was a real eye-opener for me, leaving me feeling personally implicated in the discussions about general levels of ignorance and neglect. So I see this as a call to arms, and hope to involve some of the law firms I work with in the drive to educate and engage." Caroline Walker (Legal research consultant)

c) Development of the Sophia Forum Network

The Sophia Forum, co-founded by Alice Welbourn and Lesley-Bulman Lever (former Chief Executive of the World Association of Girl Guides and Girls Scouts), is the UK Chapter of the Global Coalition on Women and AIDS. Salamander Trust has offered a great deal of support to this network during the past 18 months and Alice Welbourn is the current Chair of the Sophia Forum. The Sophia Forum has during this time established itself as a Company under UK law and has also achieved charitable status. During the past 18 months, the Sophia Forum has designed and developed a highly informative and attractive website (www.sophiaforum.net), which is accessed by nascent groups in other countries, such as Ghana and Nigeria. It has conducted three high-profile independently funded events. The first, in November 2008, focused on sexual and reproductive health and rights (SRHR) of women with HIV in the eyes of the law. Co-hosted with the Commonwealth Magistrates' and Judges' Association and the Royal Commonwealth Society (72% of HIV+ve women are Commonwealth Citizens), the key speaker was leading British human rights lawyer, Baroness Helena Kennedy. We had standing-room only for this event, attended by about 150 lawyers and others. Our second event, in October 2009, focused on women, HIV and the health sector. Our lead speaker was Professor Peter Piot, former UNAIDS Executive Director, who has now kindly agreed to be our patron. This event was co-hosted with the London School of Hygiene and Tropical Medicine (LSHTM), where the event was held. Most of the audience of over 100 were health professionals. Our third event was for World AIDS Day 2009, co-hosted with the UK Parliament All Party Parliamentary Group



“I was particularly encouraged and excited by the way in which biomedical and social aspects were explored together, presenting a more holistic view of the situation for women. I went away with new ideas and energy for how I could contribute to improving the situation for women around the world, in my own small way. I’ll be back, and will bring friends next time!” Rowan Boase, Youth Team Assistant, UNICEF UK



on AIDS and the All Party Parliamentary Group on Population, Development and Reproductive Health. It was held at the Houses of Parliament, with lead guest speaker, Professor of Gender Violence, Charlotte Watts from LSHTM. This event focused on the close ties between GBV and HIV globally. This event was attended by about 120 people: including parliamentarians, and members of refugee and minority African and Asian communities in the UK who have been particularly affected by HIV and GBV. All our events have also included at least one openly positive woman speaker, as well as representatives from Pozfem UK, who are available for guests to meet and talk with during the reception afterwards. This formula provides a dual function – for guests knowingly to meet an HIV positive woman – often for the first time – and to learn at first hand from her about the issues under discussion. It also enables the Pozfem members to develop their confidence in speaking openly about the issues they face in an engaged and supportive environment. All our events have been supported by the production of an issue-specific newsletter, together with an information pack containing key articles about the subject. All this information is subsequently uploaded onto the Sophia website to provide a lasting sector-specific resource for each particular focus area. These website pages are viewed and articles downloaded regularly. Most recently, a newsletter and several articles have been translated into German for publication in the Austrian women’s press, as part of preparation and awareness-raising within Austria for the International AIDS Conference in July 2010. Sophia Forum has a database of over 700, plus a facebook group of over 400. [Open Democracy](#) has published 4 articles specifically relating to the Sophia Forum and the issues we have raised in our events. In January 2010, Sophia Forum was also invited by the All-Party Parliamentary Group to submit a [consultation](#) document to the Conservative Party Commission on Human Rights. In this submission we highlighted the work of [Jenifer Gatsi](#) in Namibia on coerced sterilisation of HIV positive women there; of [Kousalya Periasamy](#) of India on rights of HIV positive women in relation to widowhood and SRH and property and inheritance rights there; and of Olimbi of Albania in challenging her government for access to ARVs for herself and her children. Two more recent Sophia Forum submissions to the UK Parliament questioned the wisdom of a) the total lack of mention of HIV in a UK domestic policy document on [gender-based violence](#); and b) the lack of compulsory provision of Sex and Relationships Education in UK schools, in the context both of the UN Convention on the Rights of the Child (CRC) and the recent UNESCO global technical guidance document on sex, relationships and HIV education. The Sophia Forum is currently taking a break from holding events, whilst developing a new strategic plan, in preparation for fund-raising for a new full-time openly positive paid staff member. We have achieved so much, largely through the immense work on this project

of Amandine Bollinger, the Salamander Trust Research Officer, and more recently, Jacqui Stevenson, the Sophia Forum intern, of whom more below. However, the credit crunch, combined with the innovative nature of what Sophia seeks to achieve (linking local to global issues and vice-versa and raising awareness about HIV amongst new constituencies of women in the UK) has meant that it has been far harder for us to find a firm financial footing for this work than we had ever anticipated.

d) Work with the UN

During the past 18 months, work of the Salamander Trust's Director with the UN has continued. As well as continued service on the steering committee of the UNAIDS Global Coalition on Women and AIDS, and on the Global Advisory Group on Sex, Relationships and HIV Education for UNESCO, the Director also represented ICW at one meeting of the UN IATT on Prevention of Mother to Child Transmission. Owing to changes at ICW, this latter representational work has not continued. However, it is hoped that it may be resumed in future. In addition to these on-going roles, the Director was invited to take part in the UNAIDS-led Think Tank for the Monitoring and Evaluation Strategy for Prevention Methodologies, during which she was invited to present the Stepping Stones programme as a case-study for consideration. This Think Tank process has resulted in a report, to be published in May 2010, which will promote "Combination Evaluation" as a complement to "combination prevention" and "combination treatment", in recognition that there is both a place and a *need* for a broad spectrum of evaluation methodologies – and that the "formal evidence base" is not necessarily as safe a benchmark for effective programming as many would like to think. Indeed, the Director has argued - at this meeting and elsewhere - that the "formal evidence base" often stands in the way of positive women's sexual and reproductive rights since there is often a major gap in the "evidence base" in regard to gender-violence perpetrated against women in ante-natal and peri-natal care.

The Salamander Director was also invited to contribute to the WHO/ILO consultation on the development of an evidence base in order to issue Priority Treatment Guidelines, to recommend treatment – and thereby retention – of health staff with HIV and/or TB, as a part of its "TREAT" programme. This is an immense issue since in Southern Africa there are more health staff leaving the government health sector each year than they are able to replace. This means that not only are services for people with HIV increasingly under-resourced but also that many other services, including maternal and child health, are under-staffed. This is an issue which therefore has a huge knock-on impact on the Millennium Development Goals. Since, as WHO has ascertained, only a maximum

"...less than 10% of the HIV among health workers is the result of an exposure at work..." [WHO](#)



of 10% of health workers with HIV acquire it at work and since 80% of health workers globally are female - and most of these are frontline health staff - there are also clearly gender issues at play here. With Salamander's contributions on these dimensions, the consultation was able to conclude that health workers with HIV and/or TB need access - and have the right - not only to HIV and/or TB medication, but also to sexual and reproductive health services. We understand that the WHO Guidelines Group has now accepted the full recommendations of the consultative group.

The Salamander Director was invited to take part in a third consultation, hosted also by WHO, on the links between HIV and Gender Based Violence. Stepping Stones was once again used as a case study, since it has the widest global track record to date in reducing gender-based violence. A report on this consultation is also due in May 2010.

Finally, the Salamander Director was invited to make a presentation at WHO in Geneva in March 2009 in a series addressing the links between HIV and disability. Her presentation is available on the Salamander Trust website.

In this last presentation, as in all the consultation processes listed above, the Director was greatly supported by her Research Officer, who provided background references, technological support (eg with powerpoints), website support and other general input through discussion.

e) Work with the UK Parliament

Salamander Trust has worked with the UK Parliament over the past 18 months in five specific ways. Firstly, the Director was invited to make a presentation for International Women's Day 2009 at a meeting hosted by the All-Party Parliamentary Group on AIDS (APPGA). This was entitled "Women, HIV and Human Rights: the Crisis of Criminalisation" and focused on the Model AIDS Law, the criminalisation of vertical transmission in Sierra Leone, the gap between scientific advances on the one hand and human rights abuses of positive women in peri-natal settings (including coerced sterilisation) on the other. This paper, like most of the presentations of the Director, is now available on the Salamander Trust website.

Salamander Trust also supported the event for World AIDS Day 2009, co-hosted by the APPGA, the All Party Parliamentary Group on Population, Development and Reproductive Health (APPGPDRH) and the Sophia Forum.

Salamander's Research Officer acted as the Event Coordinator for this entire event.

"It was fantastic to see three great speakers, expert moderation by Kylie Morris and excellent questions from the floor. Each speaker brought a different perspective to women, HIV and Gender violence."

Salamander Trust also supported the joint Sophia Forum/APPGA submission to the Conservative Human Rights Commission regarding women defenders of human rights. The Salamander Research Officer prepared the submission and subsequently worked with Angelina Namiba, a Senior Representative of Positively Women to present this submission at the Commission's Oral Hearings in February 2010. The submission is available on the Sophia Forum website.

The two most recent items of work that Salamander Trust has supported with regard to the UK Parliament are contributions to two government consultations, submitted by Jacqui Stevenson, the Sophia Forum Intern, (jointly with Positively Women). Jacqui is a human rights masters candidate at London University, who is seconded to the Sophia Forum for the entire academic year. Recruited by the Salamander Research Officer, she now works two days a week on a voluntary basis for the Sophia Forum and is supervised by the Salamander Director. She has just published an article about the lack of SRH education provision in US and UK schools and its potential impact on HIV.



f) Development of WECARE+ and Women in Europe Website and the Women's Networking Zone (WNZ) for Vienna 2010

Owing to the closure of the ICW International Support Office in London, which would have been the natural coordination hub for planning for the Vienna Conference, Salamander has stepped in to become the lead European coordinating agency for Vienna and beyond. None of what we have managed to do would have been possible without the strong leadership of Tyler Crone, Coordinator of the ATHENA Network and all the insights and experiences which she brings from Mexico, Toronto and other conferences. Salamander's work in Europe began with a meeting in Cologne in Spring 2009 to engage with positive women from Germany and to introduce the concept of the International AIDS Conferences and the Women's Networking Zone to this new audience. (NB 68% of positive women in the UK are from sub-Saharan Africa. Thus work in Europe is also very much connecting with positive women from the African diaspora.) We then met with Mabel Bianco and others in Berlin in September 2009 to form the steering committee for Women Arise. Salamander also gratefully received funds from the Ford Foundation, IPPF and Abbott, to bring together 30 women – mostly HIV positive, older and younger – from across Western and Eastern Europe and Central Asia, to a meeting in late October 2009 in Vienna, hosted by AIDSHilfe Austria. This meeting also included Tyler Crone from ATHENA, a UNDP representative from the US, Mabel Bianco from Women Arise and Sophie Dilmitis from WorldYWCA, who sits on the Conference Coordinating Committee. Translation to and from Russian was



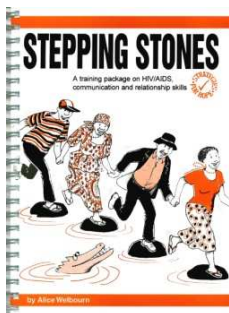


provided by volunteers amongst the positive women. At this meeting the idea of the development of the first Europe and Central-Asia wide network of HIV positive women was launched. Issues facing positive women across the region – including many SRHR issues - were aired and plans for our collective involvement in Vienna 2010 were discussed. It was resolved to launch a website in the 7 most widely spoken European languages (see www.womeneurope.net) in preparation for the Vienna Conference and beyond. It was also resolved that positive women develop a survey to learn more about the many and highly complex issues that we face across the region (including migration, violence, refugee status, treatment access, harm reduction challenges, sex worker rights, employment rights and many others). This survey was developed by Liz Tremlett and launched in late March and has already received over 100 responses from positive women – older and younger – from across the regions. However it is a sign of the times, once more, that all this survey is, to date, being undertaken through volunteer effort. An article about the meeting and its findings and the launch of “WECARE+” (the European positive women’s network, entitled “Women of Europe and Central Asia Regions” is available on the [resources](#) page of this website. Salamander Trust has also been successful in raising funds, together with the ATHENA Network, from the UNAIDS GCWA, from UNDP and from UNIFEM to run the Women’s Networking Zone, to be held in July 2010 at the International AIDS Conference in Vienna (Salamander Trust is managing the disbursement of the GCWA and UNDP grants. We have also appointed Luisa Orza, a half-time highly experienced consultant for five months to support us with the development of the WNZ. We work closely with other members of the WNZ coordinating team, who include women from a range of national and international organisations based in Lithuania, Austria, Germany, the UK, the US, Mexico and Toronto).

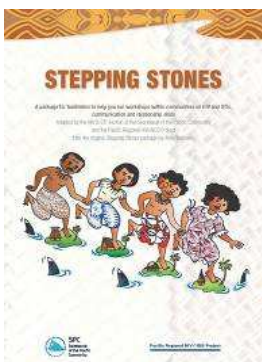
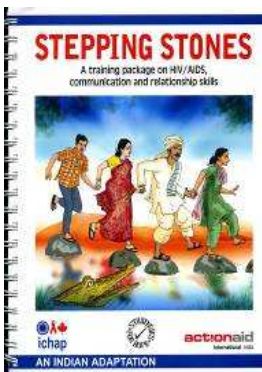
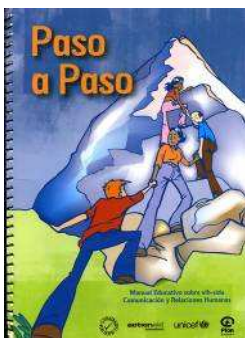
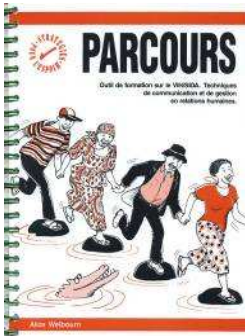
In relation to Vienna 2010 specifically, the Salamander Trust Director was also invited to serve as a committee member for Track D of the Scientific Programme of the International Conference again; and has been invited to serve as a co-chair for an IAS-led satellite funded by the Packard Foundation on SRHR/HIV linkages.

g) Development of Stepping Stones Plus and the Stepping Stones Community of Practice

The Stepping Stones programme has seen huge developments over the past 18 months. Our Research Officer, who is fluent in French, Spanish and English (and spoken Chinese) has conducted an immense overhaul of the website, which has now been [relaunched](#) in English, French and Spanish, to create a global multi-lingual community of practice. We have produced 2 newsletters in these 3 languages. The first focuses on how Stepping Stones works with men; the second on how Stepping Stones links closely to the principles of the newly



www.steppingstonesfeedback.org



launched UNAIDS Operational Plan regarding gender issues. Our Research Officer has developed a data-base of over 500 organisations using Stepping Stones worldwide. In late 2009, she was invited to attend 2 Stepping Stones “outcome mapping” workshops in C. America, co-hosted by Ayuda en Accion and Plan International, where she had the opportunity to learn at first hand the effects of Stepping Stones on the SRHR of young people involved in the programmes there. Amandine also learnt of the plans of the C. American Network of Positive People to translate and adapt Stepping Stones Plus for the L. American context, for use by the network across the region. It is clear to us from many similar yet independent reports worldwide (Stepping Stones is in use in the Pacific, SE and S Asia, sub-Saharan Africa, L America, the Caribbean and E Europe and C Asia) that Stepping Stones has much to offer the professional health sector, in terms of relieving their burden of work by raising many issues at community level. These include reduced GBV, increased understanding and respect for human rights, increased condom use, alcohol reduction, increased mutual respect between genders and generations, safer sex and conception between sero-discordant couples, the rights to respectful sexual and reproductive health services, female condoms, medical male circumcision, breast-feeding issues and greater respect and support for people with HIV. All of these issues and more can, through the programme, be brought to, and can be adopted by, a wider community-based group. However, health professionals can also be threatened by this community knowledge and empowerment, which can lead to greater demand for rights to services. Moreover, we still miss the crucial “evidence base” for this. The WHO Centre for Quality of Life at the University of Bath is currently seeking funds for an independent study into the effects of Stepping Stones. We are also in contact with UNAIDS and Plan International regarding the potential use of Stepping Stones in Haiti as a programme that might be of use in rebuilding a sense of community cohesion in the aftermath of the devastation to lives and communities caused by the earthquake earlier this year. [Reports](#) by UNICEF in Mozambique, from ACORD in Angola and N Uganda and others from Sierra Leone and Liberia have testified to the power of Stepping Stones to promote a renewed sense of community identity. We hope very much that both Stepping Stones and Stepping Stones Plus, translated and adapted into French and Creole, might be of use to the people of Haiti as they seek to rebuild their nation.

For every worn, rain-splattered copy of Stepping Stones that is in circulation, there are thousands of people that have benefited from it. This enduring manual has been passed around, copied, memorized and acted out in countless communities, who are hungry for its clear information and empowering, learning-centred approach to HIV and AIDS education. As a result, communities have been mobilized, lives saved and hope restored. Laura van Vuuren, Medical Teams International, Seattle, USA



h) Presentations and Publications

Throughout the last 18 months, Salamander has ensured that all public presentations are written up and either published in other fora or are available on the Salamander Trust site. As a point of principle, Salamander Trust prefers to publish articles in “grey literature”, rather than in peer-reviewed journals, so that information can be disseminated to a much wider audience, and far more rapidly than is normally the case through academic channels.

Some examples of recent presentations include:

“Making Lemonade out of Lemons: Stories of despair, determination and resilience of the spirit”. This is published on the Salamander Trust website and was the presentation made at WHO in the Disability Series in Spring 2009.

“Women, HIV and Human Rights: the crisis of criminalisation”. This was published on the Salamander Trust website and was the presentation made at the Houses of Parliament, UK on International Women’s Day 2009.

“Balancing on Wheels of Hope” on the Open Democracy website, which has a readership of 200,000 regular readers worldwide. This article highlighted the issue of high levels of HIV amongst health workers and the need to address this as a matter of urgency.

“When Things Fall Apart” also on the Open Democracy website. This presentation was made at a World AIDS Day ecumenical service in Brighton, England in December 2009.

“WECARe+: Moving Forward the Positive Women’s Agenda, Linking across Europe and Central Asia”. This was published in “Mujeres Adelante” by ATHENA and the AIDS Legal Network in March 2010.

“Women, HIV and the Question of Evidence: A Global Challenge”. This was a presentation made at the Knowledge Spa at the Truro Campus of the Peninsula College of Medicine and Dentistry, Universities of Exeter and Plymouth, in January 2010. It is to be published shortly by ATHENA and the AIDS Legal Network in the next edition of “Mujeres Adelante”.

A full list of these and other publications, together with other materials, can be found on the [Resources](#) page of the Salamander Trust website.

“I just wanted to thank you for this essay. It is beautiful, full of love, respect, and yes pain and heartache, too.” Comment on Open Democracy website

“Once again, thank you for a really tremendous seminar on Friday. It was intense, scholarly, thought-provoking, humbling and much else besides.” Email from event organiser

Challenges/Lessons Learnt

The main lesson learnt is how much we can achieve, given funding to do so. This may sound a truism, but compiling this report has confirmed once more how much difference some funding makes. We have been supported hugely in all our endeavours by a loyal and growing band of volunteers, both positive and negative, to whom we are extremely grateful – but they clearly have to find other work to do to pay their bills, so can't do nearly as much as they – and we – would like them to.

Salamander's work and profile have grown very rapidly over the past 18 months. This has been partly because of stepping into the breach created by the closure of the ICW London office. It has also been a deliberate strategy to "[punch above our weight](#)", in order to make things happen. This feels like a tight-rope strategy at times – for instance, other organisations often assume we have a large staff group, whereas we have to deal personally with all our on-going administrative issues. This makes our work precarious because on purpose we want to remain a small operation, light on administration and bureaucracy. Yet we value our smallness. It would be good to be engaged in discussions with others about these sort of organisational issues – and to learn from Packard about this also.

Our main disappointment in our work is that we have not been able to develop the mentoring side of younger positive women, as outlined in our original strategy. Agencies just do not seem to be able or interested to support this initiative financially – whether to attend international meetings, or in working on other projects. We do what we can on an informal basis, but without proper funding for this on an internship basis, this strategy will just remain a day dream rather than concrete reality.

Salamander Trust Associates

Last but by no means least, Salamander Trust has a consultancy arm, Salamander Trust Associates, coordinated by Fiona Hale. To date we have successfully completed three assignments and are well on the way to completing our fourth. Our clients so far have been UNIFEM and Development Connections; International Civil Society Support; WHO; and the International Planned Parenthood Federation. Our other consultants in this work have been Marijo Vazquez, Liz Tremlett, Emma Bell, Belinda Tima.



ACKNOWLEDGEMENTS:

Salamander Trust wishes to extend its heartfelt thanks to our funders for their enormous support over our first 18 months. We also wish to thank the following individuals for all their tremendous work:

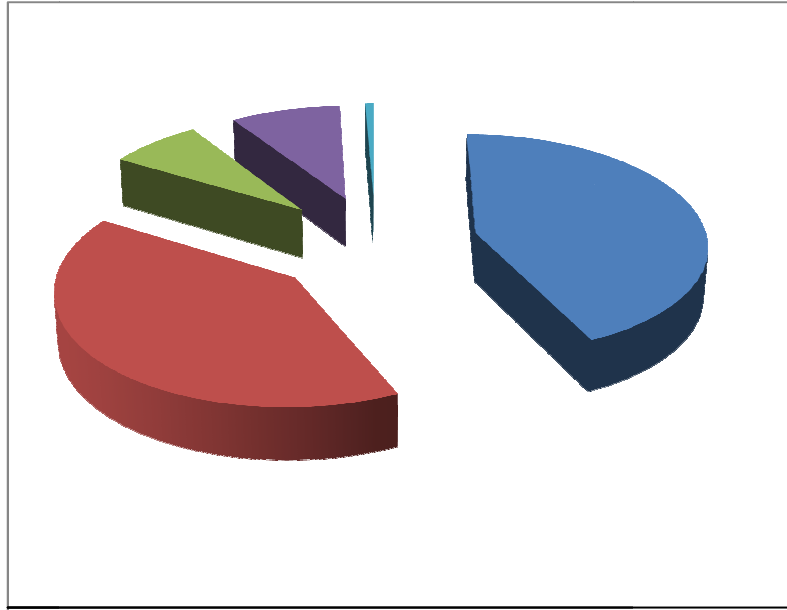
Salamander Trust Research Officer: Amandine Bollinger

Salamander Trust Volunteers and Consultants: Fiona Hale, Marijo Vazquez, Belinda Tima, Liz Tremlett, Maria Zuurmond, Tina Wallace, Sarah Hayward, Joe Martin, Dan Fletcher, Nigel Padfield, Richard Dodds, Hatt Reiss, Luisa Orza, Emma Bell

Our Main Partners and Other Main Supporters:

Johanna Kehler	AIDS Legal Network, S Africa
Sabine Lex	AIDSHilfe Austria
Tyler Crone	ATHENA Network
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Bernadette Fischler	WAGGGS
Wezi Thamm	WECARe+
Sophie Dilmitis	World YWCA
Members of the ICW, WECARe+, PozfemUK and Women's Asia Pacific Positive Women's Networks	

SUMMARY FINANCIAL REPORT



KEY:

Advocacy:	43%
Networking:	40%
Consultancy:	9%
Awareness-raising:	7%
Governance:	1%

Total Income: £89,674

Total Expenditure: £84,150

Balance 31 March 2010: £5,525

Full details of our accounts are available on request



The Salamander Trust: *Challenging, Catalysing and Transforming the Way we Think about AIDS*
Registered Companies House Number: 06734362 www.salamandertrust.net

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“I could never imagine a time when I would feel free to bring up the topic of sex and HIV with my family or community. I now have a much better relationship with my family and will definitely talk with my young daughter about sex and HIV when the time is right. For me, more self-confidence is the most significant story. Before Stepping Stones I thought that my husband leaving me was my fault and I was ashamed and thought that everyone in my village thought I was not a good wife or mother. I didn't like living in my community and would not be involved in community activities. After Stepping Stones and the experience of talking openly about taboo topics such as sex and relationships, I found out that many young women have problems like mine. It has made me feel less alone and being a Stepping Stones trainer I can share my new knowledge and help other young women through their relationship problems. Women don't get much power in Fiji, and Stepping Stones gave me the confidence to tell people how they had to treat me.”

Kelera, Trainer, Stepping Stones Programme Fiji, Pacific.