



The Naz Foundation (India) Trust

Annual report April 2017 – March 2018





Introduction

The Naz Foundation (India) Trust is a Delhi-based organization that has pioneered solutions and systems-change for people living with HIV/AIDS. It was founded in 1995 by Anjali Gopalan.

With a focus on ensuring rights, equality, and citizenship, Naz has ensured access to treatment and care services for people living with HIV and adolescent girls, mitigated stigma and built agency among individuals from underserved and marginalised groups, and their families who face multiple socio-economic challenges owing to their HIV positive status, sexual orientation and gender identity.

Over two decades, Naz has innovated, delivered and mainstreamed critical programs and services for people with HIV/AIDS. It has served as a springboard for the LGBTQ movement in India, by focusing attention on sexual minorities and creating new engagements, support groups and collective efforts for this segment. The case against article 377, filed by Naz India, has become the cornerstone for India's fight for full citizenship and rights for its sexual minorities.

Vision and Mission

The **vision** of Naz is to create a just and equitable society by transforming individuals from socially and economically excluded communities into agents of change. Naz India driven by the values of inclusion, integrity, commitment, and excellence.

The **mission** is to build vibrant ecosystems that:

- Energize and enable individuals from excluded communities to realize their potential and act as agents of change;
- Expand partnerships, networks, and linkages to catalyze a critical mass of such leaders;
- Engage and influence governments, businesses, and other stakeholders to take this movement to scale.

Naz's **values** are inclusion, integrity, commitment and excellence.



Naz programmes

Naz implements the following programmes:

- Naz established a **Care Home for HIV positive children** in 2001 when there were no homes for these children to get shelter in North India. Naz Care Home is committed to providing around the clock quality care and support. The Care Home provides for the medical, nutritional, educational, psychological, and recreational needs of the children.
- Naz conducts training workshops (capacity building) for **awareness on sexuality and sexual health** with the objective to build the capacity of individuals and organisations in order to make them aware of and to bring a positive change in their attitudes.
- Naz's **MSM (Men having Sex with Men) programme** provides the members of the Lesbian, Gay, Bisexual, Transgender and Queer (LGBTQ) community with counselling and support services free to cost.
- Naz's **advocacy campaigns** have started nationwide movements. Naz filed a Public Interest Litigation to decriminalize homosexuality in 2001. Naz with the Lawyer's Collective spearheaded the 17-years' legal battle against section 377.
- To work towards preventing the spread of HIV/AIDS, Naz launched **Young People's Initiative (YPI)**, previously known as Goal Programme, in 2006. YPI is a sport for development program for adolescents and youth that uses the medium of sport to deliver crucial life skills education on topics such as menstrual health, Sexual Reproductive Health and Right, gender, GBV and financial literacy.



April 2017 – March 2018

Naz organisational

Naz continues to build the organisation's structure and capacity to implement its programmes. Highlights in the period April 2017 – March 2018 were the design of the strategic plan 2018 - 2021 and the addendum of the Trust Deed.

Strategic plan

In 2017, Naz developed its strategic plan for the period 2018 – 2021.

The plan is built around three verticals:

1. Direct support services

Young People's Initiative (YPI), the Naz Care Home for HIV positive children, the MSM programme and the awareness programme on sexuality and sexual health.

2. Partnerships

Partnerships that can experience, adapt or adopt from Naz's programmes.

3. Research and advocacy

R&A with stress on Naz's active role in sharing best practices, influencing policy and practices and advocacy led by young change makers.

- Naz has adjusted its organogram to accommodate the future growth in terms of scale and depth.
- Naz has made operational plans that have been budgeted for within a 2018 – 2021 time frame.

Highlights of Naz's strategic direction 2018 – 2021:

- Naz will expand the Young People's Initiative (YPI) in other states through Naz's partnership model.
- Naz will launch the YPI with adolescent boys and young men from marginalized communities.
- The organisation will launch "Aath Kadam", the economic empowerment programme for YPI alumni.
- It will ensure that the residents of the Naz Care Home thrive, live a life of dignity, and reach their full potential. Naz's focus will be to work towards developing the vocational skills of the elder children and prepare them towards independent living.

- On a needs basis, Naz will train institutions and service providers who engage with children and persons with HIV/AIDS on inclusive and rights-based care and treatment.
- Naz will continue to provide MSM counselling and support services to the members of the LGBTQ community and continue to advocate for their rights.
- Naz's advocacy campaign will be centred around the issues of child protection, safe spaces and access to sport for adolescent and youth, rights of the LGBTQ community and people and children living with HIV/AIDS. The advocacy campaigns will be youth-led and youth-centred and focus on designing innovative programmes through research and learning.





Supplementary Trust deed/addendum

The vision and mission that were phrased early 2017 were adjusted in Naz India's Trust deed.

Objectives

The objectives for which the Trust is established are to mobilize, educate, train and build social change leaders and active citizens from the most poor, vulnerable, discriminated and deprived communities through physical, mental, sexual and reproductive health awareness programs, sports and life skills initiatives and other leadership and community-building activities in the thematic areas of health, gender and rights, for the creation of public good not involving carrying out of any activity for profit and for such purpose:-

- a) Providing long-term rehabilitation, a safe home to the beneficiaries at the Naz Care Home, ensuring them access to education, healthy nutrition, recreational facilities, vocational skilling and emotional care in full and strict compliance with all the relevant acts, policies, rules and statutes laid down by the government of India and the government of the respective states.
- b) To advance the sustainable rehabilitation of the beneficiaries by engaging them at the Naz organic farm guided by principles of permaculture and collaborating with other organizations as the need arises.
- c) To introduce and engage adolescents from poor and vulnerable communities to participate in sports-for-development programs and all-inclusive sport that include life skills, leadership development and active citizenship in Naz India's projects and activities addressing health, gender and rights issues.
- d) To mobilize teachers and parents of students in government, semi- government, and affordable low-cost schools, NGO's, local groups, community based organisations, profit and government organisation and other stakeholders to build and spread awareness on and support for physical, emotional, sexual and reproductive health, gender and health programs through creative education, sports, arts, life skills and leadership programs.
- e) Training individuals, organizations and institutions on protocols and practices of programs on health, gender and rights for adolescents from the most vulnerable, marginalized and excluded communities and enable them to implement some of these programs.
- f) To build the capacity of youth from vulnerable, disadvantaged and poor communities to become coaches and facilitators who engage children, youth and their families to participate in health, gender and rights awareness activities.
- g) Developing and disseminating curricula, teaching materials and other learning aids for sport for development and other programs for adolescents that address health, gender and rights.
- h) Conducting research and documentation and publishing reports, journals and books on gender, health and rights issues for Indian and global audiences.
- i) To promote the welfare of the People Living with HIV and AIDS and members of the LGBTQQ community by providing support services such as a counselling, care, education, rehabilitation, legal services and other services as required by the beneficiaries.
- j) To advocate for the rights of marginalised communities utilizing various platforms to advocate for access to health, care, rights and equal opportunity for the LGBTQQ community, for People Living with HIV and AIDS and marginalised youth.

Additional clauses were added to the Objects Clause 3.0 and Clause 11.0 in Naz Trust Deed

It was also clarified that the Naz Foundation (India) Trust is not related to the Naz Project UK and the Naz Foundation International.

Recognition for Naz

In 2017, Standard Chartered Bank honoured Kalyani Subramanyam, Programme Director, with the Life Time Achievement Award at the Goal Summit for her contributions to the development of the Goal Programme which is currently implemented in 23 countries.

Naz India was, in 2018, awarded the prestigious GuideStar India advanced level Gold certification. It means that Naz India has been certified by GuideStar India based on its level of transparency and public accountability. GuideStar's due diligence is based on verifying financial and legal compliances, tax returns, FCRA returns, audited financial statements and auditor's reports, public disclosures on Guide Stars portal, confirmation of third party site visits and references.



Naina Yadav, Goal alumni and junior coach in Naz India, was selected to participate in the Michael Johnson programme for young leaders with support from Coaches Across Continents. Michael Johnson Young Leaders are specially selected young people from around the world who have faced and overcome adversity, have a passion for sport, a commitment to their community and potential for leadership. After the one week programme in Texas, USA, Naina started implementing the YPI programme in a new site in Delhi.



Vasundhara Mukundan, Impact Associate in Naz, was selected to participate in the Women Sport Leadership Academy. The Women's Sport Leadership Academy (WSLA) is dedicated to developing tomorrow's leaders of sport. Vasundhara participated in a week-long residential at the University of Chichester, UK, with support of the Anita White Foundation. The training combined the essential elements for self-critical learning and development including meetings with high-profile guest speakers, workshops, personal development planning, national and international support groups, as well as physical activities.



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Naz programmes

1. Direct services

One of the three verticals in Naz programmes are the direct services: the Care Home for HIV positive children, capacity building of individuals and organisations on awareness on sexuality and sexual health, MSM (Men having Sex with Men) help line, advocacy campaigns and the sport for development programme Young People's Initiative (YPI), previously known as Goal Programme.

1.1. Care Home for HIV positive children

In the period April 2017 – March 2018, 26 children stayed in the Naz Care Home (17 girls and 9 boys). Three girls and two boys have left the Care Home and have been supported to transition to independent living. Two of the young adults (above 18) have been rehabilitated with their extended families. One girl, who was in the HIV/AIDS project on a medical emergency, has gone back to live with her elder sister (who also stayed temporarily in the Naz Care Home), once her health condition improved. One of the boys has been legally adopted by an American couple and now lives with his adoptive parents in the US.





The care home works towards the following goals:

GOAL 1: Ensure access to high quality medical care to all children resulting in a reduction in the opportunistic infections and hospitalizations.

The HIV/AIDS project employs a Medical officer who does regular follow-ups with the children and guides the Care workers to provide quality care and manage opportunistic infections. A doctor visited the Care Home thrice a week and has been available in case of any emergency. Two children attended 75 physiotherapy sessions, one child went for regular eye check-ups, others for dental check-ups. None of the children was hospitalized.

All children are registered at the Anti-Retroviral clinic at the All India Institute of Medical Sciences (AIIMS) where they have had regular, monthly check-ups (28 in total in this period), including CD4 and CBC (blood test) and received their ARV medicines.

One child had three counselling sessions with a psychologist. One child met four times with a psychiatrist for depression treatment.

HIV/AIDS project staff has carried out sessions with children on health and hygiene, environmental cleanliness and the importance of education.

GOAL 2: Provide opportunities to access quality education to all children in the home.

21 children attended school. 17 children are going to regular day school (6 in private and 11 in government schools). The children attended school regularly. Naz provides the children with uniforms, shoes, bags, books, and stationary. 4 children have been home tutored. 3 of them were pursuing their education through distance (correspondence) courses. One of the children (who is differently abled) received education sessions from volunteers since there was no special education teacher in her school.

21 children have received tuition (currently 17) through a group of committed tutors and volunteers. The children were provided with stimulation and support and had access to computers and books. The Care staff attended Parents Teachers Meetings in schools and followed up on individual children's progress.

One of the children underwent successfully treatment for a depression. She received medication and counselling. She is trained in vocational skills and has been enrolled in the 8th



grade through Naz's partnership with Butterflies (an NGO that uses a right based, non-institutional approach to educate vulnerable children).

In collaboration with the Kutumb Foundation (a volunteer driven, not-for-profit enterprise working for the empowerment of disadvantaged young people), Naz has started the programme Qissagadh Active Library (a library outreach programme). The Kutumb team visited the Care Home twice per month and brought books, provided book review templates and supported the children through drama, storytelling and screenings aiming at increasing the reading skills of the children.

GOAL 3: A. Provide opportunities to access to career guidance, skill development trainings and mentoring for children to prepare towards transition to independent adult living.

One girl appeared for her XII Board exam and planned for her continued education. Another young woman, who has been rehabilitated, was supported by Naz to do a Nursery Teacher training course. She found employment in a Kindergarten and continued with education in the University of Delhi.

Four children in the X grade have undergone career counselling and as a result have chosen 'Humanities', a relevant stream related to their future plans. A total of 12 children's needs and skills were assessed and with 8 children an individual plan leading to a transit to independent adult living was made. Three children have been supported with (online) admissions for their further education.

One of the young adults in the Care Home changed his job very frequently. Through the mentoring sessions, he came to understand the importance of sticking to a job and learnt how to overcome his job challenges. He is currently still in the job.

The HIV/AIDS project counsellor conducted motivational sessions with the children focusing on academics and positive living. The staff works with the tuition teachers to make the classes interesting in order to stimulate learning.

All children participate in extra-curricular activities in Naz such as music and yoga classes. Some children also participate in activities in the community, varying from gymnastics and dancing to Corel drawing.

GOAL 4: Provide opportunities for children/youth to participate in decision making around their wellbeing as well as for using life skills in transition towards adulthood.



Care Home staff supports adolescent in the process of becoming adults. A focus on interpersonal relationships and discussions around bringing up teenagers has helped staff change their attitude and the children to open up. Incidents are discussed with the children and they give their opinions and solutions openly. Children have monthly meetings in which they discuss issues that are important for them e.g. paying respect to each other, keeping time etc. The minutes are seen and signed off by the Child Welfare Committee. During the reporting period a new chairperson and minute taker of the Children's Committee were elected.

The staff assisted one of the children to acquire a Disability Certificate. Staff has also supported the children to update their Aadhar card information. Eight children had their Aadhar cards linked to their bank accounts.

Two staff members of the National Institute of Public Cooperation and Child Development (NIPCCD) have interacted with the children. They identify children who need psychological period. During their visit, they reported that they have seen positive changes in terms of behaviour and open communication among/with the children.

Ankur (name changed) was only 10 years old when he was referred to The Naz Foundation (India) Trust. Ankur completed his class 10 from the National Institute for Open Schooling (NIOS) and is currently pursuing class 12. Ankur is working to shape up his career. He has done a basic computer course from NIIT Foundation and has very good communication skills. Ankur has always been interested in organic farming and developing an eco- friendly environment.

He started working in "All Creatures Great and Small" (ACGS, a non-profit animal sanctuary and organic farm founded by Naz founder Anjali Gopalan) where he grows organic vegetables, takes care of the farm, and also attends to guests. Ankur got his training in the farm. He has learnt a lot and he wants to continue learning about organic farming. Seeing his dedication and hard work he was enabled to Permaculture course in 2016. This has helped him to improve the practices at the farm and given him skills and confidence to train others in Permaculture.

Ankur has hosted various guests among them the Australian High Commissioner. Recently he also represented ACGS during the NGO Mela and Oz Haat Mela (organized by Australian High Commission) where he sold – his own grown - organic vegetables. He was able to convince many customers with explanations about the unique properties of each vegetable.

In the period that he has worked at the farm, Ankur has set his first step into transition to independent living. He has grown in a confident young man who earns a decent salary.



1.2. Awareness on sexuality and sexual health

Naz conducts capacity building workshops regarding awareness on sexuality and sexual health with individuals and organisations to raise their awareness and to bring a positive change in their attitudes.

Naz has carried out consultations with a variety of partners ranging from the National Network of Sex Workers to the World Economic Forum and Hugging India (a Lesbian, Gay, Bisexual, Transgender group focusing on mental health). 154 participants participated in the sessions.

Naz facilitated 4 trainings on the acceptance of sexual diversity and LGBTQ acceptance in the workplace with 166 participants from Universities, colleges and corporates, among them Barclays Bank in Faridabad. The participants were students, staff and senior managers.

1.3. MSM (Men having Sex with Men) programme

Naz's MSM programme provides the members of the Lesbian, Gay, Bisexual, Transgender (LGBTQ) community with counselling and support services free to cost.

Naz has provided several counselling services. In the reporting period 29 sessions have taken place. Six sessions were face-to-face (6). The average length of a face-to-face counselling session has been 68 minutes while the average duration of a telephone call was 14 minutes. 23 sessions were telephone sessions (23 with 16 unique persons). The average age of those counselled was 28 ½ year.

Most of the issues addressed were a mix of sexuality, family issues and psychological problems (15) e.g. gay/bisexual people in heterosexual marriages and concerns about health and HIV infections (7).

Most of the counsellor's referrals have been internal in Naz (6), to other NGOs (4), hospital/health NGOs (3) or peer support/contact groups (2). 3 persons were referred for counselling to others and 3 to the Lawyers Collective to provide support with legal issues. Most of the person being counselled (19) contacted Naz once. 4 persons contacted Naz for a follow up. One person was followed up six times.



1.4. Legal advice

One of the critical aspects of providing services to people from the LGBTQ community is the ensuring access to legal services with a focus on protecting the rights of lesbian, gay, bisexual. Transgender and Queer (LGBTQ) persons as well as People Living with HIV/AIDS. Naz works with the Lawyers Collective who has handled legal work that included providing legal advice and consultation to 23 clients: over the phone (11), email (4) and physical meetings (8), attending to queries from media and community activists and making presentations on law and rights, as and when required. The consultations concerned family abuse/harassment (11), matrimonial disputes (3), identity documents for Transgender (2), police harassment (1), information (2) and discrimination (6).

The Lawyer's Collective drafted a writ petition on behalf of a gay man, who has suffered arrest and detention under section 377.

A transgender (male to female) student was subjected to sexual harassment, humiliation and threats from a male student. The client approached the police, who asked for relevant law/sections for transgender victims of the Indian Penal Code.

The client was referred to the consultant who advised about the schemes under National Legal Services Authority of India (NALSA), gender-neutral provisions and provisions that would extend to transgender persons.

When the client returned to the police, they refused to lodge a FIR (First Information Report) on the ground that there are no provisions for transgender persons and that the section on sexual harassment is only to protect 'women' victims.

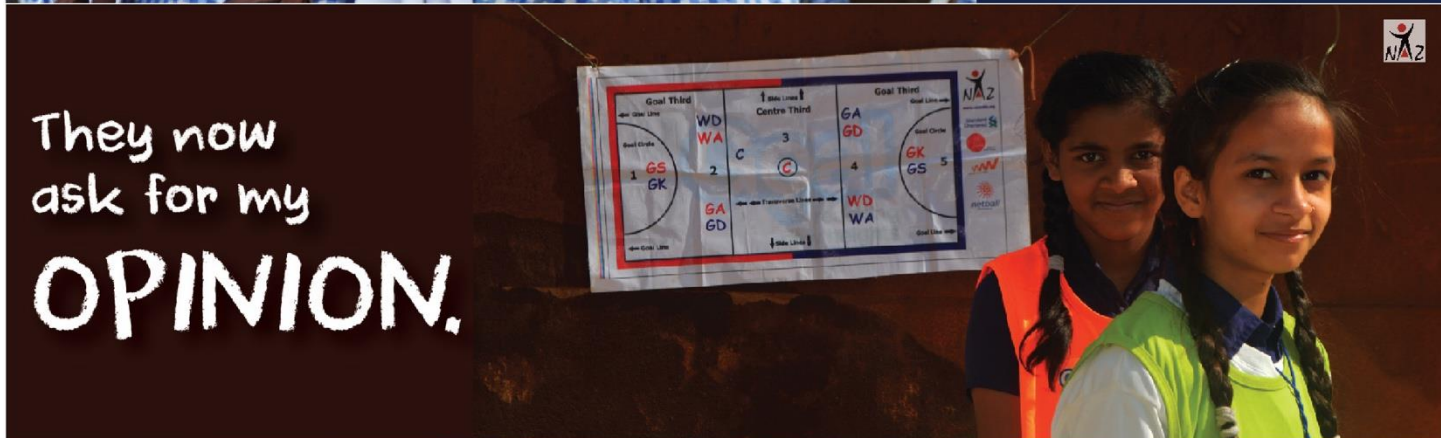
The Lawyers Collective continued advising the client on possible legal remedies including litigation. The case is ongoing.

1.5. Young People's Initiative

In order to work towards preventing the spread of HIV/AIDS, Naz launched, in 2006, the Young People's Initiative (YPI), previously known as Goal Programme. YPI is a sport for development program for adolescent girls and youth women that uses the medium of sport to deliver crucial life skills education on topics such as menstrual health, Sexual Reproductive Health and Rights, gender, GBV and financial literacy.



I know
where and
how to
REPORT
violence.



They now
ask for my
OPINION.



I AM
AN EQUAL
on the field
and
off the field.



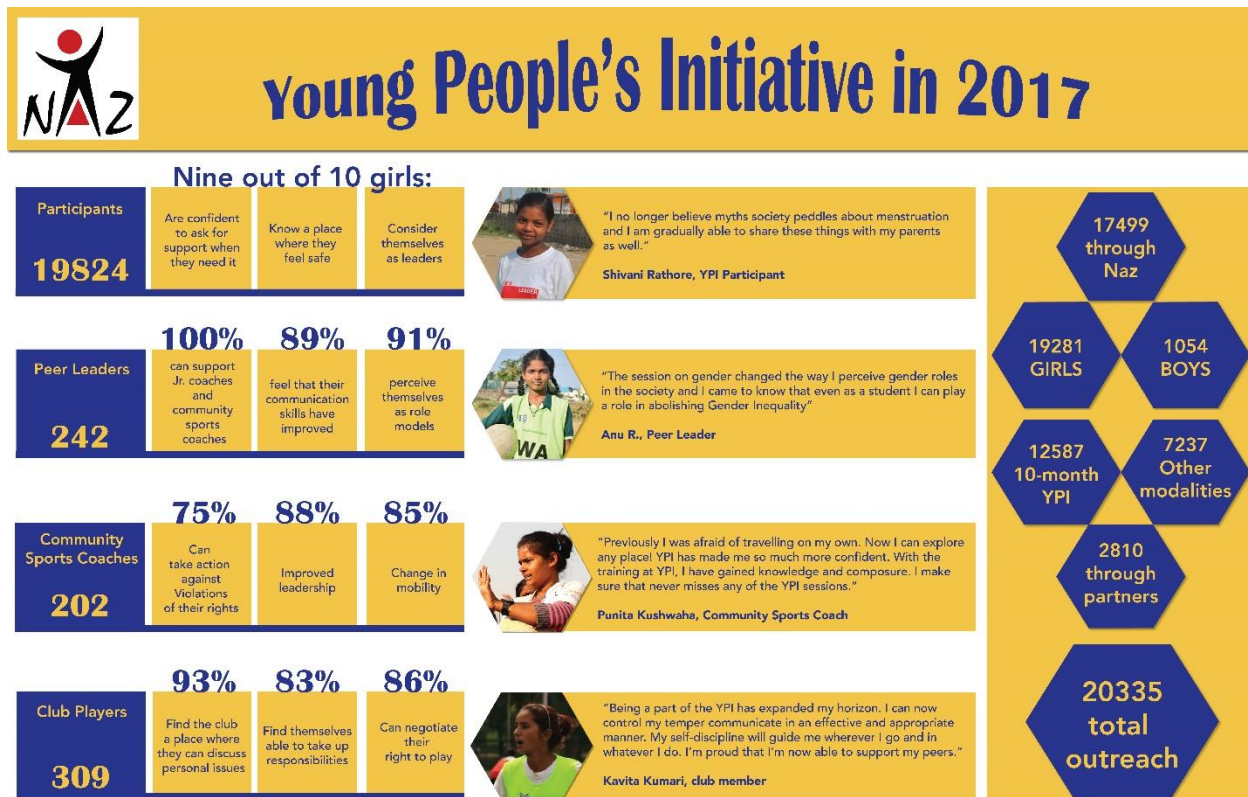
I now play
SPORTS
Like my brother!

1.5.1. What was new in April 2017 – March 2018?

- Since 2006, Naz has used the name 'Goal' for its sport for development programme for adolescent girls. Goal refers to the curriculum that Naz uses to facilitate life skills session. It has been developed by Standard Chartered Bank and the Population Council. Naz has piloted the curriculum in 200 - 2008. Currently Goal is used in 23 countries.
- Since 'Goal' stands for the curriculum and Naz's programme for adolescent girl encompasses more e.g. it includes netball sessions and clubs, different modalities, a female leadership cycle and other programmes such as advocacy and economic empowerment, it was decided to distinguish Naz's programme from the name of one of the curriculum that it is using. Hence, the term 'Young People's Initiative' was coined.
- Both the programmes in Delhi and Mumbai organised netball tournaments within the ten-month programme. It was the first time that all the schools participated and all the girls had an opportunity to play competitive netball. In Mumbai alone 2904 girls participated in 1112 matches. The best players per school were selected to play in the finals. In Delhi, Begampur was the winner and in Mumbai KGSS (girls) and Mulund Camp school(boys).
- Naz opened a third programme office, after Delhi and Mumbai, to implement the YPI in Bengaluru. In their first year, they reach out to 707 adolescent girls. 101 of them participated in the ten-month programme in RBANM school.



1.5.2. Numbers in YPI



1.5.3. Modalities

The Young People's Initiative's flagship programme is the 'ten-month programme' that has been implemented since 2006. Since then, various 'modalities' have been developed to introduce the YPI to girls and boys in places or situations where it is not possible to implement a full ten-month programme. Ultimately, all the modalities work towards the Naz Foundation's goal for the YPI: 'empowered adolescent girls and young women are accessing and realizing their rights, are agents of change and are fully participating in a just and equal society'.

1.5.3.1 The ten-month programme

The YPI ten-month programme is a netball and life skills programme that runs for 10 months in government and trust-run schools and urban slum communities with adolescent girls. The programme focuses on self-awareness, gender, health, sexuality, rights and financial literacy in and includes modules on life skills (communication, peer pressure, health (menstruation, HIV), gender and empowerment (Gender Based Violence, rights), financial literacy (saving, borrowing) and netball. It includes an in-school/community netball tournament. It is the Naz's largest programme.

Participants

Adolescent girls (12 – 18 years) participate in two sessions (45 – 60 minutes) per week during a full academic cycle.

The modules in the programme are netball (sport), Be Yourself (self-awareness and interpersonal skills), Be Healthy (hygiene – also menstrual – and SRHR topics), Be Empowered (gender, gender-based violence, community resources) and Be Money Savvy (financial literacy). Participants develop their leadership through implementing action projects in their school and community.

According to an internal evaluation, by the end of the ten-month programme nine out of ten girls:

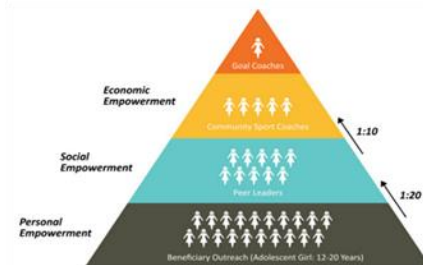
- Are confident to ask for support when they need it
- Know that women have the right to say no to touches/sex
- Consider themselves as leaders
- Say that women should earn and spent their own money

Most of the girls have a place where they can discuss personal problems and health issues and they know where to report violence. Their communication skills and confidence has increased enabling them to actually access and use the available support. Girls share their lessons learnt

Leadership

Female leadership is essential in running a programme for girls/women.

- The YPI works with girls and young women who join the programme as **participants**.
- Out of the group participants, **peer leaders** are chosen.
- **Community Sports Coaches** are interns and, usually, former participants of the programme





with friends, neighbours, siblings and their mothers. As a result, nine of ten girls see themselves as leaders.

Number of Participants	12857
Schools	41
Communities	3

Peer leaders

Keertika was introduced in the YPI just after her father's death. Two years ago, boys constantly eve teased her in her neighbourhood. She was scared and felt uncomfortable since the boys would comment on her physical appearances when she stepped out of the house. She felt helpless and thought of quitting her studies to stay home and assist her mother in her work. It was then that her father came out to support her by asking the nearby police to warn the boys and restrict them from gathering together in the evenings. After this, every day, her father walked her to the bus stop and picked her up in the evening.

The sessions on violence made Keertika realize that being silent while facing violence is not an answer. She understood that she had the right and, now also the confidence, to address issues, if needed. She showed resilience when her 15-year-old friend faced was stalked by a neighbour. The man used to follow her friend to school, teased her and told her to love him. Keertika suggested her friend to meet the Head Master of the school. Since the girl was scared, Keetika took her to the Principal and together they explained the situation. The Head master approached the District Child Protection Unit who asked the All Women Police Inspector to intervene. The neighbour was warned and Keertika's friend can now walk to school without fear.

S. Keertika, 13 years, participant, partner organisation Manitham

Peer leaders are selected from the group of participants. Peer leaders assist the coaches and develop their leadership skills as group leaders. They become role models for other girls. Naz offers the peer leaders meetings and trainings to enable them to fulfil their leadership role.

At the end of the Peer Leaders cycle all the Peer Leaders feel that they are able to effectively support coaches and CSCs in their capacity peer leaders (internal evaluation, 2017). They feel that they have greater self-confidence and perceive themselves as role models. 89% feel that their communication skills have improved, particularly with respect to being able to make eye contact and speak clearly while speaking with their peers.

Number of peer leaders: 428



Soleha joined the Programme in 2017. She immediately fell in love with Netball. Soleha was expected to refrain from sports and wear her hijab at all times. Therefore, she knew that if she wanted to play sports, she would have to seek her father's approval first. The topic initially caused a stir. Nevertheless, she persisted and was allowed to play by her family as long as she wore her hijab. Soleha quickly became a standout in the group, and was selected as a Peer Leader, to assist the coaches and serve as a role model to the rest of her class.

It was during one of these life skills sessions that Soleha first learned about different forms of violence, and what she could do to help. Soleha gained tremendous confidence, and pushed her father and grandfather to let her play, without a hijab. After many discussions, her family agreed, and she went on to compete with her team at the inter-school Udaan tournament, hosted by the Naz Foundation.

Soleha's family members have benefited from her newfound confidence and knowledge as well. She was able to convince the family to allow her female cousin to get a job – a privilege that none of the women had had before.

Soleha, 12 years, Peer Leader, Mumbai

Community Sports Coaches

The facilitators are young women providing the girls with role models and the programme with strong women's leadership. They provide safe spaces for girls to access sport, receive information and gain knowledge, learn skills, discuss sensitive topics and change attitudes and behaviour. Community Sports Coaches (CSCs) are (in general) alumni from the YPI. They are interns and co-facilitators in the programme. They are both participants of the programme and leaders who sustain the existence of the programme. CSCs are trained in netball coaching and life skills facilitation as well as in personal and professional development topics. Their internship gives them an opportunity to step up as community leaders and to work towards their own economic independence.

Number of CSCs: 140

An internal evaluation (2017) showed that after their period as CSCs, the young women have an increased perceived ability of most of their life skills, their facilitation- and leadership skills. In surveys, they show improvement on most of the indicators that measure change: communication, problem solving, decision making and planning & organizing. Biggest positive changes that are observed when CSCs are longer in the programme are taking action when rights violations happen, coaching, leadership and mobility.



As part of the programme for Community Sports Coaches, Geeta and Amrita participated in the International Award for Young People, the Duke of Edinburgh's International Award programme that motivates young people to participate in voluntary self-development activities and encourages personal discovery and growth. One of the sections that participants have to complete is 'skills'. Geeta and Amrita choose to learn 'beautician skills'. With the support from Naz they enrolled in a course. After the course, they decided that they could run a similar course themselves. Being experienced CSCs they were confident that they could work with a group of young women and teach them what they had learned.

They approached the NGO Deepshikha that is run by their church. The church leaders were willing to let them use rooms in the center. They also supported the Geeta and Amrita with seed money for the materials. Once the course started, Geeta and Amrita asked the students to contribute Rs.150 per month during the six months programme in which they learn basic beautician skills such as waxing, threading etc. At the end of the course, the participants receive a certificate, which is recognized by beauty parlours in their area. Geeta and Amrita have trained 25 women. 8 have successfully completed the course. Three of them have started working in parlours. The others are in the process of completing.

Only 20 years old, Geeta and Amrit have not only created their own jobs but also opened up opportunities for other young women in their community who, as a result, have acquired employment. Geeta and Amrita are not only accessing their own rights but also make a change for other young women in their community.

Geeta and Amrita, 20 year, community sports coaches, Delhi

1.5.3.2. Essentials

Essentials is a life skills programme that covers and includes modules on life skills, health, gender and empowerment and financial literacy in 15 – 18 hours. It is a condensed programme that uses interactive sessions in a period between three weeks to three months.

By the end of the Essentials programme ***nine out of ten girls:***

- Are able to say 'no' to their friends
- Know where to report violence

Number of:

Essential Participants	3565
Essential Schools	21

1.5.3.3. YPI Camps

YPI Camps is a 5 or 6-day netball and life skills training held for at least 2 hours per day (10 – 12 hours' total). The focus is on learning playing netball while the participants also take part in life skills sessions on communication, HIV and rights. The idea is that after Camp children continue playing netball and could participate in the One Nation Netball Cup. Camps are also used to assess the capacity of potential partners for implementation of the YPI.

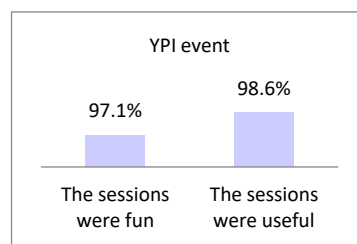
Girl, Chitanbaram: *'What I liked most about the Camp was what I have learnt about menstruation. I'm going to teach at least 10 others about what I have learnt. The best thing was that they taught us playing netball. I now know the 5 steps of shooting and how to do it'.*

Number of

Participants	1259
Camps	14

1.5.3.4. YPI Event

YPI Event is a 2 or 3-day interactive life skills activity that is conducted for a minimum of 6 hours. Topics depend on the needs of the group but focus usually on communication, peer pressure, health and financial literacy.

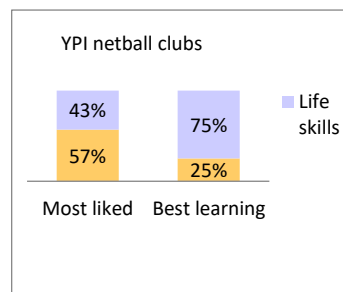


Number of

Participants	2084
Events	29

1.5.3.5. YPI netball clubs

YPI netball clubs are clubs for YPI ten-month programme graduates who want to continue playing netball. Clubs meet at least once per week and have a players' committee that is in charge of the club. The clubs play friendly matches, participate in the YPI leagues and tournaments. Players from the clubs are selected for zonal, state and national tournaments.



An internal evaluation (2017) concludes that the netball clubs are safe spaces for girls to access sport opportunities. 93% says that the club is a place where they can discuss personal problems. $\frac{3}{4}$ of the netball club players find themselves able to take up responsibilities and be leaders. Players like to play but appreciate the life skills that they learn in the club as well.

Number of

Players	309
Clubs	7

When Preeti wanted to do join the YPI, her parents did not want her to play netball. Other girls in the programme came to talk to her parents and convinced them to enrol their daughter in Naz's programme. Ultimately, it was Preeti who reassured her parents that being part of the netball club benefited her in many ways. Nowadays, it is Preeti who convinces other girls' families to give their daughters permission to join the club. Preeti has managed to change the attitude of community members about girl's sport in her neighbourhood. More often, families are allowing their daughters to play.

Preeti is not the only club player who stands up for girls' right to play. In a Naz survey among club members in 2017, it was found that 86% of the players says that they can talk to stakeholders about girls' right to play. 68% of them is confident enough to talk to the parents of other players. This makes girls like Preeti change agents in their community.

Preeti hopes that she can continue playing in her club as long as possible. She dreams of representing herself as a good, and hopefully professional, netball player in India.

Preeti, 18 years, netball club player, Delhi



1.5.3.6. Netball league

For the seventh time in history, Naz organized the netball league for YPI netball clubs in Delhi. The aim is to give YPI alumni an opportunity to continue playing netball and develop their leadership skills.

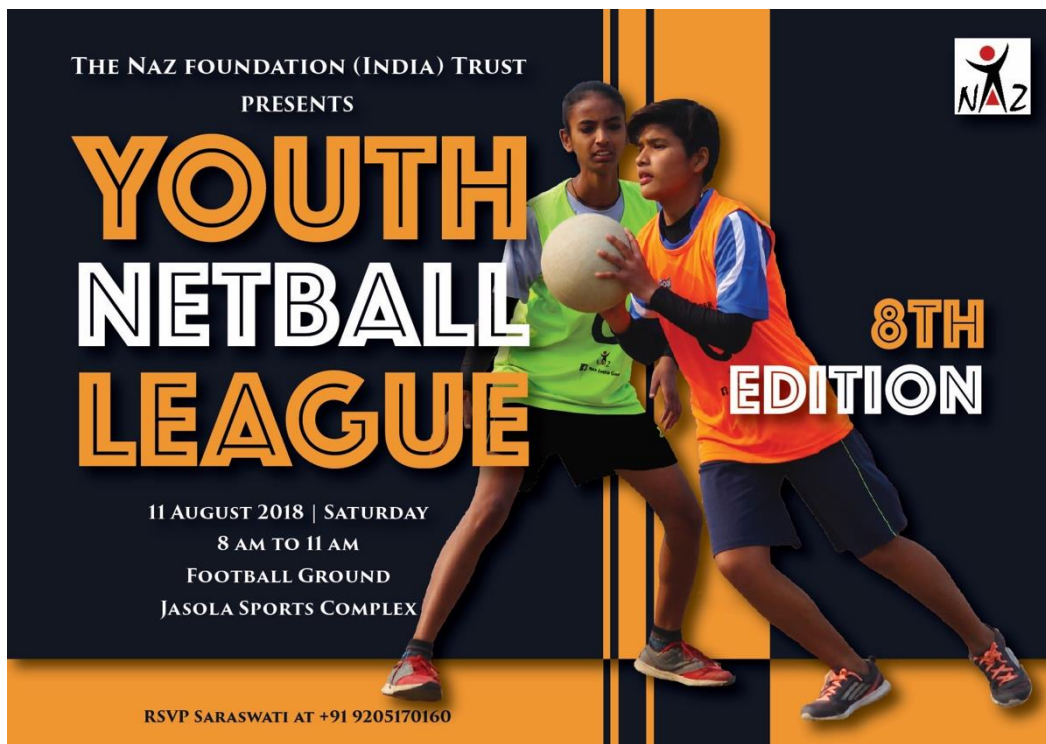
In the 2017 /18 league, ten teams including 94 players participated in a competition played over 9 rounds. Naz staff, with support from 40 CSCs, organised the matches.

At the end of the league Aali Power Angels emerged as winner while Khadar Champions was the runners up. Sangam Vihar Sunrisers earned the fair play award.

The participants said that playing in the league has made them physically fit and more confident. They have made new friends since they have interacted on a regular basis with the other teams. At home, they have become more patient and active. They are also no longer afraid to travel alone with their team.

The girls see the League as a platform where they get to play netball at a competitive level and bring the skills that they learn in the clubs into practice. It is a way for them to measure how much have they learnt in Clubs and how much they need to improve.

Number of players: 94





1.5.3.7. One Nation Netball Cup

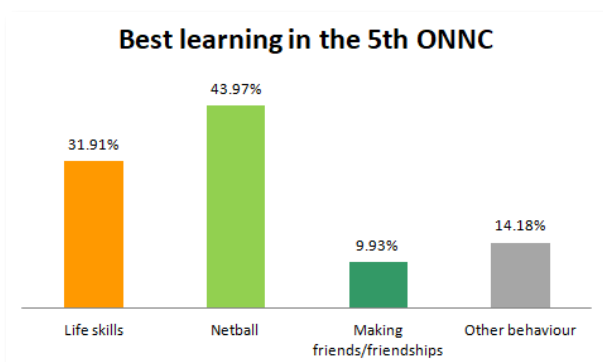
The One Nation Netball Cup is an annual mixed gender netball tournament for boys and girl's teams from schools and NGOs. The participants are below the age of 16 years and from different states in India. The players are mainly YPI ten-months graduates or YPI Camp participants.

The 5th ONNC brought together 14 teams with 140 participants from 6 states in Delhi. The objective was to increase opportunities for competitive netball, to increase gender equality and cultural diversity.

It was the first time that the tournament was played indoors, in the air conditioned Thyagaraj stadium in Delhi. The winners were from Maharashtra: Samparc team became number one, followed by Talegaon, the Runners Up. The winner of the Rising Star group (upcoming teams) was Naz Mumbai.

Naz Delhi won the Fair Play award. Sachin one of its players won the Award for the Best Male Player, while the award for the Best Female Player went to Bhawana Gadari from Vikalp. The ONNC is not only about sport. St. Anthony won the prize for the Best Cultural Performance with a fabulous modern dance.

The 5th ONNC has given the participants an opportunity to play competitive netball, improve their netball skills, communicate with youth who speak different languages, experience playing in mixed teams and talk about gender issues with other young people. Visits to India Gate, the cultural performance and making new friends contributed to making the ONNC a unique event.



Samparc, girl, 15 year
'I got a lot of learning and I was very happy here.'

Boy, 15 year: 'My dream was to play netball in an International stadium. Because of the ONNC, my dream has come true'

Number of

Players	140
Teams	14



2. Partnerships

In order to meet its objectives and to create change, Naz cooperates with various partners.

- Naz works closely with the Ministry of Education, the Child Welfare Committees and other NGOs that can supplement Naz's programmes.
- Naz builds the capacity building of corporates on issues of sexuality and sexual health.
- Naz works with nongovernmental organisation to introduce them to the sport for development approach and build their capacity to implement programmes for adolescent girls and young women. In 2017/18, Naz organised a three-day partnership workshop for five NGOs from Punjab. The organisations were introduced in the sport for development approach and the YPI in particular. The participants attended presentations, engaged in group work and visited one of the YPI sessions in the community.
- Potential donors, donors, journalists and NGOs visited Naz to understand the YPI programme.
- Naz participated in various networks:
 - International Working Group 3 (Monitoring, Evaluation, Learning and Research) of the International Safeguarding for Children in Sport movement
 - The Community of Practice on Measuring Life Skills in Mumbai and
 - The Laureus Sport for Good Foundation Gender Learning Community.
 - Naz hosted a round-table focusing on the access of adolescent girls to safe sport spaces in Mumbai.
- The YPI regranting funds to four implementing partners in Tamil Nadu: Thozhamai, SNEHA, Ekta and Manitham, reaching out to 2810 adolescent girls.



3. Research and Advocacy

Advocacy

Naz's advocacy campaigns have started nationwide movements. Naz filed a Public Interest Litigation to decriminalize homosexuality in 2001. Naz with the Lawyers Collective spearheaded the 17-years' legal battle against section 377.

Naz facilitated the Lawyer's Collective to hold presentations for INFOSEM and the Punjab Police Academy about the Supreme Court's right to privacy decision and the Transgender Persons Bill, respectively. The representative of the Lawyers Collective was interviewed in several occasions on different topics such as on section 377 and transgender rights and approached by printed media for enquiries about change in gender identity procedures and a television debate on 'Mirror Now' when school girls in Kolkota were forced to 'confess' that they were lesbians.

The Lawyers Collective drafted an Impleadment Application for clarification of the final order passed by the Supreme Court in a matter related to a film on homosexuality. The Impleadment Application was mentioned but not allowed to be filed by the Supreme Court. Another Impleadment Application was filed on behalf of the Naz Foundation (India) Trust in W.P (C) No. 7 challenging section 377, IPC. This one was pending before the Supreme Court at the end of the reporting period.

On 24 August 2017, the Supreme Court of India declared in a historic judgement the right to privacy as a fundamental right protected under the Indian Constitution. In declaring that this right stems from the fundamental right to life and liberty, the Court's decision has far-reaching consequences. They also called into question the judicial reasoning in the Naz Foundation case (2013) that had suggested that the 'minuscule minority' LGBTQQ community was not entitled to a right to privacy suggesting that changes in the legislature concerned section 337 in the near future might be a possibility.



Links

- [Anjali Gopalan's interview with The New York Times on Homosexuality in India](#)
- [Anjali Gopalan on the #Section377 verdict](#)
- [Kalyani Subramanyam was appointed a member to the International Safeguarding Children in Sports Advisory Board by UNICEF](#)
- [Naz was honoured with the 2018 Justice Sunanda Bhandare Award](#)
- [Naz was featured on GoAborad Foundation's September campaign](#)
- [Naz gets featured on LetsEndorse on National Sports Day](#)
- [Naz participated in 100 Days of Running](#)
- [Aarti Kori, Junior Coach with Naz's YPI programme, shares her journey at the Dasra Philanthropy Week as part of the 'Ab Meri Baari' campaign](#)
- [Naz celebrates 10 years of Young People Initiatives through #10years10girls campaign](#)
- [Naina Yadav](#) and [Pooja Vishwas](#) share their stories of breaking gender stereotypes as part of the 16 days of Activism Against Gender Violence Campaign



Naz is thankful for the support in the period April 2017 – March 2018 from:

- Schools, parents, communities
- Standard Chartered Bank
- Bank of America Continuum India
- Global Business Services
- Women Win
- Novo Foundation
- Dasra
- SOL Foundation
- Laureus Sport for Good Foundation/Mercedes Benz
- MAC foundation
- Heroes Project
- Tides Foundation
- American India Fellowship
- Anita White Foundation
- Coaches Across Continents
- Michael Johnson
- Ministry of Education
- Partner NGOs
- Individual well-wishers
- LGBTQ+ Group InsideOut

The Naz Foundation (India) Trust

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