



Global Grassroots

CONSCIOUS SOCIAL CHANGE FOR WOMEN



GLOBAL GRASSROOTS 2020 FALL UPDATE

“Before I met Global Grassroots, I was not aware of my inner-power. Through Global Grassroots’ programs, especially Breath-Body-Mind, I discovered that I am a powerful woman: to me, to my family, and to others.”

Thacienne Nyiraneza
Rwanda Program Associate

Leading From Within

A MESSAGE OF HOPE IN VULNERABLE TIMES

This past year has been extraordinary on so many levels. I, personally, have found myself moving fluidly from outrage and grief to inspiration and determination and back again. In the most excruciating and vulnerable times, it has been the inner work that allows me to find peace and clarity and the energy necessary for returning with purpose to my work in the world.

At Global Grassroots, 2020 has been one of introspection and reimagining. We have recommitted to our core values and examined our work and relationships to ensure we are authentically living those values. We have investigated and found new insights about the relationship between personal transformation and social change as understood in the realm of science and through the work of our peers. We have evaluated our impact over the last 15 years to distinguish what makes us unique and discern where we might grow next. And we have remained responsive to the needs and ideas of our change leaders, as they serve as transformational first responders at the front-lines of the COVID-19 pandemic locally.

Most importantly, we have confirmed for ourselves that the inner work that we do internally and externally is as essential as ever. There is increasing evidence that mindfulness and personal transformation involve a change in the structure and functioning of the brain for a more positive orientation towards oneself, one's relationships, and one's work. And that this enables greater compassion and connection, more effective leadership, and better problem-solving. We see the positive outcomes of this phenomenon year after year. Our women are stepping up with greater confidence to advance radical change in their communities. They are also increasingly seen as the leaders most trusted by others when urgent needs arise. We too are now investing ever more deeply in their wisdom.

For the last 15 years, we have defined our work as a mindfulness-based incubator. We focused on emerging change agents at the earliest stages of their idea development. We trained, we coached, we invested. After a year of operations, our women were off and running, leading sustainable interventions with a measurable impact, and our work was largely done. But now, we are recognizing the value of deepening our commitment as their partners. We have become an accelerator too.

In 2020 we piloted our first program for investing in the scale and replication efforts of our existing teams. And we have done so with an added lens of place-based transformation, choosing one geographical area - Jali, Rwanda - to make a long-term commitment. We are eager to see what might happen when our women have the maximal support to manifest their vision for a community of greater equity and wellbeing. We are further deepening our commitment to the eight years of alumnae from our young women's program, looking at where we can partner to support this next generation of change agents in what they wish to accomplish next. Finally, we are threading a new intention across all of our programmatic commitments to learn together with our change agents and their communities, to ensure our shared wisdom is of mutual benefit to our collaborative work and the larger sector. This deepening of relationship and support is a new direction for us

as an organization, but it is answering the call of our fellowship and is aligned with our commitment to honor the wisdom and power of grassroots women.

More than ever, the world needs conscious change agents, organizations, and networks willing to examine what is necessary to create lasting transformation. Transformation that will restore our planet, that will dismantle systems of oppression and violence that keep people marginalized and unable to flourish, and that will move towards a more equitable world. Economic disparity between the top 1% and the rest of the world has never been greater. And yet the wellness market has grown more than twice as fast as economic growth globally. How can we invest so much in wellness but be so far from a level of collective wellbeing that includes everyone?

Global Grassroots is devoted to living and advancing a more mindful approach toward systemic change. We have the opportunity to offer the world an alternative for creating transformation. Our methodology, called conscious social change, embraces principles of interconnection over division, collaboration and compromise vs. competition, and inclusivity that honors the wisdom of all people rather than imposing the agenda of a powerful few over those at the edges. This is leading from “within” – supporting transformation both from a mindfulness perspective and from within local communities led by those same communities.

Over the next year, we remain devoted to ensuring emerging change agents, especially the most marginalized women, have the power and resources to determine their own social issue priorities and design compassionate and impactful solutions. We are also committed to doing the hard, but necessary work of self-examination, to ensure we are aware of our role in and working proactively to dismantle systems of injustice and inequity, including the global legacy of colonialism and slavery. Finally, we dedicate ourselves ever more deeply to learning alongside our women and girls, and sharing the wisdom that arises from this inner-driven, holistic model.

But we cannot do this alone. It was the rapid response of our committed donors that allowed us, in turn, to support our teams in making hygiene supplies and training available to more than 8000 people at the first signs of COVID-19 in their communities. Together - you, our change agents, and Global Grassroots - create the perfect vehicle for ensuring the ideas and leadership of African women drive lasting transformation in the ways they envision.

Read on to hear more about this last year of reflection, the transformative impact our women have had, their powerful response to the COVID-19 pandemic, and our plans for the year ahead. And then, if you are as inspired as I am, join us. Be part of a creative dialogue exploring how to deepen our partnership and expand our investment in the solutions and wisdom of grassroots women.

With excitement and gratitude,



Gretchen K. Steidle





A Year of Reflection & Action

Our Inquiry

This past year was a powerful year for reflection and the evaluation of the last 15 years since our founding. We wanted to understand the linkages between the inner work our change agents experience and the social change they lead. Our inquiry involved a five part process:

- **We consolidated 12 years of program data** (2007-2019) on more than 700 of our change agents from Rwanda, Uganda, Kenya and South Sudan, representing 72 women-led teams and 193 funded ventures, serving nearly 200,000 people.
- **We conducted a 6-month literature review** on the scientific research across five fields of personal transformation
- **We conducted a survey of nearly 60 organizations** to explore their understanding of the relationship between personal transformation and social transformation
- **We hired a third party research team to analyse our data** and undertake a qualitative impact assessment among our beneficiaries and partners across East Africa
- **We led a six month strategic planning process** with our staff, board, and beneficiaries to assess how we might invest deeper in our communities of change agents to maximize our impact.

Our Insights

Our insights from this investigative work include:

Literature Review Findings – What Science Knows: We have examined the scientific and scholarly research across five domains of personal transformation: mindfulness; wellbeing and resilience; social and emotional intelligence; empowerment and agency; and a sense of community and belonging. While there is little consensus on the definition, metrics, and measurement methods of each of the concepts we explored, there is clear evidence that personal transformation has an integral relationship with one’s external, collective environment. There is also increasing evidence that inner work supports self-awareness, self-regulation, understanding of and connection to others, driving prosocial behavior and the conditions for positive social change. We will be sharing more on our literature review in the coming weeks.

NGO Survey Findings – What Our Peers Understand: We found that personal transformation is an essential part of many NGOs’ work. It is difficult to measure, but there is increasing indication that it contributes to positive benefits for society. There are two key qualities of programs that foster personal transformation: Relational models built upon the importance of belonging and positive engagement with the surrounding community. There are also applied models that integrate hands-on opportunities to practice skills, which build agency for transformation. Our interviews also revealed key patterns in how personal transformation leads to social change, including the role of self-reflection, agency, and connection in helping to drive agency, trust, responsibility, and action. We will be continuing our outreach for deeper learning across the sector this coming fall.

Across both external studies, it was clear that we need more collaboration between funders, practitioners, and researchers to go deeper in understanding the mechanisms of the intersection between personal and social transformation.



Our Impact

Key findings from the work of our independent research firm, Ipsos, who conducted our internal assessment have shown the following consistent impact across 12 years of programs and operations:

- Our participants value and integrate mindfulness into the ways they manage stress, conflict, fear and problem-solving. This has yielded transformative shifts in leadership and wellbeing, including:
 - **An increased sense of purpose** and belief that they can achieve their dreams, and reduced negative emotions among both adult women and young women graduates
 - **Increases in mental presence**, focused attention and self-belief, as well as decreases in trauma symptoms among young women graduates
 - **Improved confidence**, agency, and personal power
 - **Reduced stress**, increased resilience and emotional self-regulation
 - **Greater compassion**, non-judgment, and an open perspective
 - **More prosocial behavior**, more thoughtful and ethical approaches to problem-solving, active listening, and improved relationships
- Our social entrepreneurship curriculum succeeds in building life-long skills that participants use again and again, including:
 - **Analytical thinking** skills
 - **The capacity to diagnose key issues** systemically and at the roots
 - **Skills for leveraging assets** in problem-solving
 - **Budgeting**, bookkeeping, financial analysis
 - **Active listening**, strategies for engaging diverse stakeholders, public speaking skills



What Makes Us Unique

In the context of all we have learned, Global Grassroots is operating squarely at a unique intersection of mindfulness and social-emotional intelligence, resilience, agency, and a sense of belonging. We draw upon a relational model in our high-engagement coaching and holistic, experiential curriculum that builds compassion and connection. And we use an applied model in supporting emerging change agents in the design of their first non-profit endeavor in their local communities.

Inner Work for Personal Transformation

- Mindfulness for self-awareness, emotion regulation, connection and compassion
- Social-emotional intelligence and inner leadership skills
- Finding meaning, honoring wisdom

Social Entrepreneurship Skills

- Mindfulness as a design tool
- Communications skills
- System change at the root level
- Financial literacy
- Building solutions
- Engaging Stakeholders



Wellbeing & Resilience

- Trauma-informed healing
- Self-care practices
- Support group
- Societal recourse

Confidence & Agency

- Courage
- Power
- Self-efficacy
- Implicit rewards
- Leveraging inner assets
- Incubating ideas

Community & Belonging

- Working in teams
- Participatory tools
- Long-term fellowship
- Relational models of coaching and mentorship
- Collaboration and inclusivity

Conscious Social Change

Conscious social change is a methodology that uses mindfulness as a design tool for solving social issues. Our unique, holistic blend of (1) inner work, (2) trauma-informed practices, and (3) a social entrepreneurship incubator provide a powerful set of resources and opportunities for women to build confidence and advance their own mindful solutions in their own communities.

Through contemplative practice and inner work, women develop first-hand insight and compassion into the human process of transformation. Women then learn mindfulness-informed hard skills for creating social transformation, which breeds purpose and confidence. Then, with the resources, mentorship and opportunity to apply such skills, the women use their agency and our methodology in crafting real non-profit solutions to local social problems. Their mindful approach is noticed and embraced by their surrounding community, further catalyzing women's leadership, securing local buy-in, ensuring collaboration and real transformation, leading to sustainable social impact.



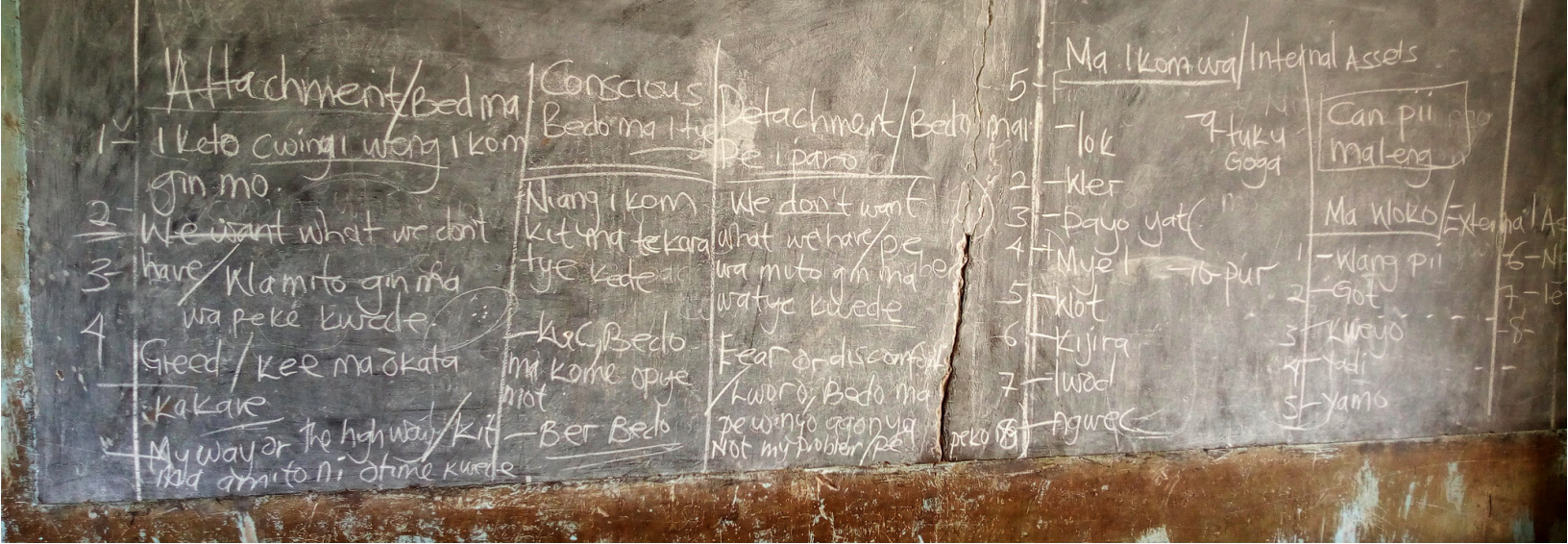
2020 Water & Social Venture Impacts

In 2020, Global Grassroots made new investments in the acceleration and replication of our existing communities of change leaders, moving beyond our role as an incubator to a committed partner. We made the strategic decision to cluster most of our second-phase engagements in one central geographic region - Jali, Rwanda, a sector with a population of 25,057, of whom 85% are considered rural. Global Grassroots selected Jali for our first place-based replication program because the region is already host to seven teams of powerful women leaders we trained and funded between 2015-2017. Knowing they were eager and already working to scale their ventures, we achieved our goal of funding seven expansion projects focused on water and/or other priority local issues. This includes five new water access points in Jali and the replication of one gender-based violence education program. Additionally, we provided expansion funding to team Hard Workers, our very first water venture from 2008, to extend clean water access to one of their most vulnerable surrounding communities, making this their fourth water access point.

Leveraging second-phase funding and support, our women-led teams are poised to create profound ripple effects on health, equity, and wellbeing in their broader communities. To date, four of the teams have already trained a total of 5100 people through a range of educational workshops focused on gender equity, hygiene, family planning, income generation, and nutrition. **By the end of 2020, we anticipate that our expansion projects will have reached: 16,000 people with clean water access and 6500 with training in vital life skills.**

When COVID-19 hit, Global Grassroots' social change leaders courageously stepped forward as first responders to fight the pandemic. Members from 11 different teams installed hand washing stations at 17 water points, trained in soap-making, and provided handwashing information and free or low cost soap to households, as well as free water to vulnerable families. Since April our teams have continued to serve as conscious and responsive change leaders, providing emergency assistance, including food, free water, trauma-healing practices, and social-emotional support, to their communities' most vulnerable members.

Finally, our place-based clustering method has increased community participation in our mind-body trauma healing offerings, confirming what we already knew about the essential role of transformative practices. We know that truly transformative programs depend on the inner and outer resources of the individuals who are leading, including their capacity to foster trust, breakdown barriers, bring their best selves to the work, and draw upon values such as compassion. We have seen that when we partner with and support a critical mass of inspired leaders working in close proximity, the change agents who embody inner wholeness and wellbeing model those critical skills to their neighbors and community health workers. This, in turn, inspires participation, practice, and change in others. By providing regular opportunities for our venture teams and local health care workers to practice and share our evidence-based trauma healing method with other community members, we have deepened the collective wellbeing of the entire community.



DEEPENING INVESTMENT, COLLABORATION & PARTNERSHIP

MOVING FORWARD

In 2020-2021, Global Grassroots is committed to deepening investment and collaboration within our existing communities of change agents. Through championing and encouraging wisdom-based and place-based learning and sharing, we will work with our teams of women, staff, partners, and communities to better understand and advance sustainable transformation. We are especially interested in how conscious social change, as a design methodology, can help accelerate our teams’ impact and bring valuable insights and tools to the social change sector at large. This will involve:

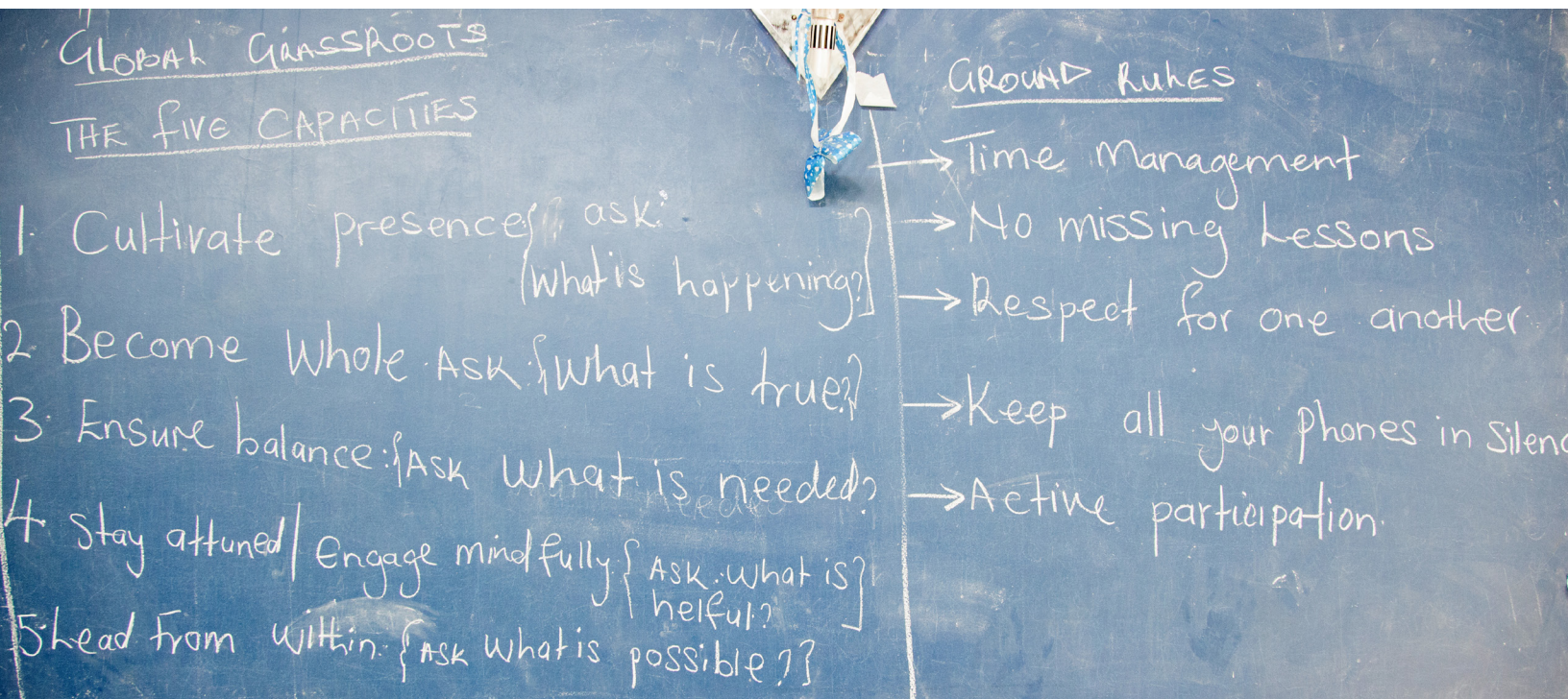
1. New Expansion Ventures: We will continue to invest in the priority initiatives of our existing women’s teams located in the Jali sector and/or those already operating water ventures in Rwanda, especially those seeking to build infrastructure that will serve more vulnerable and harder to reach populations. In the next 12 months, we anticipate funding 5-7 ventures, through which existing women-led teams will replicate their incredible successes in nearby communities or add new dimensions to their current operations. These “expansion ventures” will include new water access points and other crucial solutions designed by our women for the benefit of their communities during this unprecedented time of COVID-19. To support these efforts, our staff will provide additional leadership development opportunities focused on refining our women leaders’ skills as problem-solvers, mentors, and conscious community leaders who can confidently address even more complex social issues within their communities. These new offerings will be developed in concert with participant input and delivered with consideration for COVID-19 gathering guidelines.

2. Deepening Connection and Learning with Women and Young Women: Over the coming year, we will offer a refined version of our conscious social change training for interested change leaders in Rwanda and our East African Young Women’s program alumni. Our purpose is to build fellowship, invest in the next iteration of their ideas, and provide practical tools that can be easily spread locally. Given we cannot convene our conventional Young Women’s Academy during COVID-19, we instead aim to invite a similar sized cohort of 24 graduates to participate in a new remote learning program, with the goal of funding 2-5 new initiatives and/or training a subset of our graduates to serve as junior trainers and mentors to our women and future youth.

3. Grassroots Wisdom Lab: Over the coming 3-5 years, we will be investing in an intentional and creative, grassroots wisdom-generating approach to our work. Using participatory processes that center the voices of grassroots women and girls, we will work with our teams of women, staff and partners, and our communities to better understand what it will take to create sustainable, community-driven transformation, and how conscious social change as a design methodology can help accelerate that process. Some of the questions we may explore include:

- What relationship does inner work /personal transformation have to the kind of social transformation that grassroots women and young women are leading from within their communities?
- What happens within communities when we invest in women-led water ventures using a conscious social change approach?
- What deeper shifts are taking place in gender-equity, health, women’s leadership, gender-based violence or girls education that might not be readily visible at first glance?
- What personal and social transformation is possible as a result of clustering teams in a small geographic area?
- What does it take to get to collective wellbeing as defined by the local community?

Our goals in the coming 18 months are to strengthen our program monitoring systems and staff capacity to balance a collaborative, “grassroots-up” learning orientation with more traditional analysis of impacts. This will include a digital storytelling component and the creation of first-generation “wisdom insights” (from and for our women) that inform their work while helping us collaboratively explore some of the “big questions.” As we gain capacity in the years to come, we endeavor to crystallize and share the key success factors in Global Grassroots’ women-led, community-driven social change initiatives in the water sector and identify pathways to scale our model within East Africa and beyond.





Hygiene & Culture, Kitchen Gardens

Team Hygiene & Culture

Jali Sector Expansion Project

Team Hygiene & Culture (H&C) launched their first water venture in 2016, which initially faced water shortages due to military camp disruptions. They courageously put their new skills as conscious social change agents to work and negotiated an agreement with the military camp for increased local water service. Before H&C's launch, households often spent 300 RWF per jerry can of water. Now those same households pay only 30 RWF, a tremendous savings which the women use to pay school fees or join a rapidly expanding lending circle, which now has 384 members. The team has also helped reduce malnutrition through the use of kitchen gardens.

Update: In January, H&C opened their second water site, which includes two water storage tanks at each of the two water sites to offset

municipal water disruptions and military camp water diversion. Additionally, H&C designed and installed ten kitchen gardens in five nearby villages, which serve as demonstration gardens for teaching, inspiring, and supporting over 50 home gardeners. In March, H&C held a workshop on malnutrition and over 81 households attended. Throughout the summer, H&C continued to operate their water venture and serve the most vulnerable community members. In addition to water sales which benefited 501 households (2004 people), they also provided 23 vulnerable households with free water (2 L per day), and 421 individuals accessed their hand washing station. As restrictions allowed, H&C's educational efforts focused substantially on increasing community members' knowledge about WASH (391 trained), as well as nutrition trainings for 40 individuals in a train-the-trainer format.



“Supporting a woman is equal to supporting a whole family, community and nation.”

Gyslaine Uwitonze, *East Africa Senior Program Officer*



Team Vision

Jali Sector Expansion Project

Team Vision launched their first water venture in 2017. Vision initially faced a tremendous obstacle when their water supply was diverted for the military base in the area. But this dynamic team persevered, and by engaging the community and local officials, they raised more than 425,000 RWF (US \$455) as well as the workforce needed to excavate a new pipeline. Now they successfully supply water to over 3200 people. While the team consistently worked on finding a solution to their water access problem, they never missed an opportunity to run their social change program. They conducted classes on family planning for 180 couples, provided birth control resources to vulnerable women in their community, and created a lending circle that grew to 193 women.

Update: Recognized for their benevolent leadership, team Vision now manages two additional water sites.

Due to water disruptions from the local municipality, 329 households (1316 individuals) went without regular clean water access. In September of 2019, team Vision was granted a venture expansion plan to add two 5000 liter water tanks. Team Vision's most recent and third expansion site is currently reaching 2975 individuals of whom roughly 40% (1230) are girls.

The team is also carefully resuming its trainings and workshops focused on income generation, gender equity, and family planning as COVID restrictions allow. In response to COVID-19, team Vision continues to offer life-saving support in the form of food and sanitation supplies to their most at-risk neighbors including much-needed soap to their most vulnerable neighbors, to help combat the spread of the COVID-19 virus.



“Women’s empowerment is important because women play a big role in the development of society. Yet in many instances, they are not given an opportunity to lead. Global Grassroots’ empowerment encourages them to feel strong and powerful to initiate the change they want to see in their communities.”

Rose Kansiime, *Uganda Program Associate*



Team Unite

Jali Sector Expansion Project

Team Unite launched their first water venture in 2016 in the Jali Sector with the mission of improving the lives of women and girls in their community. Their water venture provides more than 3,500 people with fresh, safe water that is close to home. With the time saved gathering water nearby, the women in the village are now able to generate income through small community-based businesses.

Update: Team Unite expanded their reach with a new standpipe and water tank. In February, team Unite was approved for their expansion project to extend their pipeline from their existing site to a holding tank 2 km away to bring water closer to two nearby communities. In March, team Unite excavated their water site and everyone worked

overtime to get the new water tap installed and tested so that it could help support families in need of water during the COVID-19 pandemic. Team Unite's new water site serves an additional 273 households made up of 1365 individuals.

Team Unite is also centrally involved in the community-wide approach to COVID-19 prevention and distributed free water to 29 households and trained 14 households to produce liquid soap.

When Covid-19 restrictions lift, Unite will begin offering training on family planning and gender equity to 60 families who experience domestic violence with the hope of helping transform the way women are valued in their community.



I consciously practice deep listening in any encounter with Global Grassroots' women leaders. When I listen to them, I discover their intentions.

Francis Kumakech, *Uganda Program Associate*



Team Bright Future

Jali Sector Expansion Project

Team Bright Future launched their first water venture in 2017 in the Jali Sector that has served at least 2731 people (in 546 households) with clean, safe water each month. With the money earned from water sales, Bright Future supported 192 financially vulnerable people, in 32 households by providing two free jerry cans of water each day. Further, they collaborated with social health workers by identifying and intervening on behalf of women in the community most at risk for domestic violence; and identified and intervened on behalf of youth ages 12-18 who are at the highest risk for early and illegal marriage. Prior to COVID, team Bright Future had sensitized 557 people through transformational education sessions. With the time saved collecting water nearby, eight of the team members learned and created handcrafts. The money generated from craft sales is used to establish savings groups that contribute seed money for further development of craft ventures.

Update: In February, Bright Future requested expansion funding to share their community training services with 780 additional people, including trauma-healing programs for families suffering from domestic violence, family planning, and gender rights training, and income generation training for women, which was delayed because of COVID-19. With some loosening of COVID-19 restrictions, Bright Future was able to provide training for 40 couples and an additional 80 men and women on gender rights and family planning. In August, Bright Future was awarded start-up resources for their new water access point which will serve 750 households in 4 villages (Bugarama, Rwankuba, Akarenge and Gitaba) up the hill from their current operations in Agateko and will enable 314 additional households to bring water to their homes. Furthermore, a new school serving 16,000 households is opening nearby and will also benefit from the new water source.



“Working with Global Grassroots and going through the Academy made me more passionate to create change by supporting women to be in a better position to have their voices heard.”

Rose Kansiime, *Uganda Program Associate*



Team Hard Workers

Expansion Project

Hard Workers, Global Grassroots' longest operating water venture has grown from a rainwater catchment system serving 120 households to 3 locations with two water tanks each, serving more than 9,000 people in total. In addition to providing water access, the team donates water to 64 households where there are handicapped women or family members who are blind, elderly, or sick. Profits are also used to pay school fees for 30 local orphans and buy health insurance for 15 vulnerable women and their families. All team members have been able to open their own bank accounts and they now each own a goat, which helps them provide more nutrition to their families. Additionally, profits from those who are able to pay for water have allowed the team to create a non-profit micro-finance fund for vulnerable women to start their own businesses.

Update: In August, Hard Workers received its seed-funding from Global Grassroots for

a 4th water access point since the team's inception in 2007. Construction is underway, and the water tanks have been ordered. They are working to secure the land title and have begun collecting data for their baseline issue study. The team's mission is focused on ending the sexual exploitation of vulnerable women, including the blind and disabled, in exchange for water delivery, and addressing waterborne disease. Hard Workers' new water access point in Runzense cell will reach 721 households (2884 people) who are dependent upon swamp water as their only water source, and who suffer from poor health and violence associated with water collection. Hard Workers will also provide free water to 20 vulnerable families, train the women in those families in income generating activities to address their economic vulnerability, provide them with health insurance, and teach the community about proper water treatment and hygiene to prevent disease.



“Open minds explore different opportunities. Before I was not sure for my children’s future. I could not see any of my child going to school and accomplishing her/his education. That was not something I would ever think will happen.”

Seraphine, *Team Hard Workers*



Team Hold Each Other

Expansion Project

Team Hold Each Other was launched in 2016 to provide clean water to 4656 people. Hold Each Other is a team of 22 members working to address the issue of gender-based violence resulting from water collection, including children being abused at water access points, missing school, dropping out of school, and the trigger of domestic violence from long water collection times and poor hygiene. The team has also been committed to the issue of family planning and reproductive health education.

Update: Hold Each Other received its second award in August from Global Grassroots for their expansion venture and have purchased land for a new water access point. This expansion project will expand their pipeline 1.5 km away to Kanyinya community, Rutunga Sector, Gasabo District, to serve approximately 724 households

(2896 people). In this area is a neighborhood of vulnerable people (w'abatishoboye), many of whom are old and suffer from chronic illness, and who depend on an untreated, downhill spring. It requires a 1.5-hour journey for a normal healthy person to collect water, making the water source completely inaccessible for these older residents. Instead, they are forced to beg from their neighbors when they cannot collect rainwater. The team will install a water access point to ensure these most vulnerable people can pay what they can on a sliding scale. Additionally, Hold Each Other will select 80 couples for a 2-day training on hygiene and water treatment, who will then volunteer to teach others. They will also educate on the importance of school to prevent children from being refused for lack of water.



“Seeing things at the grassroots level helps people think and work for everyone’s wellbeing.”

Gyslaine Uwitonze, *East Africa Senior Program Officer*



Community Matters

Global Grassroots values the wisdom and power of grassroots communities to determine their own social issue priorities and solutions, and we are committed to investing in the ideas of the most marginalized, especially women survivors of violence. The world needs more compassionate leadership and mindful transformation. And our women need more global champions.

Global Grassroots also deeply values the wisdom and gifts of our donor community and welcomes your engagement in our conscious social change work. Please join our Conscious Change Circle which is held virtually the third Friday of each month at noon ET. Our next circle will meet online on October 23rd. To join the circle, please email us at info@globalgrassroots.org.

To see conscious social change in action and stay connected with our social change leaders in East Africa, follow us on [Facebook](#), [Instagram](#), and [Twitter](#).

If you are new to the Global Grassroots community or want to deepen your engagement we encourage you to connect with us. [Please consider investing today](#) in the solutions and wisdom of grassroots women or reach out to Gretchen Steidle at gsteidle@globalgrassroots.org for information on how you can become a vital part of our community.



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