



AWAC

Alliance of Women
Advocating for Change

THE ALLIANCE OF WOMEN ADVOCATING FOR CHANGE

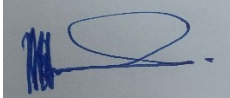
MEMBERSHIP CHARTER

OCT 2024

AWAC MEMBERSHIP CHARTER

On behalf of The Alliance of Women advocating de Change (AWAC) Board Members (BM), we hereby certify that this **AWAC Membership Charter** has been duly passed and adopted as part of the Corporate Governance Policies of AWAC.

Signed and sealed this 6th Day of Oct 2024



IMMACULATE B. OWOMUGISHA
BOARD CHAIRPERSON
AWAC BOARD OF DIRECTOR



KYOMYA MACKLEAN
EXECUTIVE DIRECTOR & SECRETARY TO THE BOARD

DATE: 6th Oct 2024

PLACE: At AWAC Office

1. INTRODUCTION AND OVERVIEW

Who We Are

The Alliance of Women Advocating for Change (AWAC) is a sex worker feminist umbrella network of grassroots sex worker led organizations and collectives in Uganda. Established in 2015 to promote the voices and work of sex workers with multiple and intersecting vulnerabilities based & operating both rural and per-urban settings in Uganda.

Since inception, AWAC has reached over 32,000 FSWs with services. AWAC prides herself & continues impacting sex workers with multiple and intersecting vulnerabilities through advocacy for social protection, bodily autonomy, pleasurable sex, choice, human rights and challenging stigma, discrimination and criminalization of all forms especially around sex work and abortion.

AWAC also focuses on ending Violence Against Sex Workers (EVASW) including GBV; Providing integrated quality SRHR/HIV/GBV/Mental Health & Psychosocial wellbeing services; Strengthening the capacity of SWs in feminist leadership & grassroots movement building; Acceleration of SDGs including mitigating climate change; conducting research/documentation; addressing Economic Justice deprivation and Environmental & shrinking civic space in hard-to-reach areas in Uganda. In addition, AWAC also has great passion and commitment in all self-care interventions for comprehensive SRHR including SMA, self-testing for cervical cancer, contraception among others.

2. VISION AND MISSION

Vision: Female Sex Workers free from Human Rights abuse and living healthy and productive Lives.

Mission: To build a resilient Female Sex Workers' (FSW) movement that advocates for equitable and sustainable Universal Healthcare, and Promotion of Human Rights and Social Economic Justice in Uganda

Slogan: *Her Rights, Her Legacy*

3. CORE VALUES

AWAC is guided by the following core values:

- Transparency, Accountability and Integrity - Accountable to her members, donors, partners and the wider sex work movement.
- Professionalism – At all times, we should follow the standards and principles put in place to guide our work (e.g. in HR Management & the other Organization's Policies, Operational & Procedural Manuals)
- Innovation, Excellence & Creativity and Teamwork and Mutual Respect
- Partnership We believe that we live in a global world and open to partner with like-minded stakeholders, wider sex worker movements, other key & priority populations and key stakeholders)
- Wellness, Fun and Love
- Diversity, Intersectionality and Inclusion of SWs– We commit to ensuring that AWAC respects and espouses diversities across SWs, in recognition of the cross cutting intersectional & holistic needs of SWs. We will also work with different categories of people within and beyond the sex work movement.
- Work while being mindful of our wellbeing (both physical and mental wellbeing).

We advise you to read and understand AWAC's strategic compass which is provided to you upon registration.

4. AWAC MEMBERSHIP

Membership in AWAC is open to grassroots CBOs/organisations/groups/organising that are for and led by female sex workers with multiple and intersecting vulnerabilities dedicated to improving the health and well-being of female sex workers.

4.1 Types/Categories of Membership

AWAC has one type of membership:

- Grassroot organisations

Grassroot Individual organisations

- These are grassroots organisations or groups that are led by sex workers and focused on sex worker-related programming. They may be registered or known and operational within Uganda.
- As full members of AWAC, these organisations are entitled to all membership rights. This includes participating in all AWAC activities, voting in general assemblies, and being eligible for governance roles within the networker.

5. Applying for AWAC Membership

- Organisations interested in becoming members of AWAC must meet the following criteria to apply for membership:

6. Alignment with AWAC's Mission and Strategic Compass

To ensure that all urban, peri-urban and rural based grassroots members share the same commitment to the values and goals of AWAC, applicants must:

- Fully endorse and actively commit to AWAC's mission, vision, and core values. This includes strengthening a resilient Female Sex Workers' (FSW) movement that advocates for equitable and sustainable Universal Healthcare, and Promotion of Human Rights and Social Economic Justice in Uganda.
- All applicants must demonstrate alignment with AWAC's Sex Workers' Feminist Advocacy Agenda (SWoFAA) which highlights challenges, key advocacy priorities, and strategies spotlighting the current political, social and economic context within which the sex work movement is operating in Uganda including the following priorities Decriminalization and expansion of civic space; Generation of evidence through documentation, research, innovation, development and use of ICTs; Responsive integration of GBV, SDGs and mental health in sex workers programming and systemic exclusion, stigma and discrimination reduction; Community organizing, strategic leadership, partnerships and movement building; Social protection and socio-economic resilience and Institutional Strengthening and Cooperate Governance.
- Demonstrate alignment with AWAC's Strategic Compass by incorporating these values into their own operations and programming. This compass guides AWAC's long-term strategies and informs its initiatives aimed at achieving social, political, and economic inclusion for sex workers with multiple and intersecting vulnerabilities.
- All applicants will receive an orientation on AWAC's Strategic Compass and SWoFAA as part of the application process to ensure a clear understanding of how their work fits into AWAC's overarching goals and advocacy priorities.
- Applicants must fully endorse and commit to the mission of AWAC, showing a dedication to its mission, vision and values.

6.1. **Organisational Requirements**

- To ensure that only genuine sex worker-led organisations/CBOs/Organising/Groups are admitted to AWAC, the following organisational requirements apply.
- The organisation must be led by sex workers and must actively engage in sex worker led programming. This ensures that leadership comes from within the community and that the organisation remains responsive to the needs and priorities of sex workers with multiple and intersecting vulnerabilities.
- Applicants must provide reference letters from at least two AWAC existing grassroots members. These references validate the organisation (CBO) or group's reputation and engagement in the sex worker movement, ensuring accountability and trust.
- The organisation must have operations at the national, sub-regional, district, or community level in Uganda. The CBO or group should be involved in health, human rights, or advocacy-related work, such as service delivery, research, lobbying, or community mobilization.
- The CBO or groups must maintain a physical office or contact address within Uganda, which serves as a reliable point of communication and engagement with AWAC.

6.2. **Performance and Accountability**

To ensure that members can contribute effectively to AWAC's goals, applicants must:

- Provide evidence of their operational effectiveness and a history of impactful work within the sex worker movement. This could include past project reports, case studies, or testimonies/ experiences from beneficiaries.
- Demonstrate that they have established financial management systems and controls, or express a firm commitment to developing such systems. This is crucial for ensuring that resources are used transparently and efficiently in pursuit of AWAC's mission.

6.3. **Financial Commitment**

To ensure shared responsibility and support the financial sustainability of AWAC, applicants must:

- Commit in writing to paying membership fees as approved by the AWAC Annual General Meeting (AGM).
- The fees applicable shall be as proposed by the AWAC Board Membership Development and Support Committee.
- The Annual Subscription Members fee total amount will be explained to applicants during the orientation, ensuring that they understand how their contributions directly support AWAC's programs and sustainability.

6.4. **Application Process**

The application process for joining AWAC is designed to be thorough and transparent, ensuring that all prospective members understand their obligations and how to contribute to AWAC's mission.

Interested organisations must submit a detailed filled membership application to the AWAC Board Membership Committee for review. The application must include:

- Reference letters from two existing AWAC members
- Documentation demonstrating alignment with AWAC's mission and values
- Proof of operational effectiveness and impact
- Supporting documents as required (e.g., alternative to formal registration)

Applicants can seek guidance from the AWAC Secretariat through the pre-application process. This support helps applicants prepare their documents and ensures they meet all eligibility criteria before submitting their application.

The membership application form is available on the AWAC website, making the process accessible to all prospective members. The CBO or groups can download the form and submit the completed application electronically.

6.5. Review of Application

The AWAC Board Membership Committee will review all submitted applications according to the following process:

- The committee convenes quarterly to review new applications. This schedule allows for a regular intake of members while ensuring that each application is thoroughly evaluated.
- Each application will be assessed against the established eligibility criteria, including alignment with AWAC's mission, operational effectiveness, and financial accountability.

To accommodate the growing interest in membership, the Committee subject to the Board's guidance may consider more frequent application reviews, ensuring that new members can be integrated promptly while maintaining high standards.

6.6. Notification of Decision

After the review process:

- Approved members will receive a welcome packet, which includes details on how to integrate into AWAC's activities, governance structures, and opportunities for engagement. The welcome packet will also include information on the orientation program designed to help new members familiarise themselves with AWAC's structure and strategic objectives.
- Rejected applicants will receive a written explanation detailing the reasons for the decision. They will also be informed of their right to appeal, as outlined in the next section.

6.7. Rejection and Appeal Process

In the event that an application is rejected:

- The AWAC Board Membership Committee will provide the applicant with written reasons for the decision, explaining which criteria were not met.
- Rejected applicants have the right to appeal the decision to the Annual General Meeting within two weeks of receiving the rejection decision, which will review the appeal and provide a final decision at its annual sitting.
- The decision of the Annual General Meeting is final, concluding the appeal process. The applicant will be notified of the outcome 7 days from the sitting.
- Nothing under this clause shall preclude the General Meeting from delegating its appellate jurisdiction to the full AWAC Board.

7. MEMBERSHIP DATABASE, COMMITTEES, AND REGIONAL CLUSTERS

7.1. Members Database

The AWAC Secretariat shall be responsible for compiling and maintaining a comprehensive and regularly updated membership database. This database is a critical tool for managing member information, facilitating communication, and supporting strategic planning across the Network. The database must include:

- **Organisation Details:** Name, vision, mission, objectives, and any other relevant information about the member organisation or group.
- **Physical Location:** The verified physical address of each member organisation to ensure accurate mapping and regional engagement.
- **Contact Information:** Names and contact details of key personnel, such as executive leaders, program managers, and finance officers.

To ensure accuracy and build strong relationships, the Secretariat shall conduct annual physical site visits to member organisations or groups. These visits allow for direct engagement with staff, verification of details, and the opportunity to discuss the organisation's progress and challenges. This process enhances trust and collaboration between AWAC and its members.

In addition to physical visits, the Secretariat shall implement virtual check-ins for members in remote regions who may face challenges in hosting physical visits, ensuring continuous engagement across all areas.

7.2. Membership Regional Clusters

AWAC is dedicated to fostering active member engagement and creating opportunities for members to interact through monthly physical or online check-in meetings both within the network and with external stakeholders. To support this, AWAC has established a structure of (Regional Clusters coordinated by Regional Coordinators who oversee member interactions and collaboration. These committees ensure that members can:

- Engage regularly with their peers and exchange ideas on best practices.
- Participate in decision-making processes that influence the network's strategic direction.
- Support the coordination of AWAC's collective advocacy efforts both at the grassroots and national level

These Regional Cluster Coordinators were established to provide support supervision, mentorship, orientation of new members with AWAC values, objectives and mission, organize members geographically, facilitating more grassroots collaboration and support. Each Regional Cluster Coordinator (RCC) provides a platform for monthly interaction, where members can share regional challenges, collaborate on advocacy efforts, and offer mutual support.

AWAC's regional clusters are organised to strengthen the coordination of member organisations across the country, ensuring regional needs are considered in AWAC's strategies. These Regional Clusters Coordinators are organised to coordinate the 15 sub regions Acholi, Ankole, Buganda, Bugisu, Bukedi, Bunyoro, Busoga, Elgon, Karamoja, Kigezi, Lango, Rwenzori, Sebei, Teso, Toro, and West Nile based in each of the four geographical clusters: Northern region, Eastern region, Central region and Western region aligned to Members within each of the regional geographical cluster are expected to meet monthly, ensuring regular interaction and collaboration. The structure of these meetings is designed to promote a sense of ownership among members and encourage active involvement physically or online. Meetings are hosted on a rotational basis, with hosting duties shared among the organisations within the cluster. This fosters shared responsibility and participation, as well as equal access to leadership opportunities.

7.3. Regional Cluster Leadership System and Hosting Rotation

- To ensure consistent leadership and structured coordination within each regional cluster, the following leadership system will be implemented:

Cluster Leadership Selection

- Each regional cluster shall select a leadership organisation that will serve as the host organisation for a term of three years. The selection process may take place during the Annual General Meeting or at one of the regular regional cluster meetings.
- The selected organisation shall be responsible for leading the cluster's activities, organising both monthly and quarterly meetings, and ensuring effective communication with the AWAC Secretariat.

Term Limits and Hosting Rotation

- Each organisation may serve as the host organization for a maximum of one term (3 years). After this period, the hosting privilege shall rotate to a different organisation within the cluster to ensure diversity in leadership and equitable distribution of responsibilities.
- This rotation system promotes inclusivity and gives all organisations the opportunity to contribute to the leadership and coordination of the cluster.

Responsibilities of the Host Organisation

The host organisation plays a crucial role in ensuring the success and effectiveness of regional cluster meetings. Their responsibilities include:

- Liaising with the AWAC Secretariat to set the meeting agenda, ensuring it aligns with regional and consortium-wide priorities.
- Inform all members within the cluster about meeting details, including the date, time, and venue, and send out formal invitations.
- Provide a suitable venue for the meeting, ensuring accessibility for all attendees. Virtual participation options should be provided when necessary to maintain inclusivity.
- Document the meeting proceedings by ensuring comprehensive meeting notes are taken. These notes should capture key discussions, decisions, and action points. After the meeting, the notes should be disseminated to all members to keep everyone informed.

The leadership system and hosting rotation shall ensure continuity, accountability, and diverse leadership across all regional clusters. This system promotes active participation and shared ownership among members, allowing different organizations to contribute to the overall leadership of the cluster.

7.4. Membership Communication and Collaboration

The regional cluster structure is designed to maintain a well-organised and active membership, promoting regular communication, collaboration, and knowledge-sharing among AWAC members. The clusters provide members with the opportunity to:

- Work together to address specific challenges and opportunities within their regions, developing grassroots solutions that align with AWAC's strategic goals.
- Through their engagement in regional clusters, members can influence AWAC's advocacy and programmatic efforts at both the regional and national levels.
- The cluster structure ensures that all members receive regular updates on AWAC's activities, decisions from the General Meeting, and opportunities for participation in capacity-building events.

The Secretariat shall maintain close contact with each cluster, providing regular support, updates, and guidance to ensure the clusters operate smoothly and contribute to AWAC's overall mission

8. RIGHTS AND OBLIGATIONS OF MEMBERS

8.1. Rights and Benefits of Member Organisations

As a member of AWAC, organisations or groups are granted several rights that allow them to actively participate in and contribute to the network's mission of promoting the health, human rights, and socio-economic justice of ex workers with multiple and intersecting vulnerabilities in Uganda. These rights include:

- Members have the right to fully engage in all AWAC activities, including participation in the Annual General Meeting and other important meetings. This participation includes contributing to discussions, voting on key decisions, and having a say in the strategic direction of the network. Members can participate in decision-making processes that influence AWAC's governance and programming, ensuring that all voices are heard in the largest sex worker movement -centered grassroots network in Uganda.
- Members may use the AWAC logo for activities related to their work, provided they obtain prior approval from the Secretariat. This helps maintain brand consistency and ensures that the logo is used in alignment with AWAC's values and mission.
- Members will receive regular updates on the progress of AWAC's activities, initiatives, and strategic plans. This ensures that all members are informed and engaged in the ongoing work of the grassroots network.
- Members will have access to advocacy materials for special events and other AWAC publications, contingent on available resources and budget allocations. This access helps members align their advocacy efforts with AWAC's broader initiatives.

- Members may request recommendation or referral letters from AWAC to support applications for training opportunities, grants, or other capacity-building initiatives.
- Members have the right to nominate individuals to serve on AWAC's governing structures, including the Board of Directors and various committees. This participation in governance provides members with leadership opportunities and influence over AWAC's strategic direction. Members can access leadership development opportunities designed to foster their growth and influence within AWAC. These opportunities ensure that members continue to build their capacity as leaders within the sex worker movement.
- Members are granted access to national, regional, and international networking opportunities, including conferences and forums that provide a platform for learning, collaboration, and sharing best practices
- Participation in training sessions, study visits, and lobbying trips is encouraged to enhance members' advocacy capacity and broaden their exposure to global advocacy efforts.
- Members are entitled to support in improving their advocacy capabilities with tailored resources and opportunities designed to enhance their efforts to advocate for the protection of **Sex Workers free from Human Rights abuse and living healthy and productive Lives**. Members will stay informed about the national and global situations affecting sex workers with multiple and intersecting vulnerabilities, allowing them to align their advocacy efforts with larger, international movements for sex workers rights.
- Members shall benefit from the collective strength of AWAC's global advocacy efforts, leveraging global solidarity to enhance their local impact through collaborative advocacy.

8.2. **Obligations of Member Organisation.**

In return for the rights and benefits afforded to them, member organisations have a set of obligations to ensure that AWAC remains sustainable, effective, and aligned with its mission. These obligations include:

- Members are required to sign and adhere to the AWAC Membership Charter and Strategic Compass. This affirms their commitment to AWAC's core values and objectives and ensures that all members are aligned with the consortium's vision for sex workers equitable and sustainable Universal Healthcare, and Promotion of Human Rights and Social Economic Justice in Uganda
- Members are expected to actively mobilize and advocate for the rights of sex workers including calling for decriminalization of adult consensual sex work and third-party involvement in sex work, including laws against brothel-keeping, procuring, and 'living on the earnings of prostitution in Uganda to enable sex workers access appropriate and effective health services and human rights protections. This includes leading or participating in local, regional, and national advocacy efforts that align with AWAC's strategic goals.
- Members are encouraged to collaborate with other organizations within AWAC to amplify their advocacy and mobilization efforts.
- Members must regularly submit reports detailing their advocacy efforts, achievements, and challenges. These reports contribute to AWAC's overall tracking of progress toward its strategic goals and provide valuable insights for collective planning.
- Members are expected to share relevant information that supports AWAC's strategic planning and collective goal-setting. This includes updates on their activities and any emerging issues that may affect the sex worker movement.

- Members must fulfill their financial obligations by paying their membership annual fees. These contributions are critical for funding the operations, programs, and initiatives of AWAC, ensuring the grassroots network's long-term sustainability. Members are encouraged to view their financial contributions as an investment in the collective success of AWAC and the sex worker movement.
- Members must actively engage in the monitoring and evaluation of AWAC initiatives aimed at strengthening a resilient Sex Workers' movement that advocates for equitable and sustainable Universal Healthcare, and Promotion of Human Rights and Social Economic Justice in Uganda. This ensures accountability and helps to measure the impact of AWAC's work at the grassroots, nationally and internationally.
- Members are expected to contribute to the evaluation process by providing feedback on the effectiveness of AWAC programs and sharing insights that can improve future initiatives.

9. SUSPENSION AND TERMINATION OF MEMBERSHIP.

Membership within AWAC may be suspended or terminated under specific circumstances to uphold the integrity, values, and effectiveness of the network. The process is designed to ensure fairness, transparency, and accountability, with mechanisms for addressing violations or non-compliance.

9.1. Filing Complaints

- Any member of AWAC may lodge a formal complaint against another member if they believe there has been a violation of the AWAC Membership Charter.
- Strategic Compass, Sex workers Feminist Advocacy Agenda (SWoFAA) or other network guidelines. Complaints should be submitted to the Board Membership Committee through the AWAC Secretariat.
- Members who raise concerns about violations or non-compliance shall be protected subject to AWAC's Whistleblower policies which shall be brought to the attention of all members. All whistleblower complaints shall be treated confidentially and with the utmost discretion.

9.2. **Review Process**

Upon receiving a complaint, the Board Membership Committee shall refer the matter to a special investigative committee formed internally. The committee shall be tasked with investigating the charges thoroughly and conducting a fair hearing process. This special committee shall consist of:

- A representative from the AWAC membership.
- A representative from the sex worker movement.
- An independent person (external to AWAC) to ensure objectivity.

The special committee shall be responsible for:

- Conducting interviews with both the complainant and the organisation under review.
- Gathering evidence and reviewing all relevant documentation.
- Holding a formal hearing where both parties have the opportunity to present their case.
- After the investigation, the committee shall present their findings and recommendations to the AWAC Board Membership Committee for further action.

9.3. **Rights of the Accused Organisation**

To ensure a fair and transparent process, the organisation under review will have the following rights:

- The right to receive due notice of the complaint and a copy of the charges brought against them.
- The right to provide a formal written response to the allegations.
- The right to defend themselves during the investigation and review process, including attending hearings, providing evidence, and calling witnesses if necessary.
- The right to receive a copy of the committee's findings and recommendations after the investigation is completed.

9.4. **Timeframes for the Review Process**

- Upon receipt of a complaint, the Secretariat shall notify the accused organisation within 7 calendar days. This notification shall include the nature of the complaint and the specific charges brought against the organisation.
- The accused organization shall have 14 calendar days from the receipt of the complaint to submit a formal written response, addressing the charges and providing any supporting documentation or evidence.
- The special investigative committee shall complete its investigation and hearing within 30 calendar days from the submission of the response. During this time, both parties (the complainant and the accused organisation) shall have the opportunity to present their case.
- The committee shall gather evidence, conduct interviews, and hold a formal hearing where both sides can present their case. After completing the investigation, the committee will submit its findings to the AWAC Board Membership Committee for final deliberation.

9.5. **Decision-Making Process**

Following the investigation and review, the Board Membership Committee shall make a final decision based on the findings presented by the special committee. The decision-making process includes the following steps:

- A two-thirds majority vote of the Board Membership Committee present is required to exclude or suspend an organisation from membership.
- The organisation concerned will be informed of the decision in writing, along with the justifications and reasons for the board's decision.

The organisation has the right to appeal the decision to the General Meeting if they believe the process was flawed or if they wish to contest the outcome. The decision of the General Meeting shall be final and binding.

9.6. **Non-Payment of Annual Subscription Members fee**

Organisations that are more than 24 calendar months in arrears of their Annual Subscription Members fee without an approved exemption from the Board Membership Committee shall be automatically excluded from membership. However:

- Organisations may apply for an exemption or extension to pay outstanding fees if they provide valid reasons for their financial hardship.
- The Committee shall assess such requests on a case-by-case basis and may approve temporary exemptions to ensure that financial constraints do not automatically lead to exclusion.

9.7. **Voluntary Withdrawal**

Organisations may voluntarily choose to withdraw from AWAC membership at anytime. However, the following steps must be followed:

- The organisation must provide written notice of withdrawal to the AWAC Board Membership Development and Support Committee at least three months in advance.
- Withdrawal notifications must be duly authorized by the organisation's governing body, such as its Board of Directors or leadership group.
- The withdrawal will only take effect once it has been reviewed and accepted by the AWAC Board Membership Committee, ensuring that any outstanding obligations, such as fees or reports, are settled before termination of membership.

10. AMENDMENTS

10.1. General Amendments to the Charter

The process for amending the AWAC membership charter shall be guided by recommendations from the General Meeting and actioned by the Board Membership Development and Support Committee. This structured approach ensures that all changes reflect the collective input and best interests of the membership.

10.2. Initiation of Amendments

- Amendments to the charter can be proposed by any member of AWAC and must be formally recommended by the Annual General Meeting.
- These recommendations must be as a result of discussions and consensus among the general membership, highlighting areas of the charter needing updates or improvements.

10.3. Review by the Membership Committee

- Once the Annual General Meeting makes a recommendation for amendment, the Board Membership Committee, with assistance from the Secretariat, shall be responsible for reviewing the proposed changes.
- The committee shall assess the implications of these amendments to ensure they align with the overall mission and objectives of AWAC.

10.4. Consultations and Approval

- After a thorough review, and before the Board Membership Committee finalises the amendments the committee may involve additional consultations with key stakeholders within AWAC to ensure wide-ranging support.
- Upon preparing the final draft, the Committee shall present the amended charter to the Board for approval and adoption.

10.5. Communication to Members

- Upon approval of any amendments, a copy of the amended charter shall be shared with each member. This ensures that all members are kept informed and have access to the latest governing document.

10.6. Review of Annual Subscription Members fee and Annual Subscription

- Membership annual fees is critical aspects of AWAC's operations, supporting its activities and sustainability. This fee is reviewed annually to ensure they remain fair and reflective of AWAC's needs.
- The Board Membership Committee shall review the Annual Subscription Members fee each year. This review shall consider the financial needs of AWAC, the economic conditions affecting members, and the value provided by AWAC.
- Any changes to the fees shall be based on the outcome of the review and shall be aimed at maintaining or enhancing AWAC's operations while considering the financial impact on members.

10.7. **Notification to Members**

All changes to the charter and Annual Subscription Members fee shall be communicated to members in a timely manner. This communication shall include a clear explanation of the reasons for the changes and the benefits to AWAC and its members.

11. **CONCLUSION**

AWAC is dedicated to fostering a supportive, collaborative, and effective environment for all her grassroots members. We strive to ensure that our policies and procedures not only uphold the network's values but also enhance the capabilities and impact of our grassroots members in advocating for Sex Workers free from Human Rights abuse and living healthy and productive Lives.

Point of Contact for Members

To streamline communication and provide members with a reliable and consistent point of contact, AWAC has designated the sex worker Movement. Building, Membership Coordination & Partnerships Office as the primary liaison for all membership-related queries and communications. This office is central to facilitating effective interactions within AWAC and ensuring that members' needs and concerns are addressed promptly and efficiently.

Contact Information

Members are encouraged to direct all membership-related queries to the following email address; membershipugandaawac@gmail.com. This ensures that inquiries are handled by the appropriate department and receive the attention necessary to provide timely and accurate responses.

Commitment to Membership Engagement

AWAC remains committed to enhancing the engagement and participation of all members. We continually seek to improve our processes and policies to better serve our members and advance our collective mission. Through strong partnerships and a dynamic membership base, AWAC is poised to make significant strides in advocating for and supporting the Alliance of Women Advocating for Change (AWAC) and beyond.