

# ANNUAL REPORT

APRIL 2018 - MARCH 2019



THE NAZ FOUNDATION (INDIA) TRUST

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# ABOUT THE NAZ FOUNDATION (INDIA) TRUST

The Naz Foundation (India) Trust is a Delhi-based organization, founded in 1995 by Anjali Copalan. Being a pioneer in bringing about systemic change in the field of HIV/AIDS, Naz has innovated, delivered and mainstreamed critical programs and services for people with HIV/AIDS.

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.

On September 6, 2018, Naz won its nearly 16 year long legal battle of decriminalising homosexuality in India, paving way for LGBTQA+ to access their rights and be open about their sexuality. Naz firmly believes in inclusion, commitment, integrity and excellence.

Over the years, through its various programs, Naz has been uplifting girls, ensuring rights and equality - especially through sports.

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# NAZ'S VISION

To create a just and equitable society by transforming individuals from socially and economically excluded communities into agents of change.

Naz India is driven by the values of inclusion, integrity, commitment and excellence.

# OUR MISSION

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.

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# OUR PROGRAMS

Naz has been working in the thematic areas of gender, health, and rights since 1994. These thematic areas are addressed through various programs:

## NAZ CARE HOME

Naz India operates a residential centre for children and young adults living with HIV/AIDS called the 'Naz India Care Home' in which it provides holistic care and prepares them to live a healthy and independent life. It was started in 2001 in Delhi when there were no care homes for HIV positive children. Care home supports children with their needs, whether they are educational, psychological, medical, nutritional or recreational in nature.

## CAPACITY BUILDING AND TRAINING

Naz conducts training and workshops on issues related to sexuality and sexual health with the objective to build the capacity of individuals and organisations to raise their awareness to bring a positive change in their attitudes.

## AATH KADAM

Aath Kadam is part of YPI and is an economic empowerment programme for YPI alumni. The programme helps young women to pursue their economic empowerment goals by acquiring knowledge, skills, attitudes, behaviour, experience and support from industrial mentors and parents to achieve their goals.

## YOUNG PEOPLE'S INITIATIVE (YPI)

To work towards the prevention of spread of HIV/AIDS, Naz launched the Young People's Initiative (YPI) - previously known as the Goal Program - in 2006. YPI is a sports for development program for adolescents and youth that uses the medium of sport to deliver crucial life skills education on the issues of menstrual health, sexual and reproductive health and rights, communication, financial literacy, gender-based violence etc.

## MSM AND LGBTQA+

Naz's MSM (Men having Sex with Men) program provides the members of the LGBTQA+ queer community with services for counselling and support free of cost.

## RESEARCH AND ADVOCACY

Advocacy is integral to all of Naz Foundation's work. As a strong advocate for the sexual health and rights of the sexual minority community, Naz India with the Lawyer's Collective spearheaded the 12 years' legal battle against Section 377 of the Indian Penal Code (IPC).

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# HISTORICAL JUDGEMENT

“Sexual orientation is one of the many biological phenomena which is natural and inherent in an individual and is controlled by neurological and biological factors. The science of sexuality has theorized that an individual exerts little or no control over who he/she gets attracted to. Any discrimination on the basis of one’s sexual orientation would entail a violation of the fundamental right of freedom of expression”- **Supreme Court of India on 6th September, 2018**



The year 2018 marked a huge milestone in the history of the battle for human rights. On 6th September, the Supreme Court ruled that Section 377 should no longer apply to homosexuality, ending Naz India’s role in this legal battle of 16 years (since 2002) and paved way for the LGBTQA+ community to access their rights and be open about their sexuality. This day will always be remembered as an imperative day for the LGBTQA+ and queer community, minorities, and their rights in India. By and large, its ripple effect will be seen in every part of the world. With the decriminalization of homosexuality, the fear of prosecution has disappeared but stigma and discrimination, confusion about sexuality, psychological and emotional problems around sexuality continue to exist.

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# OUR AWARDS

## BUSINESS STANDARD SOCIAL ENTERPRISE OF THE YEAR 2018

Naz India was honoured with the Social Enterprise of the Year 2018 award by Business Standard for the Young People's Initiative (YPI). Kalyani Subramanyam, Program Director, received the award on behalf of the organization from the honourable Finance Minister Arun Jaitley. The prestigious award recognizes Naz India's efforts in scaling the YPI program up, ensuring sustainability, and building young leaders in the communities through an innovative medium.

## CHANGEMAKERS OF INDIA AWARD

Naz India received the Hindu Business Line Changemakers of India Award for its role in the battle against section 377. Executive Director Anjali Gopalan received the award from former Prime Minister Dr. Manmohan Singh.

## BOARD OF SAFEGUARDING CHILDREN IN SPORT

Programme Director Kalyani Subramanyan has been appointed in the Board of Safeguarding Children in Sport Initiative. This initiative is led by UNICEF and coordinates the efforts of sports federations, NGO's and grass root organisations to ensure that participation in sport activities will be safe for children. The International Safeguards for Children in Sport have been globally adopted in December 2015. Naz India is also an active member in Working Group 3 on Monitoring, Evaluation, Learning and Research.

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# IMPACT DASHBOARD



**21** CHILDREN IN NAZ CARE HOME FOR HIV+ CHILDREN



**146** INDIVIDUALS FROM MSM AND LGTBQA+ COMMUNITIES WERE PROVIDED WITH FREE COUNSELLING SUPPORT



**2,962** PARTICIPANTS REACHED OUT TO, THROUGH **41** CAPACITY BUILDING AND TRAININGS



**22,208** GIRLS AND BOYS REACHED OUT TO THROUGH THE YOUNG PEOPLE'S INITIATIVE (YPI) PROGRAM



**420** YPI ALUMNI FROM DELHI **167** CLUB PARTICIPANTS IN DELHI & MUMBAI REACHED OUT TO VIA AATH KADAM PROGRAM



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# CARE HOME FOR HIV+ CHILDREN

Naz India's care home provided care to 21 HIV positive children (14 girls and 7 boys) from April 2018-March 2019. Quality care for the children remains a priority for Naz India. Regular medical check-ups and care by the Care Home Doctor and routine visits to the ART centre were conducted to take care of the health needs of the children and address opportunistic infections. Two children have continued to receive counselling. One girl, who was treated for depression in 2018, still receives counselling, although the crisis has passed.

Besides health, education remains one of the major responsibilities of Naz India towards the children. The children are continuing their education through regular school classes and tuition in the care home. In 2018, two children passed their Class XII board exams and two children passed Class X. Currently, two of the children are in the final year of their schooling and three of them are in Class X, and appearing for board examinations this year. One child is doing her Class X graduation through distance mode of education through the National Institute of Open School (NIOS). One girl is receiving home tuition due to her physical disability. The remaining children are enrolled in regular schooling. One girl, who is pursuing a Bachelor in Arts degree, is also training with a designer and building her skills. Another girl, pursuing a degree in Commerce, is doing a course in accounts and tally at NIIT and simultaneously interning at a Chartered Accountant's office.

Two young adults have recently stepped forward to independent living. These two young adults have stayed with Naz India as part of the 'after care' program for ages 18-21. Under the Juvenile Justice Act, children cannot stay in a care home beyond the age of 18 years. The young men were recently phased out. Naz India managed to get an extension of three years for an 'after care' period - Even at 22 years, it is still not common for young people to live an independent life. Naz India realized that although they have been trained (i.e. they know how to manage their salaries and are able to cook), a longer and more systematic approach is needed to transition care home 'children' to independent living with the help of proper skills and psychological counselling, and to continue giving them the required practical and emotional support.



# CASE STORY

Prem (name changed) of Muzaffarpur, Bihar, was one of the first children in the Naz India Care Home. In January 2000, when he was only four years old, his uncle brought him to the care home as he was not in a position to look after the young boy. Prem had lost his parents to AIDS, and was HIV positive himself. His two-year-old brother was 'negative', and was raised by their family. None of the extended family members came forward to support Prem. It was a time when HIV/AIDS was a taboo, People Living with HIV/AIDS (PLWHA) were stigmatized and support for them was scarce. A lot has changed since then.

When Prem came to Naz India, he was a toddler who was depressed by the demise of both his parents. He remained quiet and withdrawn during the initial days. He hardly spoke, and did not express his feelings. Health issues related to his HIV infection made matters worse and haunted him severely. The care home staff slowly built a relationship with the young child. His overall physical condition slightly improved. Gradually, he opened up, and it was soon time to start his education.

Prem was an eager student who did well in school. He was also actively involved in extracurricular activities - he participated in sports, arts and cultural programs. Most of all, he loved playing cricket. In his Class X board exams, Prem scored 96%. This excellent result led to a chance to be admitted at the Tagore International School, where he took the sciences stream and performed very well. He placed in the 1st division in his senior secondary examinations. Prem dreamt of becoming an engineer, but could not get admitted to an engineering course as he did not clear the entrance tests.

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This is where, again, reality set in for Prem. He took it well and opted to pursue a bachelors degree in computer sciences at IGNOU. After this, he decided to look for a job. He worked at an International Call Centre for a few months, and was then employed by the 'The Indian Health Organization' as a data clerk.

As a young man of age 22, who had participated in the 'after care' program and was earning a salary, it became evident that it was time for Prem to transition into independent living. The final push came from the Child Welfare Committee, through the Juvenile Justice act which stated that he was no longer eligible to live in a child care institution. Despite having the resources and practical skills, Prem was hesitant to leave the care home. It was difficult for him to leave the place, that had been his home for 18 years.

However, he realized that he had to stand on his own two feet. Eventually, he moved out of the care home on January 15th, 2019 and started living independently. He has found a room that is halfway along the metro line that connects his workplace as well as the care home, and his brother's home. The two young men have a good connection, and Prem's brother is ready to support him during this transition period.



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# MSM AND LGBTQA+

This year marked a huge milestone for the LGBTQA+ community as Supreme Court of India gave the ruling that Section 377 of the Indian Penal Code is no longer applicable to homosexuals in India. The number of MSM persons availing counselling has increased in this reporting period (2018-2019). For this year, the MSM helpline supported 146 persons, in 204 meetings. One of the reasons for this increase could be that people found the way to the MSM helpline easily (a majority of them through the Naz website), and the other being that the decriminalisation of homosexuality has encouraged members from the queer community to be able to be open about their sexuality and access Naz India's services.

While a majority of the people who availed counselling were men, women also called for assistance. The number of meetings (mostly telephonic) were 183 for men, and 21 for women. Two transgender persons contacted Naz India. For most cases, one meeting sufficed, while more counselling sessions were offered when necessary. Reasons for accessing the Naz helpline among lesbian women were family issues (lack of acceptance, pushing for marriage), emotional problems, legal inquiries and for 'meeting others' like themselves. Among the MSM community, the reasons for contacting the helpline were confusion and guilt regarding their sexuality, psychological and emotional problems, relationship issues, 'meeting others' like themselves and seeking information. The age of these people ranged from 17 to 45 years. Most people called for themselves, while one woman called for help for her house help's son. Referrals were made to other NGOs (such as Sangini, Basera, Humsafar), helplines (Umang) and the Lawyers Collective.

## CASE STORY

An 18 year old boy from rural Haryana called the Naz helpline, sharing that he was facing difficulties coming out to his parents about his sexuality. He feared that his parents were going to kill him, just like they killed his sister, as told by the client. On hearing this, keeping in mind the possibilities of honor killing in rural Haryana, the counselor insisted that the client must visit along with his parents for a counselling session. Upon meeting with the client and his parents, the counselling went for about two hours, and the counselor found out that the boy might be hallucinating about his sister's death, which was actually caused due to kidney failure. Ever since this incident, he had not been keeping mentally well. After discussions, it was found that the parents neither object to his sexuality, nor are forcing marriage upon him. Instead, they just wished for their son to be mentally stable. The client was referred to NIMHANS, where he received treatment for delusions of persecution, and was even admitted for a few days. Unfortunately, he showed no improvement, and the counselor then referred him to Dr. Kushal Jain, who also attends to the kids at the Naz Care Home. Treatment was followed through regularly. One year later, the client is doing well, both mentally and physically. He is sound about his decisions, and his family is encouraging him to focus on his career. He is not anxious or delusional around crowds any more, and regularly updates the Naz counselor on his gradual progress. The counselor also followed up with the client on his medical procedure and health, to ensure he's doing well post-counselling.



# YOUNG PEOPLE'S INITIATIVE

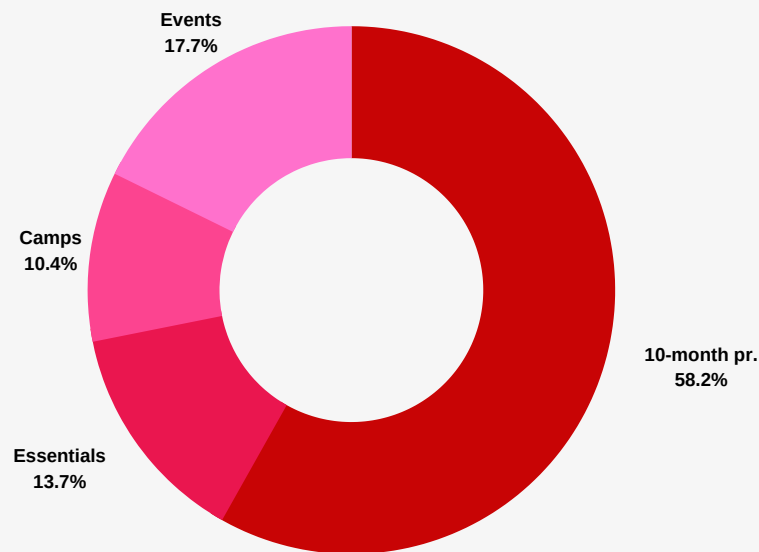


# YOUNG PEOPLE'S INITIATIVE

The YPI program, formerly known as Goal Program, is currently being run across four states and one union territory in India benefiting more than 25,000 young people per year. Since 2006, Naz has used the name 'Goal' for its sport for development program for adolescent girls. Goal refers to the curriculum that Naz uses to facilitate life skills session. It has been developed by the Standard Chartered Bank, and Population Council. Currently, Goal is used in 23 countries.

## 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.'



## YPI MODALITIES OUTREACH FOR 2018-19

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# TRADITIONAL PROGRAM

This traditional modality extends for 10 months. The program is a combination of netball and life skills which runs in government and trust-run schools. The program focuses on self-awareness, sexuality, gender, health, rights and financial literacy by including modules on life skills (communication, peer pressure), health (menstruation, HIV awareness), gender and empowerment (GBV i.e. gender based violence, human rights), financial literacy (saving, borrowing) and netball. It includes inter-school netball and community netball tournaments, and is the largest program run by Naz India.

Participants, who are adolescent boys and girls of ages 12-18 years, participate in two sessions of 45-60 minutes per week during a full academic cycle. The modules in the program are netball (sport), Be Yourself (self-awareness and interpersonal skills), Be Healthy (hygiene, menstrual hygiene and sexual & reproductive health and rights), Be Empowered (gender, gender based violence, community resources) and Be Money Savvy (financial literacy). For the year 2018-2019, Naz India's YPI 10-month program reached out to 12,851 participants in Delhi, Mumbai, and Bangalore and through partnerships. 12,137 of these were girls, while 714 were boys. 34 news schools joined the program in 2018-19.

"The first time I heard about menstruation was during the YPI session." Although her periods haven't started yet, the sessions have been very helpful for Achal, a 10-month program participant from Matunga, Mumbai. She is happy to know that when she starts menstruating, she will know what to do to maintain hygiene and stay healthy. She shared what she learned with her mother, sisters and friends. She explained to them what to do, and brought up some of the myths related to menstruation. Her mother listened and started supporting her daughters to not be led by myths and misconceptions by allowing her daughters to enter the kitchen, touch pickles etc. during their periods. However, her mother's own behaviour has been guided by those myths and misconceptions for a long time. Although she knows that she can, she still feels that she cannot enter a temple when menstruating. Achal does not give up - she knows that it will take time, but she is will continue trying to change her mother's mind".

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# YPI CAMPS

YPI Camps are training camps of 5-6 days for netball and life skills. These are held for at least 2 hours per day (a total of 10 – 12 hours). While the focus is on learning to play netball, the participants also attend life skills sessions about topics such as communication, HIV awareness and human rights. Camps are also used to assess the capacity of potential partners to use sport as a tool for empowerment of girls.

In 2018-19, **17 camps** were conducted with **2,300 children** (out of which, 2,014 were girls).

# YPI ESSENTIALS

Essentials is a life skills program that covers and includes modules on life skills, health, gender and empowerment and financial literacy over the course of 15-18 hours. It is a condensed program that uses interactive sessions over a period ranging from 3 weeks to 3 months.

In 2018-19, **3,029 adolescents** were a part of YPI Essentials through **22 schools**.

# YPI EVENTS

YPI Events are activities which cover 2-3 days with a minimum of 6 hours total. Topics vary depending upon the needs of the target group, but usually focus on communication, peer pressure, health and financial literacy. 70% of the event covers life skills, while the rest 30% consists of interactive games. Events engage adolescents who are not be able to access other modalities which cover longer periods of time.

In 2018-19, **16 events** were held with **3,742 girls** and **176 boys**.





# YPI SCHOOL SITES

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# SNIPPET FROM SBAC CAMP

The YPI camp was conducted in SBAC School, Hoshiarpur (Punjab) on October 22-26, 2018, where 79 girls participated. The main objective of the camp was to provide a safe space for girls to play sports and to introduce the game of netball and life skills to adolescent girls in Punjab. SBAC is a co-ed school with a strength of about 800 girls and boys who belong to the peri-urban areas of Hoshiarpur. This school was previously visited by Naz India staff, as suggested by the representative of the sponsor, Mr. Sandeep Soni, who is also the Treasurer of the school. Based on this visit, it was observed that although the infrastructure of the school is conducive for its students to play sports on a regular basis, it was only the boys who utilized this space regularly.

The strength of the girls in the school was only about 37% of the total strength. During the preparation for the camp, it was found that only about 4% of the girls selected for Camp played sport regularly as they belonged to the school's Football team. The rest of the girls had little or no exposure to sports. It was thus, pivotal for conducting the camp with these girls. The netball skills chosen were very simple, and catching and throwing were the main focus. While the topics chosen for life skills were Communication, Peer Pressure, Girls & Boys and It Could Be Worse. Each life skill was introduced through the CAC games, and given a message for each of the topics. The girls were very responsive to the method of delivering the sessions. The CAC games helped them to understand why they were participating in the life skills sessions, and the message was delivered clearly.

The camp was well-organized and the coaches did a great job in implementing the 5-day program. Despite the language barrier (most of the girls were more comfortable speaking in Punjabi rather than Hindi), the coaches managed to successfully deliver the message to the participants with great success. The participants were responsive in terms of learning. The methods used during the camp were play-based. Most girls enjoyed the fun games, which had life skills messages imbibed. Many girls would continue to practice skills like chest passes and shooting during their break time, and it was observed that their skills improved every day. This was also observed during the netball matches.

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# YPI NETBALL CLUBS

YPI Netball Clubs are for YPI graduates who wish to continue playing netball. Clubs meet at least once per week, and are run by a players' committee that is in charge of the club. They play friendly matches, and participate in the YPI leagues and tournaments. Players from the clubs are selected for zonal, state and national tournaments. Naz India has launched 2 new clubs this year, while continuing with the 7 existing clubs - there are 450 players (410 girls and 40 boys). These sessions have given the participants an opportunity to play regularly, and strengthen their prowess at netball and life skills. For the first time, elections were held in all clubs this year. Most of the elected leaders were trained, either formally or on-ground as coaches, referees, secretaries. Players and leaders mention that their leadership skills have improved as a result of being part of the clubs.

**An internal evaluation done in 2017 concluded that the netball clubs are safe spaces for girls to access sport opportunities. 93% of girls said that the club is a place where they can discuss personal problems. 3/4 or 75% of the netball club players find themselves able to take up responsibilities and leadership roles. Players like to play, but appreciate the life skills that they learn in the club as well.**

"Neetu Rajveer is happy that she joined the Harkesh Nagar Netball Club, Delhi. In the club, she interacts with the other participants and this has influenced her. "Earlier I was inactive and didn't participate in any activity but after joining the Harkesh Nagar Netball club, I feel that I have changed and become energetic," she said. This led to her being selected as secretary of the club, as she is a dynamic member and encourages other players to attend practices regularly. Neetu shares that earlier, she felt reserved when speaking with others, but she now do so easily as her confidence has increased. In the year and a half that she has been a part of the Harkesh Nagar Club, she has brought many of her friends to the club as well. She shares that after seeing how much she has changed, her neighbor, also enquired where she plays netball. Neetu dreams of joining the Delhi Police. Improving her physical skills by playing netball and becoming more confident through being a leader in the club will help Neetu to make her dream come true."

# YOUTH NETBALL LEAGUE (YNL)

The **8th edition** of the **Youth Netball League (YNL)** was inaugurated on **July 14, 2018** at the Jasola Sports Complex. The YNL brought together 7 teams from Delhi. They played once every month over a period of 6 months to determine the winner of the league. The YNL is an amalgamation of sports, life skill sessions, fun activities and activities with parents. It provides a safe space for adolescent girls from socially and economically excluded communities to play competitive netball and develop netball, leadership, and life skills.

At the life skill station, participants had the opportunity to play game through which they learn the message on surviving in the community through their goal, and the impact of community on the girls.

At fitness station, they had the opportunity to do different warm up exercises such as zig-zag runs, in-out runs, rainbows, high kicks, trunk twists, closed gates, open gates, forward-backward and more. This was enjoyed by the participants.

YNL did not leave behind the parents of the participants, as a fun game had been organized by the CSCs where parents actively participated. They enjoyed the games that had been designed for them. A lot of them were initially hesitant to participate, but later enjoyed the game. They shared that it was a good experience for them, and that they would participate in such activities in the future as well.

At the end of the event, final matches were conducted between the following teams: Mollarband Challengers and Aali Power Angels. The final match was extremely competitive. In the first half, scores of both teams were tied, and they continued with the same pace in the second half as well. In the end, the **Mollarband Challengers** emerged victorious and were crowned as the winners of the Youth Netball League.







**“The League has broadened our parents’ outlook. Our parents love that we are active and have grown taller.”**

**- A participant in Youth Netball League**



# ONE NATION NETBALL CUP

The **6th One Nation Netball Cup (ONNC)** was held with the objective to increase participation in competitive netball for players under age 16 who normally wouldn't have a chance to play, and to promote gender equality and culture diversity. For the first time ever, this year's ONNC was not held in Delhi. It was hosted at the Andheri Sports Complex, Mumbai, from **April 28, 2018, to May 1, 2018**. This edition saw the participation of 16 teams from 10 states across India, with 160 players. 123 of these players were participating in the ONNC for the first time.

The ONNC is a 3-day residential netball tournament. It is not just a competition, but also a space to learn various life skills. Life skill sessions span topics such as gender, teamwork, time management, diversity etc. Each session is accompanied by games which are designed to help the participants learn. The sessions are worked into the overall netball schedule, so that each team would have an opportunity to participate in the time slots when they were not scheduled to play matches.

**By the end of the ONNC, 72% of boys and girls had a better understanding of the differences and similarities between their genders. 88% of the players said that they learned about gender equality during the ONNC. 42% of the players were confident that they could be friends with boys and girls from different states. 69% of the players had spoken to 3 or more children from different states – for 46% of the respondents, this happened during the 6th ONNC. Children commented that they learned a lot about cultural diversity during the ONNC due to their interaction with other teams both on and off the pitch, as well as the cultural programme.**

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This ONNC, the newly formed **Child Protection Policy (CPP)** team held a safeguarding session with all participants on the first day. In order to ensure that no violations of the CPP were taking place, **Saathis** were appointed. These Saathis served as safeguards for children, and could be identified by their purple jerseys; in case of any violations of the CPP, or if someone believed a child to be in danger, they were to contact any of the Saathis. The focus of the sessions on safeguarding was to make participants aware of the fact that they should feel comfortable at the ONNC in all aspects: physical, emotional, and mental.

The winning team of the 6th ONNC was **Samparc, Lonavala**. The position of Best Player was awarded to Mona, from Delhi (Girls) and Ashutosh, from AASA Goa (Boys). There were different award categories to motivate the teams, and the Fair Play Award went to Pahal, while the Rising Stars Award was bagged by AASA.

"I learned about gender equality, time management and team work. All these topics were very helpful because in netball, team work is very important, and so is gender equality."

- Priti, Oscar (ONNC participant)

"While playing, no one differentiated between girls and boys. I really like that."

- Poonam, Pahal (ONNC Participant)







## NEW IN YPI IN 2018-19

### AATH KADAM

Naz India launched the Aath Kadam program from November 1, 2018. It aims at further developing Naz India's economic empowerment program for young women. Besides training young women in soft skills, hard skills, and enabling them to get work experience, it also focuses on the barriers that keep young women from entering and staying in the work force. The most important element of the Aath Kadam program is guidance of young women to set their goals, and encouraging them to own their future and learning process.

Naz India helps young women to identify the steps they need to take in order to achieve their goals, and involves their parents in the process to work towards reducing the barriers that these women face such as their limited freedom of movement, attitudes on gender roles, roles in productive and reproductive work, limited decision-making power in terms of financial issues and access to sexual/reproductive health rights and services.

At the same time, Naz India works with the industry to help them appreciate the potential of young women and to enable these women from disadvantaged backgrounds to procure jobs and retain them for a continued period.

The first months of Aath Kadam focused on setting up of the team and infrastructure, development of the program, and introducing it to the staff at Naz India and the first groups of YPI alumni.



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Naz India's Community Sports Coaches (CSCs) have been the first Aath Kadam participants, making it relatively easy for the Aath Kadam team to pilot sessions, approaches and start interactions with parents. The Delhi Aath Kadam team conducted a session on Aath Kadam awareness with 420 YPI alumni in Class XII (ages 14-17). Awareness sessions were also conducted with 167 club participants in Delhi and Mumbai, as well as all peer leaders. Most alumni indicated that they were interested in participating in the Aath Kadam programme at some point of time.



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# PEER LEADER ACTION PROJECTS

The Mumbai team implemented the peer leaders action projects in 18 schools after a successful pilot in the previous year. The peer leaders action project is loosely based on the action research methodology, in which peer leaders (participants of the 10-month program of age 14) identify problems in their school and take action to solve them. The action projects were welcomed with enthusiasm. Issues that were addressed were: keeping the school clean (including washrooms), disposal of sanitary napkins, positive interaction among the students and healthy food habits.

## OUR SUCCESSES:

- Peer leaders were asked by the principal to talk to 500 students in Classes V, VI, and VII.
- Even outside of the project, peer leaders took the initiative to talk to principals when issues had to be reported, e.g. if lights were not working in the washrooms, toilets didn't flush etc.
- At the end of the project, all girls in Hindi High School carried a sanitary pad in their bag, along with two pieces of paper to wrap used sanitary pads.
- Washrooms were cleaner: the peons were proactive, and had the supported of volunteers in one of the schools.
- Peer leaders were recognised as leaders by the principals, teachers and other students.

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Naz India staff facilitated discussions in Adarsh Vidyalaya, in which peer leaders were asked what they wanted to change in their school. Peer leaders said that they were disturbed by the fact that wet garbage and dry garbage was dumped in one place in the school. In their action project, they wished to address proper disposal of garbage. They first made a timeline, following which they collected information about the details of disposing wet and dry garbage. After many discussions, the team decided on the content of these messages. Peer leaders came up with slogans such as 'Clean and Green is our Perfect Dream' and 'Cleanliness starts with ourselves'. The slogans were written on chart papers and carried around during a rally in the school. After the rally, the charts were displayed. To reinforce these messages, they also performed a short skit. Encouraged by the peer leaders' enthusiasm, the principal invited them to present the skit before all the students on Republic Day.

Impressed by these students' leadership prowess, the principal suggested that they talk to the younger girls about hygiene and menstruation. Girls who knew nothing about menstruation when they started the YPI program, and were earlier too ashamed to talk about it, facilitated a session with 300 girls. At the same time, the peer leaders from among the boys conducted a labeling session with 200 boys of Classes V, VI, and VII.

**By being a part of the peer leaders action project in Adarsh Vidyalaya, 91% of students said that their communication skills had improved while 100% of them reported that they had developed leadership skills. 96% of the girls said that others (parents, teachers, and peers) also began to see them as leaders. Participating in the peer leaders action projects led to 91% of girls 'feeling good about themselves', compared to only 68% at the beginning of the program.**

"I relate myself to a flower, because of the way a bud slowly turns into a flower - that's how I saw myself change after becoming a peer leader."

**- A peer leader from Mumbai**

"For many children, the way they communicate has changed. There is a greater self-assurance in the way they speak now. There is a definitive 'I can!' attitude among peer leaders."

**- A teacher from Mumbai**



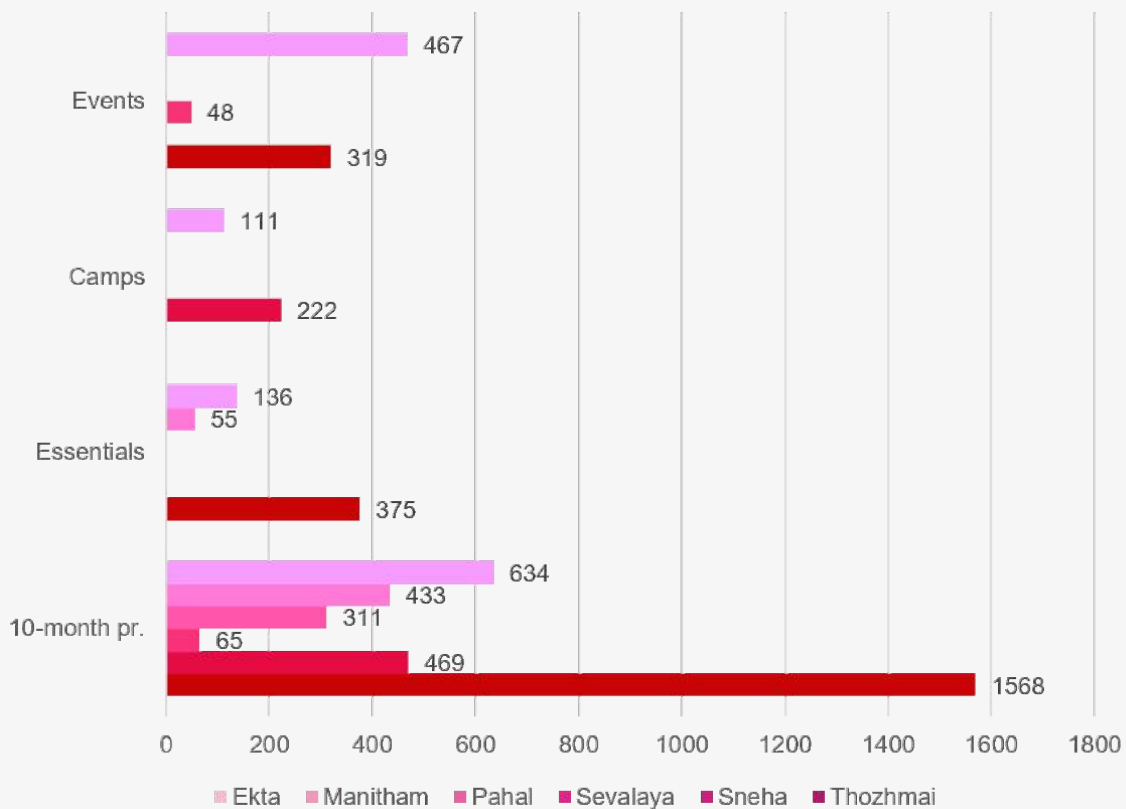
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# PARTNERSHIPS



# PARTNERSHIPS

Partnerships have been critical to Naz India's philosophy since its initial work in the HIV sector when it has been building the capacity of Community Based Organizations (CBOs) and Civil Society Organizations. The partnership's Model is a crucial approach to expand the impact of Naz India's programs. With the aim of reaching out to as many underprivileged adolescent girls and children Naz India collaborates with partners in the Young People's Initiative.



## PARTNERSHIPS OUTREACH FOR 2018-19

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# PAHAL

Pahal is a community based organisation in Jalandhar, Punjab. They work extensively with children from the Sansi Sikh community, a minority community in Punjab which was classified under The Criminal Tribes Act during colonial rule in India. Post-independence, they were denotified by the India government but continued to be a socio-economically disadvantaged community. Pahal has implemented the YPI in the Sansi Sikh community in Indira Colony in Jalandhar, reaching out to 390 children through traditional and camps modalities.

Pahal reached out to **311 adolescent girls at 3 school sites** through the traditional 10-month program, and another **79 adolescent girls** through **1 camp** which was conducted in SBAC School, Hoshiarpur.

"I am aware that if violence happens with me or with someone around, I know where to go." Gunja Kumari (age 16) shares how one incident changed her life. One of her friends was molested by a boy after school hours. As a result of the YPI program, Gunja was aware of gender based violence and what to do. She approached her cousin, who helped her in solving the matter. She discussed this matter with her parents as well, and they were happy that their daughter is capable of handling such situations. The incident made her feel that she has learned a lot, and that these lessons have transformed her.

In 2018-19, the capacity of the implementing team developed immensely, and the Pahal netball team was the star during the 6th ONNC, where they bagged the Fair Play Award.

"The ONNC is a tournament of many firsts for the children: their first trip out of Jalandhar, their first train and metro trips, etc."

- **Liaked Singh, Executive Director**



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# EKTA

Ekta, an NGO in Madurai, works towards good governance, gender equality and promoting rights for women. They entered Naz India's second partnership. Naz India has supported Ekta to strengthen their capacity, and deliver the YPI program with adolescents from one of the fishing communities in Tamil Nadu.

Over the course of 2018-19, Ekta has worked with **1269 adolescents** through implementation of the 10-month program at **7 school sites: 3 in Cuddalore**, and another **4 in Madurai**, with **634 adolescent girls**. Other program modalities conducted involved **635 girls**.



"I learned how to judiciously spend money in the sessions on 'banking'. My father does not have a fixed income, due to which our family sometimes struggles to buy daily groceries and other household items. I have now learnt how the family can save money, even if just a minimal amount, for difficult times. I also understood that it is good to save money in the bank rather than keeping it at home, as this generates interest."

- Pandeewari, YPI participant from Ekta

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# SNEHA

SNEHA a community-based organisation in Nagapattinam, Tamil Nadu entered its third year of the partnership with Naz India. The organisation has demonstrated steady growth with a 130% increase in their outreach in 2018 as compared to the previous year.

SNEHA has been implementing the traditional YPI program with **469 participants** across **8 school sites** and **3 community sites**. **222 participants** were included through the YPI camps modality in **3 schools**.

**Sathiya Priya (age 14)** was introduced to the YPI program as a participant in her school in Pudupattinam, Tamil Nadu. She particularly enjoyed the games on human rights used in the sessions. "It is very important, for girls in particular, to learn about rights - because if we don't know, then we will not be able to stand up for ourselves. I believe that one of the most important things for a girl or woman is to be able to decide when she should get married. This is because, in India, there are so many cases where the girl child gets married unwillingly," she said.

# THOZHAMAI

Naz India started the partnership with Thozhamai in 2014 with 162 participants. Thozhamai and has been able to successfully reach out to **5753 participants** till date. In the last 5 years, Thozhamai has been able to build a good rapport with the schools. Thozhamai has reached out through the traditional 10-month model to **1568 girls** across **10 schools**. They have reached out to another **675 girls** through other modalities, i.e. YPI Essentials and Camps.

"I joined the Goal (YPI) program 'to learn to defend myself. Although the YPI curriculum does not directly teach girls to defend themselves, the program addresses gender based violence and has clearly given me tools to recognize my own power. When the program started, I did not like to play netball, because I could not catch the ball. As I practiced every day and honed my skills, I started valuing being involved in sport. Netball has taught me life – it was the first time that I traveled without my parents, outside of Tamil Nadu. My family was also overwhelmed, because I am the first child who has traveled outside the state to participate in sports matches."

- **S.Vimala, Thozhamai**



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# MANITHAM

2018 was the third and last year of Naz India's partnership with Manitham in Manamadurai, Tamil Nadu. During the partnership, Manitham has steadily increased their outreach. Although the partnership has ended, Manitham may continue the implementation of the sports for development program independently.

Manitham reached out to **488 participants** through the 10-month program, as well as YPI Essentials.

"I am from a very conservative Muslim family. Being a girl, there are many restrictions that limit my access to opportunities. The 'do's' and 'don'ts' are very stringent, to the extent that I am not allowed to befriend or share food with those who don't belong to my community. This is why I never thought that I would get an opportunity to play. These restrictions negatively coloured the way I regarded people belonging to different communities, as well as members of the opposite sex. The Goal program really helped me in overcoming these fears and prejudices. I understood when I should speak calmly and when to speak assertively. People used to say things about my background and about my religion and that used to affect me, but after these sessions, I became more confident and what they say doesn't bother me anymore."

- **Alshifana (age 12), Manitham, Tamil Nadu**

# SEVALAYA

Sevalaya works to serve the rural poor and transform their lives for an equitable, happy and fulfilled society with an improved quality of life. Naz India has started a partnership with Sevalaya in 2018, with **65 girls** in Class VIII. After seeing the tremendous change in the girls, the principal recommended the program to community college girls of ages 17-19. The principal of the community college approached Sevalaya to conduct a YPI Event with them, and **48 girls** from the college participated. In total, they have reached out to **113 participants** in the last year.

"I was very happy to come Delhi and participate in a national level netball competition. This was my first time travelling very far, and my parents were very happy to see me going out of my comfort zone and taking on a different level of challenges. I thank Naz India for providing us with this wonderful opportunity."

- **Varshini S, Sevalaya**

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# CAPACITY BUILDING & TRAININGS

The Naz India Training Team facilitated capacity building training sessions on the basics of HIV awareness, prevention, and sensitization, gender sensitization, gender and sexuality, HIV pre/post counselling. The bulk of the sessions were held on gender sensitization in specific, conducted with the police, refugees and corporates. The focus was adjusted in accordance to target group, and ranged from understanding about the LGBTQA+ community and their rights to 'Diversity & Inclusion' and creating a conducive environment for LGBTQA+ workers in the workplace.

Sessions held with students also focused primarily on basic HIV awareness and sensitization, and gender and sexuality. A number of colleges (with students from foreign universities in a number of them) also visited Naz India and the Naz Care Home. In 2018-19, Naz India facilitated a total of 41 sessions and reached out to 2962 participants.

"I had no idea about the third gender before attending the session on Gender Sensitization at the Police Staff Training at Rajinder Nagar, New Delhi. I had a vague idea about IPC 377 ,which had been in our general discussion in recent times. I got a lot of clarity from this session. I think I now have a different perception of the LGBT community. This is going to help in being more sensitive when I deal with people from the community. I feel that all police personnel should be trained by Naz India."

**- A policewoman Head Constable, who attended Naz India's Gender Sensitization training for the Delhi Police.**

"We have been waiting for this training for a long time. We knew a lot about HIV, and many of the things we were told today were a refresher for us. We got clarity on the doubts we had related to HIV/AIDS. The thing I liked most was the way the session was conducted. It was not like a lecture or a class, we were just spoken with like friends."

**- A Class XI student from Tara Boys Home, Greater Kailash (New Delhi) who attended a session on HIV and Youth conducted by Naz India.**

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# MY LIFE PROJECT

Naz India is one of the partners that collaborate in **Primark's 'My Life' Project**. The aim of the project is to improve the welfare of vulnerable workers in garment factories in southern India, particularly younger and migrant workers, with a strong focus on female workers in Primark's supply chain. Primark has partnered with Women Win, SWASTI and The Naz Foundation (India) Trust to develop and deliver a play-based training methodology aimed at strengthening workers' life skills and informing them of their rights.

In the first year of the program i.e. 2017-18, Naz India co-developed the curriculum around three topics:

- Communication and decision-making,
- Rights and responsibilities of workers, and
- Hygiene and workplace health and safety.

Naz India trained the SWASTI staff, who subsequently delivered to 495 workers over 8 separate training sessions. The Impact Team managed the registrations, attendance data and survey data, and conducted focus group discussions and key stakeholders interviews in the factories.

In the second year i.e. 2018-19, Naz India participated in a similar way. In addition, the organisation contributed to the development of a certification model for the project. 40 factory workers were trained to be trainers of the 'My Life' Project curriculum. Ultimately, most trainers facilitated half of the sessions, and co-facilitated the other half. 1825 factory workers participated in these sessions.

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# RESEARCH & ADVOCACY

Advocacy is integral to all of Naz India's work. As a strong advocate for the sexual health and rights of the sexual minority community, Naz India (with the Lawyer's Collective) spearheaded the 12 year-long legal battle against Section 377 of the Indian Penal Code.

In 2001, Naz India filed a Public Interest Litigation (PIL) to decriminalize sexual acts between consenting adults and put an end to the archaic law under which individuals were harassed and discriminated against based on their sexual orientation. Under Section 377, all homosexual acts were criminalized. This criminalization of homosexual conduct increased and legitimized the stigmatisation of and discrimination against LGBTQA+ people, and acted as a barrier to HIV prevention programs and healthcare services. In 2018, Naz India won the petition with the Supreme Court ruling that Section 377 is not applicable to homosexuals anymore.



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# INSTITUTIONAL DEVELOPMENT

## DEVELOPMENT OF POLICIES

### PREVENTION OF SEXUAL HARRASSMENT (POSH)

Naz India finalized the Prevention of Sexual Harassment (POSH) in the Workplace Policy this year. The purpose of this policy is to ensure a safe working environment free from sexual harassment, in which:

- Persons of all genders complement each other as equals,
- Prevent the sexual harassment of employees at the workplace,
- Employees are given a mechanism to raise concerns or issues with respect to sexual harassment at the workplace,
- and are provided with an appropriate redressal mechanism.

An Internal Complaint Commission (ICC) was established, consisting of a Presiding Officer (the Executive Director), a Secretary and 5 members, of which 2 are external NGO representatives. The first meeting of the ICC was held in February 2018.

Naz India believes that all employees have the right to be treated with utmost respect and dignity, and should have the opportunity to work in an environment free from sexual harassment. The organisation does not tolerate sexual harassment in the workplace in any form or manner.

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## CHILD PROTECTION POLICY (CPP)

In the previous year, Naz India reviewed the Child Protection Policy (CPP) 2012 and practices. The review reflected that although not all staff had read the full policy, there was a clear understanding of safeguarding and a high standard of good practices within the programs.

Some of the most important changes that have been made in Naz India's Child Protection Policy 2019 are:

- Inclusion of the Universal Standards of Safeguarding of Children in Sport in the policy
- Including 'young vulnerable adults' in the scope of the Child Protection Policy
- Measures to make reporting easier (box, telephone numbers, on-ground staff)
- Active participation of children in the process (as rapporteurs being visible during the program activities)
- Mainstreaming of child protection practices at an institutional level (not just the program level)
- Establishing reporting structures, and appointing Child Protection Committee (CPC) members and Child Protection Officers (CPOs) for delivering high quality case-management training of all staff, care home children, YPI participants and interns
- .Quarterly 'Abhayam' day to build the capacity of Naz India staff further, in order to ensure that the programs are safe spaces.



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# STAFF CAPACITY BUILDING

## ANNUAL RETREAT

Naz India staff participated in the annual retreat in Karjat, Maharashtra. Staff traveled from Delhi, Mumbai and Bangalore for a 3-day meeting with reviews of 2018, a town hall with the senior management, planning exercises, and a workshop focused on developing a learning culture and appreciation of the skills that the staff in the organisation possess. There were also a number of sport activities, team building activities, cultural evenings, and a celebration of the Supreme Court ruling on Section 377.

The retreat is instrumental in ensuring that all staff members are aligned to the vision, mission and the values of the organisation. Successes are celebrated, and challenges shared. Staff from different cities in similar positions spend time together and share experiences, and this supports internal learning and appreciation of initiatives.

## NAZ BOOTCAMP

The Naz Bootcamp was developed as a result of a Master Trainers workshop, in which staff was encouraged to share skills and learn from each other. This is a pan-Naz training session in which 'demand' and 'supply' for learning is brought together. It is a platform for sharing lessons and shared learning. The session can be held online (through webinars) or in the respective offices. The first Naz Bootcamp session was held and facilitated by Kalyani Subramanyam (Program Director) about 'E-mail writing'.

## TRAININGS FOR LEADERS

Personal and professional development of its second tier leaders. In order to build the capacity of Naz India's second-tier leadership, 6 middle management team members participated in the 'Emerge' leadership development program. 'Emerge' uses the Birkman Method, a personality, social perception, and occupational interest assessment, to help identify leadership and behavioural styles. The program started with two workshops in May 2018, and allowed the leaders to take responsibility for their growth and chart a course for their personal and professional development. The course was concluded in early 2019. The final workshop focused on understanding the group dynamics of the leadership team at Naz India, by studying the collective report formed by the Emerge participants and the core team.



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Saraswati joined Naz as a sports coach in 2012, following which she became Program Associate and City Coordinator (Delhi) for the Young People's Initiative. Today, she is the Coordinator for Training, as well as the child protection and safe guarding program, Abhayam. Apart from these roles, she also contributes to culture building and developing organizational strategies. She is one of the key decision-makers in the YPI program, and also participated in the Emerge program. As a result of the Emerge program, Saraswati has emerged as a more self-aware leader. When asked about how this program helped her, she said, "There were things about my personality that I was aware of, but I didn't really understand them in a way that made sense to me. This program helped me recognize my emotional needs and stress behaviours. This has made it easier for me to manage myself."

As a training coordinator, she works with participants, coaches and staff members at different levels in the organization. Understanding human behaviours in depth by connecting them to the Birkman principles has helped her become more efficient in delegating tasks. Saraswati has become more observant of her team members. When building capacity, she now focuses more on people's strengths rather than their weaknesses. "I have slowly begun to identify the emotional needs of my team members, and when I work with them, I am able to respond accordingly," she mentioned. She understands how important it is to keep the lines of communications open and make herself more approachable to her team members under all circumstances. She shared her learning and the Birkman report with her team as well, so that they could get to know her better.

"As someone who has gone through the program myself, I can see that Emerge has helped her become more aware of her capabilities and take full advantage of it. As part of the program, we have discussed her report in depth. This has proved to be very beneficial for both of us. I understood that she treats people the same way she expects to be treated by people. Now, I know when she needs help, even if she doesn't reach out to me," said her supervisor, Vivek Gaur.



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# ACKNOWLEDGEMENT

**The Naz Foundation (India) Trust would like to thank all the participants in its programmes, their parents and communities, individual and institutional donors, Government of India, partners, networks members and all those who have contributed to Naz India's work towards creating a just and equitable society where individuals from socially and economically excluded communities can be agents of change.**

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