

ANNUAL REPORT 2020

April 2019 – March 2020



About **The Naz Foundation** (India) Trust

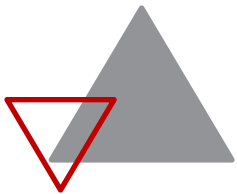
The Naz Foundation (India) Trust is a Delhi-based organization, founded in 1995 by Anjali Gopalan. Being a pioneer in bringing about systemic change in the field of HIV/AIDS, Naz has innovated, delivered and mainstreamed critical programs and services for people with HIV/AIDS. Naz has ensured access 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. Over the years, through its various programmes, Naz has been uplifting girls, ensuring rights and equality especially through sports.



Naz Foundation

Vision, Mission

Values



Vision

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

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 catalyse a critical mass of such leaders;
- Engage and influence governments, businesses, and other stakeholders to take this movement to scale.

Values

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





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Programs

Naz has been working in the thematic areas of Gender, Health and Rights since 1994. These thematic areas are addressed through various programmes brought together in three verticals.

Direct Services

Naz Care Home for Children living with HIV

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

LGBTQIA+ Support Services

Naz's LGBTQIA+ programme provides the members of the LGBTQIA+ community with medical, counselling and support services free of cost.





Young People's Initiative (YPI)

To work towards preventing the spread of HIV/AIDS, Naz launched the Young People's Initiative (YPI), formerly known as Goal Programme, in 2006. The YPI is a sport for development programme for adolescent girls and young women that uses the medium of sport to deliver life skills education with a focus on communication, menstrual health, sexual and reproductive health and rights, gender, gender based violence, financial literacy etc. As part of the Young People's Initiative, Naz is implementing Aath Kadam programme, an economic empowerment programme for YPI alumni.

Besides training young women in soft skills, hard skills and enabling them to get work experience while focussing on the barriers that keep them from entering and staying in the work force. The Aath Kadam programme guides young women to set their goals and encourage them to own their learning process and decisions. The programme involves parents to support their daughters and engages with industrial partners to be more inclusive to take in and provide opportunities to young women from disadvantaged backgrounds.



Partnerships

Naz's partnership model has been critical to Naz's philosophy since its initial work in the HIV sector when it was building the capacity of Community Based Organizations (CBOs) and Civil Society Organizations. Over the years, to expand the impact of the sports for development programme and to build an ecosystem that can reach out to as adolescent girls and young women who could benefit from the intervention, Naz has been partnering with different organisations and individuals through its partnership model.

Training and Awareness on Health, Gender and Rights

Naz conducts trainings and workshops on issues related to HIV, sexuality and sexual health with the objective to reduce stigma and discrimination and to build the capacity of individuals and organisations to change attitudes and behaviours.



Research and Advocacy

Research and Advocacy is integral to all of Naz's work. As a strong advocate for the sexual health and rights of the sexual minority community, Naz, with the Lawyer's Collective, spearheaded the 16 years legal battle against Section 377 of the Indian Penal Code (IPC). After the decriminalisation of Section 377, Anjali Gopalan and the team have been continuously involved in advocating for the rights of the LGBTQIA+ community at various platforms. Naz is advocating for LGBTQIA+ inclusive work places through training and dialogue, especially in corporate settings. Naz is advocating for the safeguarding and rights of children within the programme and outside it. Children have been empowered to advocate for their rights such as the peer leaders in Mumbai in 2019 – 2020 to claim their right to play during the mandatory physical education session under the Right to Education (2005) Act.

Abhayam

Abhayam means 'fearless.' Abhayam is a child protection and safeguarding initiative by Naz. Abhayam works at creating a safe space for adolescents and young people in the programme. It works towards building a safe environment where duty bearers are trained in building an inclusive and safe space for children and where young leaders are empowered to exercise their rights.

Naz trains programme participants, volunteers and staff on the Naz Child Protection Policy and conducts awareness sessions with schools, institutions and NGOs on safeguarding children.



Impact Dashboard

20

Children living with HIV in Naz Care Home

337

Provided free counselling through LGBTQIA+ Support services

1097

Built capacity on HIV awareness, gender and sexuality



21,587 adolescent girls and **2,218** boys reached out through Young people's Initiative in Delhi, Mumbai and Bengaluru



5,020 girls were reached out under Young People's Initiative through **5** partner organisations in Tamil Nadu and Punjab



245 CSCs have been part of Naz's economic empowerment programme Aath Kadam
4,658 YPI participants have been reached to through Aath Kadam in Delhi and Mumbai



Completed child safeguarding sensitisation sessions and trainings with **217** partners and **20,054** participants

Achievements

Anjali Gopalan was featured as Dhansu Womaniya under top 30 awardees during International Women's Day 2020. Safe job, powered by Safeducate, one of India's largest training, skilling and consulting firms partnered with Women Entrepreneurship Platform (a NITI Ayog Initiative) celebrating the 'awesomeness' of women through the Dhansu Womaniya Campaign.

The campaign was an effort to celebrate the extraordinary achievements of women in India.

Great Place to Work Certification

In 2019-2020, Naz was awarded the 'Great Place to Work Certification.' Naz was evaluated on five different trust dimensions: Credibility, Respect, Fairness, Pride and Camaraderie. Naz rated higher in all of these than the average score of non-profit and charity organisations.

There were many testimonies that show that employees appreciate Naz's work culture e.g. by giving everyone freedom to voice their opinion and providing space for creativity. The fact that Naz doesn't discriminate on the basis of caste, religion, gender, sexuality, social and economic status underlines that the organisation puts diversity and inclusion at the core.

"Naz always prioritises its participants. It constantly evaluates and improves the programmes to meet the need of the participants/communities. Naz develops and design programmes and systems so that staff can better serve the participants. Naz equally takes care of their staff members as well - be it the person who works in the field or in the office, right from the line manager to the executive director are always ready to support. Naz is also very transparent when it comes to decision making and handling finances. The systems and processes are very clear, anyone can question/ask if they have a doubt and it will be cleared."
~ Naz Staff

DIRECT SERVICES

Naz Care Home



The Naz Care Home provided care to 20 Children Living with HIV

In the period, April 2019 to March 2020, the Naz Care Home provided care to 20 (15 girls and 5 boys) Children Living with HIV. One child who was suffering from a cerebral infection and was abandoned, was admitted to the Care Home in a very critical stage from AIIMS. Due to the round the clock care, the child has recovered considerably. In this period, none of the children had major health issues. Children underwent regular check-ups, follow up at the ART centre and 2 children went for regular therapy sessions. Throughout the year, 2 children received counselling therapy and 3 went for physiotherapy.

Four of the children were in their exam year. One of them is participating in the open school system and three are in the 10th Grade. Three of the older children have started their professional training in accountancy, graphic designing, veterinary care. The distance learners (both full time and part time) are steadily progressing in their courses. All children are participating in the tuition sessions.

Children were very well prepared for their end of academic year exams but due to COVID-19 situation schools have been shut down. Two young women have found jobs, one of them moved in with her grandmother and the other lives independently. Sports plays an integral role in physical, social and emotional development of every child. Regular outdoor sports have had a positive impact on the mental health and well-being of children, especially reduction in aggressive behaviour.



To regularise outdoor sports, children in care home were introduced to netball and trained by Naz's YPI coaches. They were also introduced to the Young People Initiative's Economic empowerment programme Aath Kadam, where 6 of them underwent mentoring, received guidance in planning for their future after finishing their studies.

Under Naz's Child Protection Policy (CPP), children in the care home are trained about the CPP reporting system and are empowered to claim their rights for safe participation in the Care Home. Being aware about their rights has made them more responsible in keeping the Care Home safe for all. Being involved in decision making in the Care Home has encourage them participate actively in care home meetings to plan day to day Naz's activities, outdoor activities, etc and to voice their opinion.

K. was just 6 years old when in 2004, she was admitted in the Naz Care Home. Her grandmother took care of her after her parents passed away due to AIDS related illness but she was not able to sustain this. K. grew up with the other children in the Care Home as a quite girl who used to keep to herself and did not mix with the others. From a young age, she cared for animals. She was the one who brought injured squirrels, parrots, pigeons and cats home. She nursed them and once they had recovered, she would set them free.

Therefore, after her 12th class, she joined the Delhi Paramedical and Management Institute to do a 2 year distance learning Diploma Course in Veterinary with contact classes on Saturday. She started her internship in April 2019 with Max Vets, a multi-speciality veterinary hospital chain in Delhi, where she was being trained under the doctor in nursing. The doctor saw her dedication and after a few months Max Vets offered her a position as nursing assistant.

Being employed has changed K. As a 22-year-old young adult with a responsible job, her position in the Care Home has changed. She is more involved in the activities and stands by the younger children where and when she can. When the COVID-19 lockdown started, K. emerged as a leader. She supported the Care Home children in their online tuition classes.

She did activities with them and encouraged them to read and write. She coordinated with staff to ensure that all the precautions for COVID-19 were taken and followed. When the Care Home had to manage without cook, she explored her cooking skills thus taking the next step towards preparing for independent living.

DIRECT SERVICES

LGBTQIA+ Support

This year, Naz's LGBTQIA+ support service helpline supported 337 people. The age of those seeking support ranged from 19 to 40 years. For most cases, one meeting sufficed, while more counselling sessions were offered when necessary. Among the MSM community, the reasons for contacting the helpline were 'coming out to family', 'understanding their sexuality', 'HIV and ARV information', psychological and emotional problems, relationship issues, 'meeting others' like themselves and seeking information.

Reasons for accessing the Naz helpline among lesbian women were family issues (lack of acceptance, pushing for marriage), emotional problems and legal inquiries. Most people called for themselves, while one woman called for helping a gay couple who needed legal support. Most of the counselling happened over telephone, on the whole wherever necessary face to face counselling was done. Referrals were made to other NGOs such as Nazaria, Basera, Humsafar and the Lawyers Collective.

"A., a client of the LGBTQIA+ helpline, is a 20-year-old student. His father runs a profitable store. He expects that his son will handle his business as soon as possible. However, A. being in the last year of college wants to continue his studies. He feels that once he is engaged in the business, he will not be able to study and become independent.

A. considers himself gay. He feels that it is time to tell his parents but is worried about how the family will respond. He doesn't want to hurt his parents. The family situation is complicated with family members fighting frequently. The client is the intermediary since he is the only person who communicates with each of the others.

He is afraid that the problems in the family will only increase since there will be no one to mediate.

One of his friends has supported A. in his wish to continue his studies. He thought that she would also accept him as being gay and advise him on how to break the news with his family. However, when he told her, she said that homosexuality is 'wrong' and that he should have himself treated for it. The client got more upset when he realised that there was no one to support him. He called the Naz LGBTQIA+ helpline.



The Naz counselor helped A. understand that he is not responsible for the situation. Together they explored various options on how to deal with the situation. Understanding that not every decision needs to be made at the same time, helped the client to calm down. The client was open to consult a LGBTQIA+ friendly psychologist to guide him in the process.
-Client MSM helpline



DIRECT SERVICES

Young People's Initiative

Sport and life skills for adolescent girls and young women's empowerment

The Young People's Initiative (YPI) programme is implemented across four states and one union territory in India benefiting more than 25,000 young people per year, reaching out to 30,162 participants in current year (through programmes implemented across Delhi, Mumbai, Bengaluru and Partners). Since 2006, Naz uses the Goal curriculum developed by Standard Chartered Bank and the Population Council which was piloted by Naz, in 2006. The Goal curriculum is currently used in 23 countries.

The traditional programme

The Young People's Initiative's flagship programme is the 'traditional programme' that is being 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'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 programme

The traditional modality extends the academic cycle. The programme is an amalgamation of netball and life skills which runs in government and trust-run schools. The programme focuses on self-awareness, sexuality, gender, health, rights and financial literacy by including 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 inter school netball and community netball tournament. It is the largest programme of Naz.

An internal evaluation, conducted after the completion of traditional programme revealed that:

85% of girls are able to make decisions about their future

82% feel confident to ask for support

79% stand up when they disagree with something

90% believe they have the skills they are proud of

In the year 2019-2020, Naz's traditional programme reached out to **17,432 girls and 1,870 boys** in Delhi, Mumbai, and Bengaluru and through the partnerships **3,853 girls** were reached out through **69 sites**.

UDAAN 2020

Udaan is the Annual Under-15 Netball Inter-School Championship, a competitive netball tournament organised by Naz. Mumbai and Delhi held their third edition of Udaan while Bengaluru team had their first Udaan in this period. The objective of Udaan is to provide a platform of exposure for the programme participants to showcase their sport skills and play with students from other schools. This year 23 teams in Mumbai, 37 in Delhi and 7 in Bengaluru participated in Udaan. 533 girls and 140 boys participated.

Each year, with increasing outreach of YPI, Udaan has gained popularity among schools resulting in an increased participation this year. Many teachers came forward to support their students in UDAAN. In Mumbai, Udaan was also a platform where a group of peer leaders advocated for their right to play under mandatory physical education session under Right to Education Act (2005), through a hand print campaign.

YPI 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.

3,476 adolescents were part of YPI Essentials through 20 schools.

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 to play netball while the participants also take part in life skills sessions on communication, HIV and rights. Camps are also used to assess the capacity of potential partners to use sport as a tool for girl's empowerment.

16 camps were conducted with 1,317 children (among them 1,150 were girls and 167 boys).

START Squash Temple and Real Training Center Camp

Naz facilitated a YPI camp at START Squash academy. The participants were 65 boys and girls from Kalote Mokashi local tribal community in the age category 6 to 19 years. The team had divided them into age groups and adjusted the sessions accordingly, such as for younger children, sessions were adjusted to hygiene and safe touch. The Naz team observed that, especially among the older youth who are part of the sport academy, the boys and girls interact freely and are able to play together. Among the younger children (6-9 year) and those who are not in the academy, there was a clearer division: boys play with boys and girls with girls. However, this changed during the camp. The participants were not used to talking about life skills and their rights and found it difficult to give their opinion and ideas. Initially there was limited response to questions but that changed over the week. *'I was afraid to speak to the coach but in these 5 days I spoke a lot with her. From this I learned about myself and my society.'*

YPI Events

YPI events are 2 or 3 days activities with a minimum of 6 hours duration in total. Topics depend on the needs of the group but focus usually on communication, peer pressure, health and financial literacy. As a whole, 70% event covers life skills and 30% interactive games. Events engage adolescents who are unable to access another (longer) modality.

7 events were held with 912 girls and 140 boys.



Wisdom International School, Bengaluru

Naz conducted a YPI Event in Wisdom International School in Bengaluru with 56 adolescent girls from 8th, 9th and 10th std. In the three days, Bengaluru team conducted sessions on Peer Pressure, Communication, Girls and Boys, Gender and Work, Menstruation, HIV/AIDS, Savings and Budgeting. The participants learnt the importance of being oneself and the importance of reaching out to people when circumstances that they are not comfortable with or that can be potentially dangerous.

During Girls and Boys session, participants were reaffirmed with the fact that except the obvious biological identities other differences are just socially construct and that should not be stopping them from doing anything that they aspire for. When it came to menstruation, unlike the other experiences, the students were not shy to talk about these topics but were rather curious and asked questions concerning myths around it. The participants asked questions, such as how to deal with cases of peer-pressure. The participants expressed that they liked the event and wanted the coaches to come back soon.



YPI netball clubs

YPI netball clubs are for YPI alumni who want to continue playing netball. Clubs meet at least once in a 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. This year the club held its regular activities, election and training to build the leadership of club players.

Action Projects held with club players have enabled them to address issues with respect to the clubs and within the communities. Some of the issues addressed by the clubs players through action projects were cleanliness of the ground, searching of grounds for playing netball, availability of drinking water at the ground during their play time and increasing the number of participants in the clubs.

8 female club players played at National level represented Delhi state, 60 female players at inter district and 90 played in inter zonal school netball tournaments organised by the Sport Secretary with the Netball Federation. As a result, 3 players qualified for the 'sports quota' to continue their education in government

Club leaders and players in Mumbai have decided to explore starting the clubs in their schools to tackle a number of the issues that hinder the growth of the clubs like timings, distance of clubs, tuitions, etc. **255 female participants and 49 male participants accessed 8 netball clubs in Delhi and Mumbai.** Players from the clubs are selected for zonal, state and national tournaments.

The Naz netball clubs are spaces where girls can play netball on a regular basis, advance their life skills and exercise leadership. Netball clubs have made the players become change agents in their schools, households and communities. They are role models for other girls who inspire and motivate other girls in taking action and move forward with confidence. Players practice, play friendly matches, and participate in the YPI leagues and tournaments. An internal evaluation revealed that the netball clubs are a space where young people can interact without fear of judgement. On an average, 90% of both male and female players believe that they can share problems with someone inside the clubs. It also showed an increase in the leadership of the club players. **80% of club players feel that they are leaders in the club. 90% of female club players and 70% of male club players are able to convince other players parents to let their children play.**

Players reported to have increased knowledge on gender rights. 92% of female players asserted that 'it's a woman's right to say if she does not want to be touched', and most of the female players believe that it is 'not a girl's fault when she is harassed.'

The awardees for each category were:

Pooja from Gargi Royals (Best Player, Girls under 21),
Anjali from Challenger Team (Best Player, Girls under 15),
Satar from BOSCO (Best Player, Boys);
Harkesh Nagar Eagles (Best Fair Play, Girls under 21),
Gargi Glamors (Best Fair Play, Girls under 15) and
Badarpur Boys (Best Fair Play, Boys).

Club players take part in competitive tournaments like the Youth Netball League (YNL) organised by Naz. The 9th edition of the Youth Netball League (YNL) was launched in August, 2019 at Siri Fort. A total number of 177 participants took part from twenty club teams under three categories - Girls (Under 21), Girls (Under 15) and Boys. This was the first time boys teams participated in the league

The teams played once per month over a period of 6 months to determine the winner of the league. The YNL is an amalgamation of sports, life skill sessions, interactive games and activities with parents. It provides a safe space for the adolescent girls from socially and economically excluded communities to play competitive netball and develop netball, life- and leadership skills.

The final matches in all the three categories were won by Super Warriors, Aali Attackers and Green Park Boys respectively. Two organisations based out of Delhi, Aayas Prayas and BOSCO - UNHCR, showed interest in participating in the Youth Netball League after having played in One Nation Netball Cup, Naz's pan-India mixed gender netball tournament for players under 16 year. Both organisations enrolled in under-21 and under-15 age category as participants in the league.



Nagma, unlike all other players in the clubs, had not been part of the YPI programme. She found the Jaitpur club and convinced the coaches to let her be part of it. Nagma didn't take no for an answer. Initially, she attended the club regularly. But when she was not immediately selected for the team that participated in the netball league, she started skipping practices. The coaches made her realize that she had to work hard if she wanted to join the league. This was a turning point for her and ultimately, she was selected for the team playing the Youth Netball League. She did so well that she was selected this year to play for the Delhi team in the 7th Edition of the One Nation Netball Cup (ONNC).

She is proud that she was part of the team which was the first Naz team to reach the final of the ONNC. Being a member of the club and a player in the team has changed her. She has been able to transform some of her habits to support her in her life. She shared, "not being selected for the league team taught me to work hard and be disciplined. I understood that this was not only applicable for sport but also for my further studies and future". Noticing how much she has benefited from playing sport, she also motivates her classmates to come to the club and play netball. As Nagma is extremely passionate about netball, she would like to shape her career in sports.

One of the parents during the league shared, "Through this programme not only do the children learn something but the elders get to learn as well and through these events the elderly get to live their childhood once again. I am very thankful to the programme because of which my daughters have been able to reach a recognized level in the sport".



Aath Kadam

Aath Kadam, meaning 'eight steps'. Aath Kadam is Naz's economic empowerment programme which uses eight steps/modules to help young women to identify what they need to do to achieve their goals and involves their parents in the process to work towards reducing the barriers that (young) women face in achieving their life goals such as their limited freedom of movement, attitudes on gender roles, roles in productive and reproductive work, limited decision making when it comes to financial issues and access to sexual reproductive health rights and services. At the same time, Naz works with the industry to help them appreciate the potential of young women and make it easier for young women from disadvantaged backgrounds to obtain jobs and retain them for a continued period.

In 2019-2020, **4,578 alumni, 1,514 parents and industrial partners participated in awareness session** on young women's economic empowerment. During the awareness sessions, parents showed keen interest in supporting their daughters to enrol in the Aath Kadam programme and support them in future. Though most parents were supportive of their daughter's career aspirations, some only supported educational goals because soon after they finish their studies, they want their daughters to get married.



During the Goal Setting sessions with Aath Kadam participants, it was found that the top 2 choices of profession in Delhi is teacher and police while in Mumbai it is police and beautician. The team mentored the participants on their respective goals, the kind of skills needed to achieve them, educational qualifications required, the barriers they could face due to gender norms and how to navigate them.

After the awareness sessions with 30 corporates, small businesses and NGOs, 25 of them agreed to provide internship opportunities to Aath Kadam participants. 3 Aath Kadam participants were placed in jobs and 36 new Community sports coaches were recruited by Naz as interns.

17-year-old Priyanka is one of the few YPI alumni who got admission in a full-time B.A programme in the prestigious Jesus and Mary College through sports quota. During the first Aath Kadam goal setting session with Priyanka, she revealed that she wants to join the armed forces. She said that she was inspired by her uncle and cousin brother who currently serve in the Indian Army. She wants to be the first girl in her family to join the military services. She believes it would open up many pathways for other girls in her family and community who have similar dreams. The Naz counsellors were really impressed with her clarity of thought regarding her future and the dedication.

While discussing her career options, she was informed about the Combined Defence Services (CDS) exam which is a mandate to join the army. She was also advised to join the National Service Scheme (NSS) in her college which would increase her chance of clearing the exam. During the second counselling session, she was advised on preparing for the CDS exam by enrolling in coaching classes where she could improve her general knowledge and English. She mentioned that Naz's constant guidance and support has helped her make the decision and follow her dream career. Through Aath Kadam, she was able to discuss her career goals. She has been suggested by the counselling team to apply to coaching centres to prepare well for her exams for the Indian Army.



Female Leadership

Female leadership is the backbone of the Naz's YPI programme. Naz firmly believes in the role of female leaders.

- YPI works with adolescent girls and young women who are YPI participants.
- Among the group of YPI participants of traditional programme, peer leaders are chosen who lead a group of 20-30 girls.
- **Community Sports Coaches** are interns, usually alumni of the YPI programme and participants of the Aath Kadam programme.

Participants

Participants are adolescent girls, 12-18 years old, who participate in two sessions (30-45 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, menstrual hygiene and sexual and reproductive health and rights), be empowered (gender, gender-based violence, community resources) and Be Money Savvy (financial literacy).





Uzma never played sports before as she didn't know which sports a girl could play. In 2019, Uzma Shaikh became a participant in the Young People's Initiative (YPI) programme in Anjuman Islam MIJ High School, Bandra, Mumbai. This was the first time that she saw netball being played and she joined the game. Uzma didn't skip any netball practice and soon her skills improved and her confidence increased. One day she heard that she was selected in the team for the District Sports Tournament (DSO). She was delighted that she would play her first sport tournament ever. However, initially her parents refused to let her play in the DSO tournament. But when they realized that the trip was well organised and the children's safety guaranteed, they allowed Uzma to play.

The DSO tournament was the beginning of a sports journey for her. Consequently, she played in the Udaan Tournament - Naz's inter school netball tournament that offers many girls their first opportunity to play competitive sports. Her school's performance was a success, Anjuman Bandra was the runner up of the 2nd edition of the Udaan Netball Tournament. Also, the life skills session in the YPI Programme have been an eye opener for Uzma. Uzma never used to share anything with her family members because she felt that whenever she would say something, her family would shout at her. Due to the programme, she opened up about her joy in playing netball and the information she learned in the life skill sessions. She now shares what she learns with her mother. Her mother supports her ideas. *'My family sees the change in me. My stamina has increased due to playing and they allow me to play. Now, I have that confidence where at least I am trying to put my views in front of my parents.'*

Peer leaders

Peer leaders lead the groups and make sure students reach on time to site and back to classes, they assist community sports coaches in managing students and assures that every participant gets the nutrition (a banana) after the session is finished. Peer leaders develop their leadership skills as leaders of their group. Peer leaders have regular meetings with the coaches and undergo different trainings to enhance their leadership skills. Peer leaders implement action projects in their respective schools.

- In a survey conducted during the graduation of peer leaders, it was revealed that all the peer leaders believed that their leadership skills have improved since they became peer leaders.
- 90% peer leaders claimed that they are role models for other girls.

The peer leader's action project approach is loosely based on the action research methodology in which peer leaders identify problems in their school and take action to solve them. This year, the Mumbai team implemented the peer leader's action projects in 8 schools and recruited 67 peer leaders. Issues that were addressed were: keeping the school washrooms clean, disposal of sanitary napkins, organising girls' sports team for various sports in schools, keeping school ground clean and not using 'bad' words in the school.



Peer leaders of Hindi School chose 'Girls should be allowed to play in school ground' as their action project. They chose this because girls in Hindi school were not allowed to play as the ground was occupied by boys, used for a competitive game or with more than 2 classes on the ground, girls would sit outside the ground. Girls wanted to start playing netball on the ground and participate in the tournaments outside school, where only boys were allowed.

Peer leaders discussed the issue with teachers and the principal and decided to stick posters on the school wall to motivate girls to come and play in the ground.

Moving forward, they conducted a rally in the school, where they discussed why playing is important through class to class campaign. The peer leaders also addressed the issue with the boys, They agreed that boys would use half of the ground and girls in the other half of the ground.

Girls, led by the peer leaders started playing in every physical education period. Observing the initiative, the Principal of the school did not hesitate to give permission them to participate in the Udaan tournament 2020 and the girls' team reached the semi-finals. Seeing the players, other girls of the school also started to access the ground to play.

Being a peer leader has built the confidence of the girls and they have started taking initiatives in school activities, like participating in school events as volunteers and sharing about YPI sessions with teachers as well.

~Teacher, Sakinaka School, Mumbai

“As a peer leader, I learnt that I have to work hard to become a good peer leader. In the beginning I faced some challenges. My peers asked me why I was chosen as a peer leader. They thought that they were more talented than me. Initially, whenever conflict occurred among my classmates and I asked them to stop fighting, they would tell me I was ‘showing attitude’. Initially they used to bother me but later I realized that my friends supported me, encouraged me to continue and were happy that I am a peer leader”.

~ Aishwarya, Peer Leader, Bengaluru

Community Sports Coaches

Community Sports Coaches (CSCs) are, usually, alumni from the programme who join Naz after their graduation to become co-facilitators in the YPI Programme. They are interns in the programme. While they support in reaching out to adolescent girls through netball and life skills sessions, they are also participants in Aath Kadam, Naz's economic empowerment programme. CSCs as Aath Kadam participants, apart from learning various soft skills and hard skills undergo continuous mentoring to pursue their dreams. They undergo various trainings to enhance their facilitation skills and be a role model for participants. When CSCs join Naz as an intern, they undergo training on the Child Protection Policy (CPP). This is important as they are the co-facilitators in the programme i.e. duty bearers to protect children and are participants (right holders under the CPP).



Being able to earn a stipend has changed the family's perspective towards the CSCs. As a result, they have gained support to pursue their ambitions. **87% CSCs says that their parents support them when it comes to their future.** "There is more support from the family which I secured because of joining Naz. Till the 10th standard, my percentage was 65 and they used to think that I can't progress in my studies but I had interest in sports. Initially, the shorts were not allowed in my family too. Can't go out much from home and there was no entry after 8 pm at home. There were many restrictions initially, but not there anymore. Whatever I earned through the stipend, I take all the decisions regarding that. The support for education from the family is always there".

A recent internal evaluation, conducted by Naz's staff to assess CSCs on various indicators, revealed that even though they still have restrictions and responsibilities to fulfil at home, **CSCs feel that their capacity to negotiate with their parents about stepping out of the house (88%), choice of education (92%) and marriage (66%) has improved.** The evaluation also revealed that there has been an increase in confidence to travel alone for conducting sessions among most of the CSCs (82%) and for travelling for personal reasons (78%). During a focus group discussion, a CSC shared that her father took a stand for her during a family gathering when her cousin was telling him to not send girls out. He said: 'She is my daughter and she will do whatever she wants. She has the right to think make her own choices and decide about her own future'.



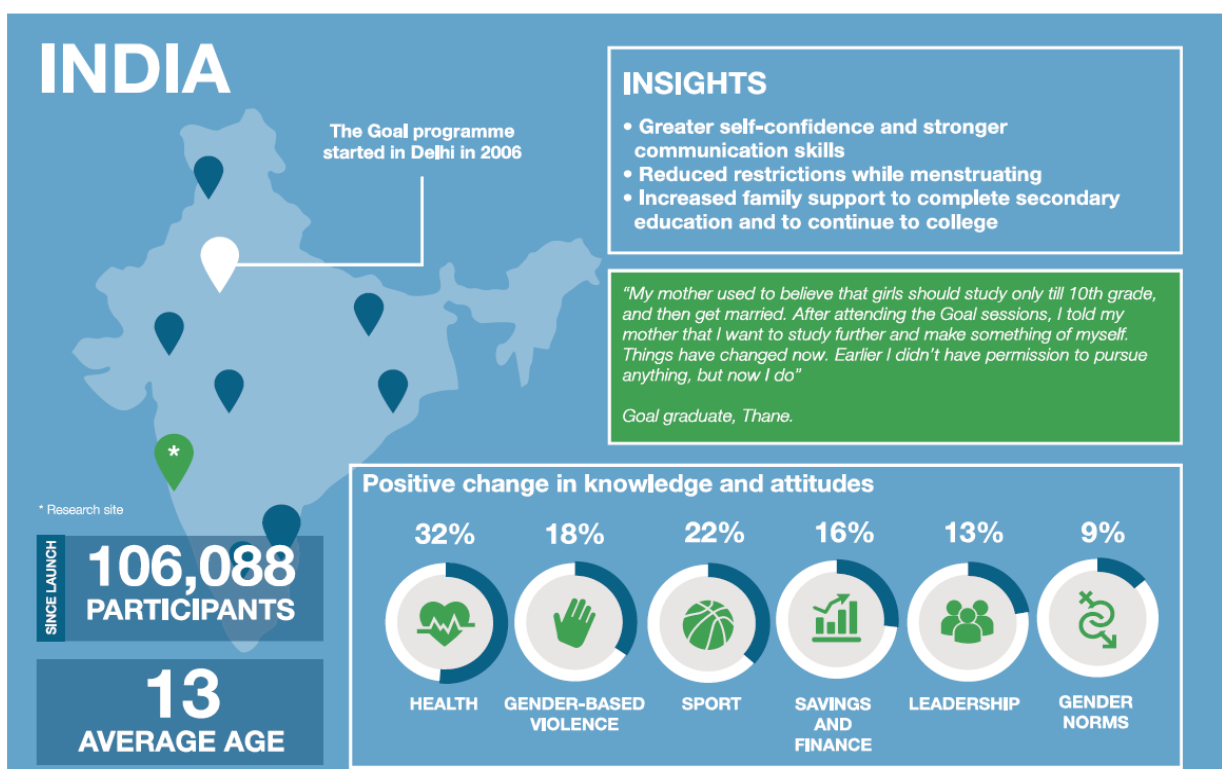
Jagruti has always loved sports. 'I live in a joint family and my uncle didn't allow me to play in a public ground. Leave alone allow me to wear shorts.' After a few sessions in the YPI in her school, Jagruti was selected as Peer Leader. She started changing her attitude and her behaviour as she used to distract other girls during the session. She also felt that she should know everything taught by the coaches in order to support her peers, such as about menstruation, information which she also shared with her family. "My mother didn't agree with me that some practices are based on taboos. But, slowly, I can see the change in her.'

After the YPI in her school, Jagruti joined the netball club. She improved as a player and became a role model for other club players. Jagruti is now a Community Sports Coach (CSC, and intern in the programme). 'I conduct netball and life skills sessions with around 140 girls. The Coaches give me positive feedback and the participants see me as their role model.' Jagruti's family is now very proud. They see how hard she works to improve herself and how mature she is. Jagruti has shown them that she is able to support herself. Her father no longer listens to his brother's opinion but supports his daughter to play and coach sports. 'Today I am a leader and an independent girl. I can take my own decisions. I am saving my stipend to support myself in my studies.'

Goal Evaluation

The Goal programme (YPI in Naz), implemented by various organisations in 23 countries across the world was piloted in 2006 in Naz. Between then and 2019, it has reached out to 525,000 girls and young women. An evaluation of the Goal Programme commissioned by Standard Chartered Bank and Women Win, conducted by Overseas Development Institute (ODI) was carried out to examine the changes that have taken place in girls' lives as a result of being part of the Goal Programme.

It also looked at the impact on girl's leadership and the effect on gender norms among the communities. ODI conducted interviews and focus group discussions with girls, their parents, teachers and community leaders in India, Nigeria and Uganda to get a deeper understanding of the quantitative data which has been collected since 2012. Naz was chosen as the evaluation partner in India as Naz has the longest experience in implementing the Goal Programme and has reached out to one fifth of the global Goal girls total covering urban, rural and semi-urban areas in India.



Evaluation Data

Quantitative analysis: Data from 18,698 participants from India, Kenya, Myanmar, Nigeria, Pakistan, South Africa, Uganda and Zambia over 2014-2018
 Qualitative analysis: 65 interviews with 297 girls, their families, teachers, community members and boys in India, Nigeria and Uganda.
 Data show participants' average percentage point increase in knowledge and gender egalitarian attitudes on each issue between starting and completing the Goal programme.



The highest change reported was 'health'. with 32% concerning Naz graduates reported positive changes in menstrual hygiene, body care, fitness routines- importance of physical exercise - and improved mental health. Girls have understood that there are many taboos round menstruation and are now less restricted by the rules. They also show a greater acceptance of their bodies, especially among overweight girls who gained confidence by playing netball. They reported **22% change in attitude and behaviour towards sports.**

9% reported change in attitude and knowledge on gender norms. Girls shared that they have more freedom to travel related to the YPI such as tournaments, conducting YPI sessions, and for personal issues such as going to the bank or for outdoor social activity. The families show more acceptance towards male-female friendships, exercise less control over what girls should wear and their right to complete their education and to choose a marriage partner. 'My mother used to believe that girls should study only till 10th grade and then get married. After attending the Goal sessions, I told my mother that I want to study further and make something of myself. Things have changed now. Earlier, I did not have permission to pursue anything, but now I do'. Goal Alumni, Thane

Girls also showed **greater self-confidence and stronger communication skills.** They are better able to express themselves and take action. 'In the past 2 years I have observed many changes in Goal Participants. Earlier, many girls in this school were getting married by 10th grade. Now, our girls are developing aspirations for further studies, 12th and beyond. They have started **expressing their desire to continue studying and to work in private companies**'~ Teacher, Thane.

An **18% change has been observed with respect to knowledge and attitude concerning Gender Based Violence (GBV).** Girls reported to have an increased understanding of GBV such as 'safe touch and unsafe touch', increased knowledge of sources of support such as the police and an increased ability to take action when facing violence. Boys shared that violence against women is wrong and unacceptable. The Naz graduates showed 16% change as a result of the financial literacy module. The evaluation showed that Naz's graduates have **improved financial knowledge and saving habits.**

13% change towards **leadership skills.** Peer leaders and Community Sport Coaches have taken up leadership roles in their schools, colleges and communities.

New in YPI

Sampoorn

Naz has implemented the YPI since 2006. Since 2016, Naz has been able to increase the scale of its programme from reaching out to 10,583 participants in 2015 to 30,162 annually in 2020. Realizing that change in the lives of adolescent girls can only happen if it included all stakeholders, Naz designed 'Sampoorn'- meaning 'whole' is a comprehensive programme in which class 8 participants become leaders who support their younger sisters in class 5, 6, 7.

Naz through Sampoorn creates an 'eco-system' where girls are supported by the boys in their school, their parents and teachers on their way to be empowered adolescents. They can continue their journey in Naz through the netball clubs and career guidance support towards their life- and career goals. This continuous interaction and the support is needed by girls to achieve gender equality so that there are no barriers in successfully finishing education and meanwhile are prepared for their future.

Naz implemented the traditional programme with adolescent girls and boys in class 8, built their skills, and changed their attitudes and behaviour on issues around gender, health and rights. The 8th std. peer leaders (participants of the programme) start interacting with younger sisters in class 5th, 6th and 7th, through peer leader action projects.

Peer Leaders are positive role models for other girls and inspires younger sisters to be like them when they enter 8th grade. This plays a crucial role as girls need female role models in their life at every step so that it enables them to believe in themselves to achieve what they aspire like their role models. YPI alumni (former participants who are now in class 9th and 10th) in the school were engaged through netball clubs and Aath Kadam career planning/guidance sessions.

Parents of alumni of YPI (9th to 12th std. students) are made aware about Aath Kadam (eight steps) programme. One of the main steps of Aath Kadam programme is to take parents on board to support their daughters at every point in making them economically empowered. As Aath Kadam participants, the girls get continuous mentoring to set their future goals and achieve them. As part of netball clubs, girls continuously strengthen their netball skills which helps them in playing competitive netballs within and outside (district, state, national level tournaments) Naz.



Super Netball

Super Netball is based on the idea of Football3, developed by street football world, a methodology which aims at empowering young people to take responsibility for their actions and treat others fairly. They learn to value communication and mutual respect, both on and off the pitch. On similar lines, Super Netball was designed for competitive netball tournaments and the ONNC. The aim of Super Netball is that players play 'fair', 'safe' and let everyone play i.e. 'all' play. It was planned to be piloted during ONNC 2020 which, however, has been postponed to 2021 due to COVID-19 pandemic.

An internal evaluation showed:

- 88% of girls in Sampoom believe they have the leadership skills.
- 79% of the female players believe that they are the leaders in the club and in the community.
- 76% of the male and 87% of the female club players have progressive gender norms.



Partnerships



The partnership's model is a crucial approach to expand the impact of Naz's programmes.

Naz collaborates with local and state governments, businesses (through CSR funding and employee engagement), funders/donors, local and global civil society organisations and the sport for development community to create an eco-system that could support, promote gender equality and build female leadership. The partnership's model is a crucial approach to expand the impact of Naz's programmes. The partnership's model is based on three approaches – 'experience, adopt and adapt'.

'Experience approach' aims at creating awareness among organisations to use sports as a tool to promote gender equality and build female leadership. One of the best examples of experience approach is One Nation Netball Cup that Naz organises annually.

'Adopt approach' is based on regranting model where Naz provides grants funds, build the staff's capacity to organisations so that they could implement Naz's sports for development programme YPI.

'Adapt approach' focusses on providing customised support to organisations based on their needs, the choice of sport can be any.



Experience Approach

One Nation Netball Cup

The 7th ONNC was held from 28 April 2019 to 1st May 2019 in Thyagaraj Stadium in Delhi. The ONNC is a three-day residential netball tournament with the objective to increase participation in competitive netball, to promote gender equality and cultural diversity for players under 16 year who, in general, wouldn't have a chance to play. **This edition saw 18 teams participating from 10 states with 180 players (90 girls and 90 boys). 148 players participated in the ONNC for the first time and most of them for the first time ever in a netball tournament.** In 2018, there was only one female captain during the ONNC. This year, 7 teams had girls as captains.

The winner of 2019 ONNC was Samparc from Maharashtra, Winners of Rising Star was Aayas Prayas from Delhi and winners of Fair Play Award was Aasa from Goa.

By the end of the ONNC, 69% of the children said that they learned about gender equality. 69% of the children said that there is a physical difference between boys and girls but that girls can do what boys can do (an increase of 26%). **78% of the participants say that they have learned to appreciate children from different states.**

'My best experience was being selected for this tournament and playing with teams from other states. I have never seen such a big stadium. Coming here and playing for my team was also my best experience

- Player Shantiram

'My best experience was that I communicated with teams from different states. We have gained a lot from them and after talking to them my thought towards them has changed. Whatever we have learned, it will always remain in our minds. We will teach and share all our learnings with our friends and family so that the walls of caste, inferiority, superiority, and religion will break and the whole world will be united.

- Player Anantnag, Jammu & Kashmir



Training of Coaches for ONNC 2020

Through partnerships, Naz aims to build capacity of other organisations working in sports for development. Naz facilitated a workshop for coaches who would guide their teams during the 8th edition of the ONNC in April - May 2020. **11 coaches represented 9 teams from Madhya Pradesh, Punjab, Tamil Nadu, Jammu & Kashmir and Delhi.** One of the important objectives of the workshop was that the coaches understand all the components of the ONNC i.e. Super Netball – Fair Play, All Play and Safe Play.

Naz had planned to pilot the Super Netball during ONNC 2020. The workshop also highlighted the coaches' roles and responsibilities during the ONNC and Naz's child protection policy which would be strictly followed during the ONNC. It was assessed that coaches found this workshop very helpful for them, not only for understanding super netball and child protection policy but also it improved their coaching skills too, as one of the coaches shared. The workshop paved the way for year- long engagement between Naz and other organisations.

Youth Lead

“Youth Lead”, is an ‘experience’ workshop to orient organisation's about Naz's sports for development programme, a Young People's Initiative (YPI) programme and was with Young leaders and senior staff members from 41 NGOs that work with young people was held in Delhi, Mumbai, Bengaluru and Punjab. The objectives of the workshop were to create an ecosystem for quality programmes for adolescent girls and young women and give an orientation of Naz's Young People's Initiative with a focus on the use of sport as a tool for development model, female leadership for sustainable programs and child safeguarding in sport.

The first day of the workshop mostly focused on how female leadership, gender equality and accessibility to rights have been achieved under Naz's Young People's Initiative Programme. It mostly focused on introducing Naz, YPI and why sports for development is important. Second day focused on One Nation Netball Cup (ONNC) and sharing the experience of ONNC by different participants and coaches present from participating organisations. ONNC is an annual netball tournament organized by Naz in April end. The workshop also gave exposure to the organisations to understand ONNC, its eligibility criteria, 'do's and don'ts related the ONNC 2020.

Naz also explained why mix gender tournament is an important and a successful event. Naz introduced the participants about the new point system which will be used in ONNC 2020. It was due to the Youth Lead workshop, one of the organisations “ECF India’ contacted Naz to train their staff in netball.



Training and Awareness on Health, Gender and Rights

The Naz Training Team facilitated capacity building training sessions on basics of HIV, gender sensitization, gender & sexuality, HIV awareness & sensitization and HIV pre/post counselling. The bulk of the sessions were on gender sensitization conducted with the police, college students, medical staff and corporates. Sessions held with students focused on Basic HIV, gender & sexuality and HIV awareness & sensitization. **Naz reached out to 1,097 participants this year through 25 capacity building and trainings on gender and sexuality, HIV awareness and sensitization.**

“Gender sensitisation of our staff has been always a difficult area considering the background and belief our staff come from. Naz Foundation has been training our staff for a long period. These trainings have become more relevant to us after the IPC 377 verdict by the Supreme Court.”

Ravi Shanker, DCP/Trg.(HQ), Office of Special Commissioner of Police Training, Delhi Police

“The Naz Training is effective for beneficiaries who are refugees from various countries and always had language challenges. The trainers are so good they manage it so well.”

Fatima Arjumand, Coordinator, Bosco-UNHCR New Delhi



My Life project

Naz is one of the partners that collaborates 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, working in Primark's supply chain. Primark partnered in the second cycle of this project again with Women Win, SWASTI and the Naz Foundation (India) Trust to develop and deliver a play-based training methodology to strengthen workers' life skills and inform them of their rights.

In the first cycle of the programme (2017-2018), Naz co-developed the curriculum around three topics: Communication and Decision-Making, Rights and Responsibilities of Workers, and Hygiene and Workplace Health and Safety and trained SWASTI to deliver the sessions. In the second cycle (2018-2019), Naz co-designed the certification model for the project. 40 Factory workers were trained as 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.** Naz managed the registration and attendance data and conducted the evaluations in the factories.

Girls in The Lead

Girls in The Lead is a global network to promote and improve access to quality physical activity programme for adolescent girls and young women. It is an e-platform which organisations can use to access online resources that could enhance their activities and programmes to benefit girls. Organisations from Germany, Sweden, USA, Kenya, South Africa and India (Naz) have partnered together to build a strong international community that prepares adolescent girls and young women for their future through the medium of sports.

A Girls in the Lead workshop was hosted by the India partner Naz with 13 organisations from Maharashtra, Karnataka, Delhi, Jharkhand and Gujarat, working with sports as a tool for development. They came together to share their experiences in providing girls' access to quality sport programmes and building female leadership. The two days gave the organisations time to share about their work, learn from each other, discuss the challenges, and identify what could be done better for girls and how the group can become a network that could work on a common goal to support girls.



During the COVID-19 pandemic, the organisations have shared how they supported the communities and families they work with. The Girls in The lead network in India has built a list of resource materials/tool/contacts/helplines to be used during the relief phase.

International Capacity Building

Saraswati Negi - Training Coordinator at Naz, co-facilitated the Coaches Across Continents trainings programme with 120 participants in Roxas and Dumaguete, Philippines. Coaches Across Continents(CAC) is a global collaboration that uses the 'Purposeful Play and Education Outside the Classroom programme' to impact the United Nations Sustainable Development Goals and the UN Convention on the Rights of the Child. The invitation to Saraswati was a recognition for Naz as CAC partner which embraces the CAC methodology and is able to ensure its quality implementation and capacity building. For Saraswati, it meant an acknowledgment of her dedication and facilitation skills. The training was for both Saraswati as Naz a learning experience and chance to strengthen the organisation's capacity building in the CAC methodology. She transferred her learnings to internal trainers of trainers in Delhi, Mumbai and Bengaluru.



Sindhura Seelam, Programme Associate along with **Saloni Kumari and Radha Mishra**- Coaches at Naz, co-facilitated the 'Train the Coaches' workshop led by Women Win for staff and coaches of Child Reach Nepal (CRN), a non-governmental organisation based in Kathmandu that works with children. Child Reach Nepal partnered with Women Win to start the Goal Programme in their organisation. The workshop also included Child Reach's potential partners, Atoot - an organisation headquartered in London and operational in parts of Nepal and working with young children on sports initiatives. Being invited to co-facilitate the workshop was a recognition of Naz's ability to build the capacity of organisations in the use of the Goal Curriculum and developing adolescent girls and young women's leadership.

Adopt (re-granting) Approach

To build ecosystem to reach out to as many underprivileged adolescent girls and children Naz collaborates with partners in the Young People's Initiative.

Pahal

Pahal, a community-based organisation in Jalandhar, works 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 de-notified by the India government but they continued to be a socioeconomically disadvantaged community.



Pahal reached out to 589 adolescent girls in 3 school sites, 2 community sites and 1 Juvenile Home through traditional modality.

Sanjana is an active girl. Since she has started attending the YPI, she enjoys playing netball. The programme in Pahal has allowed her to go out and play with her friends, to be a child-like all the other children and learn attitudes and skills that will help her to grow up in a slum area without continued education. Drug addiction is a serious problem that plagues her community. The rate of drug addiction is high and the drug users' behaviour is affecting the cohesion of the community.

Sanjana wishes to work towards making her community safer and ensure that innocent people will not fall into the trap that the availability of drugs has laid for them. The YPI has given Sanjana and her family hope. Her mother is happy that her daughter is learning useful skills that will help her progress in life.

The programmes that Pahal is providing, have given the family hope that their children will grow up in a positive and enabling environment. An intervention for adolescent girls can provide the belief and confidence for Sanjana and her parents that the girl will mature into an empowered teenager who can make responsible decisions and pursue her dreams, even when it seems to be against all odds.



Ekta

Ekta, an NGO in Madurai works towards good governance, gender equality and promoting rights for women entered the second year of their partnership with Naz. Naz has supported Ekta to strengthen its capacity and deliver the Young People's initiative with adolescents from one of the fisher communities in Tamil Nadu.



Ekta reached out to 703 adolescent girls with the traditional netball and life skills programme and to 575 girls with other programme modalities.

“We have started helping others. We never used to stand in buses and give the seat to old people but now we always do”. Another alumni shared that, “If you have to shoot there are five steps in aiming and shooting in netball, I can use it in my life to achieve my future dreams and work towards it through those 5 steps”.

SNEHA

SNEHA a community-based organisation in Nagapattinam, Tamil Nadu entered its fourth year of the partnership with Naz. The organisation has demonstrated steady growth.



SNEHA implemented traditional YPI programme with 589 adolescent girls and 146 girls through three YPI camps.

Sivaneswari was introduced to the Young People's Initiative through her teacher and CSCs. She shares that she liked all the sessions in life skills training and even enjoyed playing netball. In Netball, she has learnt about being responsible for one's own roles which contribute overall to working together as a team.

One of the biggest impact YPI had on her when she attended 'savings and borrowing session'. She has also started saving up money with her two siblings by reducing the expenses on things which are not that essential. She wishes to open an account in a nearby bank soon. Her parents are proud of her and they shared with everyone how proud they are during her graduation.







Thozhamai

Naz started the partnership with Thozhamai in 2014 with 162 participants. In the 5 years Thozhamai has been able to build a good rapport with the schools.



Thozhamai has reached out with the traditional modality to 1894 girls across 13 schools. Through YPI Essentials, it reached out to another 180 girls.

Through YPI, Aishwarya has learned things that are important for her. She understands what child marriage is and that child labour affects children's future negatively. She now knows how to get help from the Child Line, in case she might need it. The sessions that are unforgettable for Aishwariya were the sessions on 'Boys & Girls' and 'Gender and Work'. She shared, 'After attending these sessions, I wanted to practice gender equality at my home itself. I asked my father to share household work with my mother. And I fight with my brother to make him wash his own plate and sweep the floor after dinner. Initially, it was a little hard for my brother to accept this but he got used to it and now it has become a practice in our home.' P. Aishwariya, YPI alumni, Thozhamai

Sevalaya

Sevalaya is to serve the rural poor and transform them for an equitable, happy and fulfilled society with an improved quality of life. Naz has started partnership with Sevalaya in 2018 with 65 girls in 8th std. After seeing the tremendous change in 8th std girls the principal recommended our program to community college girls who're 17-19 years old.



Sevalaya reached out to 78 girls through the traditional modality and 60 girls through i YPI camp.

"We have started helping others. We never used to stand in buses and give the seat to old people but now we always do". Another alumni shared that, "If you have to shoot there are five steps in aiming and shooting in netball, I can use it in my life to achieve my future dreams and work towards it through those 5 steps".



Research & Advocacy

In 2002, Naz filed a Public Interest Litigation (PIL) to decriminalize the 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. On September 6, 2018 the Supreme Court decriminalized homosexuality under Section 377 IPC, thus ending a long-drawn legal battle. Naz advocates for the rights of marginalised communities such as People Living with HIV and AIDS. Naz has filed a PIL to demand stigma and discrimination free, inclusive education opportunities for Children Living with HIV and AIDS.

To continue with the advocacy after the judgement, this year, on Independence Day Anjali Gopalan was in conversation with Faye D'Souza on The Urban Debate special: 'Out and Proud' on Mirror Now, Anjali Gopalan said, "All that happened is that homosexuality has been decriminalised. The rights of the community haven't been talked about and nobody even wants to go down that path. In a democracy how can you deny rights to some people based on who they want to be with? If it's not criminal, why are we not giving everyone the same rights? Of course, it's going to be a long battle to achieve the rights for marriage and adoption." Anjali Gopalan was also in conversation with Justice G R Swaminathan and Santhi Soundarajan at the 1st National Intersex Human Rights Conference, organised by Srishti Madurai and Intersex Asia on the 22nd December, 2019.

Anjali Gopalan was one of the keynote speakers during the Rainbow Literature Festival which promoted Queerness and Inclusivity. Anjali Gopalan, in conversation with Nandita Das, Ashok Row Kavi Amrita Charkravarty and Anand Grover discussed '**Fighting the law: The battle against Section 377**'. Anjali Gopalan, in conversation with Urvashi Butalia was also part of the panel discussion on '**The patriarch + the hetero-normative: Living in a majoritarian world**'.

Naz was part of India's Biggest Job Fair and conference 'RISE' organised by 'Pride Circle for LGBTQIA+ individuals held in Delhi. During the Job Fair, the Naz team answered questions about gender, sexuality and HIV+ awareness.

Naz's young leaders and change makers at various platforms have advocated for gender equality by narrating how sports has changed their lives. These young leaders are role models for girls and young women in their community.

Renuka Rathore, Coach, represented Naz and spoke at a Panel discussion during the Women Deliver Conference 2019 held in Vancouver, Canada. She shared her journey from being a participant in Naz's adolescent girls and young women's leadership programme to becoming a staff member who mobilises and empowers hundreds of girls in her community through the same programme. https://www.youtube.com/watch?v=pR9DOeN_owo

Archana Mathur, Coach, participated in the 'The Asia Youth Forum' organised by UNAIDS in Delhi. After this forum she was, as one of the two Indian young leaders, nominated for the Bangkok chapter for 'The Asia Youth Forum'. In Bangkok, she advocated for the use of sports in generating awareness around HIV and AIDS among adolescent girls from disadvantaged backgrounds.

Arti Kori, Coach and **Juhi Jain**, Impact Associate at Naz, advocated for sports for development to promote gender equality and female leadership at National Youth Policy Consultation meeting held in Mumbai, organised by United Nations Volunteer in collaboration with Ministry of Youth Affairs and Sports. The consultation was organised to capture youth voices working in different thematic areas to review the National Youth Policy. The Naz delegation discussed the challenges faced by youth in accessing sports and gave recommendations for the policy to be developed.



Naz campaigned through social media addressing issues that adolescent girls, women and children are facing. Naz's young leaders campaigned during International Menstruation Day 2019, International Day of the Girl 2019, Universal Children's Day 2019 and International Women's Day 2020. During these campaigns they voiced their opinions through videos, quotes/instances or claimed the streets of Mumbai while running during International Women's Day.

Tarangini

Tarangini is a project under Young People's Initiative which empowers peer leaders to advocate and claim for their right to participate in the mandatory Physical Education sport period under the Right to Education Act (2005).

It is based on the 'action project' methodology and focuses on adolescent girls who are leaders in their peer groups. 86 peer leaders were recruited from 10 schools in Mumbai. They mobilized and influenced students, parents, teachers and school authorities, to take action and let girls play in the mandatory physical education sessions through various means such as a hand print campaign. Schools have emerged in support of the peer leaders' campaign and have started enabling girls to play in their assigned physical education period or have allowed girls to practise netball after school hours. Schools have also made the sport equipment available for the students.



Abhayam: Creating safe communities

Abhayam is a child protection and safeguarding initiative by Naz. Abhayam works at create a safe space for adolescents and young people in the programme. It works towards building a safe environment where duty bearers are trained in building an inclusive and safe space for children and where young leaders are empowered to exercise their rights. Naz trains programme participants, volunteers and staff on the Naz Child Protection Policy and conducts awareness sessions with schools, institutions and NGOs on safeguarding children.

<https://www.youtube.com/watch?v=OZjdV74h1AA>

Naz is creating an ecosystem to safeguard the rights of children at different levels. Activities that have been carried out:

The Naz **Child Protection Policy (CPP) 2019** was launched. All staff, volunteers and Advisory Board members have been trained on the CPP and have signed the Code of Conduct.

Empowering Children

Under the CPP, Naz has empowered all the YPI participants and children in the Naz Care Home by training them in the reporting system and that they can claim their right to safe participation in the programme.

'We players know that even if we are not comfortable sharing our problems with our coaches or if something bad happens with us in schools or anywhere else, we can talk to a 'Saathi' or put a note in the 'Saathi' box. A lot of times people come to the ground and invade our space. We always come up for our right to use the ground when it's our time to play. Our coaches always stand by us'. A lot of times when we play, men sit around the playing ground and watch us play. I have noticed so many times that Didi (coach) makes sure that they don't click our pictures when we're playing. ~ Ritika, club player in Mumbai



Training

Child Protection Officers, Child Protection Committee members and coordinators have been trained to build the capacity of their staff in respective cities on the Child Protection Policy. There is a strong system in place to orient and train new staff which includes a webinar session, a half-day training and full-day training based on the training module developed by Naz.

Naz has made sure to train the community sports coaches (CSCs) in the Young People's Initiative. This is very important as CSCs are co-facilitators (Duty bearers who have a responsibility to keep the programme safe) of YPI and participants (right holders who are protected under CPP).

Reporting measures have been strengthened

Naz makes sure that every child can easily report if there are any violations of the CPP. Naz has created the 'Saathi' role for children. A 'Saathi' (a child in the role of safeguarding observer) reports violations or raises concerns to staff in a formal briefing after every session. This has encouraged participants to look critically at the quality of the YPI sessions and has also empowered them to claim their right to be safe in the programme. Children have made the 'Saathi' (incident reporting) box. As a result, children feel that it is 'their box'. Telephone numbers that can be called anonymously were put up in visible places.

Redressal of incidents:

Child Protection Committee and Child Protection Officers have responded to the complaints. The actions being taking have been discussed during monthly meetings. This has helped to improve the reporting mechanisms, the system for classifying incidents, guidelines for investigation .

More complaints from children have been received this year. Almost all of the reported cases have been about violence against children outside the YPI programme. This shows that children consider the programme as safe and that Naz's staff has been able to create a culture in which children feel free to communicate about violation of their rights.

Reported incidents covered Naz staff raising their voice, biased refereeing and sharing pictures. These cases were adequately and timely dealt with by the officials and provided Naz with learnings on how to improve trainings, investigation and redressal.



Sensitizing institutions working with children

Naz sensitised 10 Child Care Institutions (CCIs), the Child Welfare Committee (CWC), District Child Protection Unit (DCPU) and 44 schools through their School Principals and Teachers from South and South-East Delhi. Naz also, through its two-day Partnerships workshop in Delhi, Mumbai and Bengaluru, oriented participating organisations about the Naz Child Protection Policy. While conducting the workshops, Naz realised that there is a need for NGOs, child care institutions and the schools to be trained further so that their understanding of child protection can be enhanced and their practices strengthened. Even though many NGO partners have Child Protection Policy in place, there is a need for guidance to implement the CPP guidelines in practice.

Naz reached out to 217 partners and 20,054 participants through child safeguarding sensitisation sessions and trainings.

The NGO partners requested Naz to assist them in building their CPP documents as well as more awareness sessions be conducted with them. The DCPU recommended Naz to develop an 'ideal' model/setting which could be piloted in one of the schools and replicated further. Child care institutions like CWCs need to be trained in issues such as managing children with challenges and difficult behaviour, training in life skills, child protection practices and its reporting and sexual health and reproductive rights education. Institutions reached out with requests for more training/awareness on various facets of child rights and protection ranging from Juvenile Justice Act to supporting implementation of Child Protection policies and assuring that the reporting system in place works.



Research

Evaluating acceptability of pre-exposure prophylaxis (PrEP) for HIV prevention among men who have sex with men and transgenders in India, An ICMR Taskforce Study

Naz was part of the Indian Council of Medical Research (ICMR) study: *Evaluating acceptability of pre-exposure prophylaxis (PrEP) for HIV prevention among men who have sex with men and transgenders in India*, through Anjali Gopalan as co-investigator and Kalyani Subramanyam as study coordinator.

The study was conducted in 2018 in Delhi and in Bengaluru with support from Naz and the Karnataka Health Promotion Trust (KHPT). Naz worked with Community Empowerment Trust and Basera Samajik Sansthan to mobilize the respondents for the study with whom Naz conducted 9 In-Depth Interviews (IDIs) and 12 Focus Group Discussions (FGDs) which included 90 respondents. In total 20 IDIs and 24 FGDs were conducted with 240 participants in Delhi and Bengaluru.

The study, conducted in 2018 aimed at:
Determining whether PrEP is an acceptable HIV Prevention method for the MSM and Transgender community in India.
To understand the risk perception of MSM with regard to their sexual behavior.
To assess the reach and utilization of prevention interventions, to identify barriers/gaps in accessing available interventions.

The reason for the research was that in India, Men having Sex with Men (MSM) and Transgenders (TG) continue to experience higher HIV infection and prevalence rates compared to the general population, despite the success of preventive and treatment interventions. PrEP is found an effective way to reduce the incidence of HIV among vulnerable populations while simultaneously reducing the rate of transmission to the general public. It can be complementary to existing prevention initiatives and is especially useful among those who perpetually participate in high-risk behavior and who have challenges in adherence to consistent condom use or Anti-Retroviral Therapy (ART). Several countries have developed and implemented PrEP initiatives among high risk individuals and groups.

This study, presented in 2019, concluded that PrEP is acceptable among MSM and TG in India. The information will be compiled into reports and manuscripts, which will be prepared for publication. In addition to informing others, data from this study will be helpful in engaging stakeholders and policymakers on how to make an effective plan for updating India's response to the HIV epidemic.

This data can also be built upon by future studies and initiatives e.g. training and educating healthcare providers about the impact of stigma and discrimination on the HIV epidemic in India.

The most important study contribution was the realization that many members of the MSM or TG community were unaware of PrEP. They stated that education campaigns needed to be provided in conjunction with guidance counsellors who can help assuage community members concerns and worries.

Awareness and knowledge of PrEP was low in the community. A lack of knowledge about the drug, how it worked, and the accompanying side effects was the largest barrier to PrEP uptake in this community.



Institutional Development

Policies

Prevention of Sexual Harassment at the Workplace Policy

Naz 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. Naz does not tolerate sexual harassment in the workplace in any form or manner.

Naz's Prevention of Sexual Harassment (POSH) in the Workplace policy addresses the following:

- ensures a safe working environment free from sexual harassment, in which persons of all genders complement each other as equals,
- prevent sexual harassment of employees at the workplace,
- give employees a mechanism to raise concerns or issues concerning sexual harassment at the workplace; and
- provide them with an appropriate redressal mechanism

Child Protection Policy

Naz launched Child Protection Policy (CPP) 2019. Naz strongly believes in the rights of children and all the Naz's staff is trained as duty bearers to safeguard and protect children within and outside Naz's programme. Some of the highlights of the policy:

Establishing reporting structures and appointing Child Protection Committee members and Child Protection Officers for delivering high quality case management Training of all staff, care home children/YPI participants and interns in the Child Protection Policy (2019). The policy includes Universal Standards of Safeguarding of Children in Sport in the policy.

Because of CPP, there is easy reporting through 'Saathi' bib and box. There is also an increase in reporting of incidents this year due to strong CPP in place. Every new staff/intern/ volunteer has to sign 'Code of conduct' which holds them accountable as duty bearers. Every donor visiting Naz and its sites, is also introduced to child protection policy and is asked to sign the Code of Conduct in place under CPP.

Great Place to Work certification

In the last 25 years, Naz has created a work culture based on its values inclusion, integrity, commitment and excellence. No staff member is discriminated because of their gender, sex, caste, religion and class. This year, Naz was awarded the 'Great Place to Work Certification' which rated Naz on five trust dimensions: Credibility, Respect, Pride, Fairness and Camaraderie.

The staff's testimonials highlighted that Naz's work culture is most appreciated by the employees, where everyone is respected equally, given fair opportunities and everyone's work is equally appreciated.

Naz is unique because there is a huge respect for Diversity. You are not judged because of your gender, caste, religion, sexuality, your physical appearance, marital status etc. You can BE WHO YOU ARE at Naz. Most people or organisations just talk about diversity & inclusion, it is actually lived at : Naz - it is the Naz way. Naz also believes in the potential of people. We do have any product or item to sell- we bring change in the lives of people & the Naz staff is its greatest strength!





Staff Capacity Building

Besides regular meetings and capacity building sessions on programme management and implementation in the different cities, Naz staff from Delhi, Mumbai and Bengaluru also participate in joined meetings.

Annual Retreat

Retreats in Naz play a significant role to get all the Naz's staff together from different cities. This year, Naz's staff participated in the three-day retreat annual retreat in Camp Wild near Delhi. It saw many new staff who joined Naz.

Naz launched its Child Protection Policy 2.0 with all staff. There were capacity building activities on the Child Protection Policy, Prevention of Sexual Harassment (POSH) in the Workplace policy, a town hall with the senior management, two culture evenings, and lots of sports and adventurous activities focusing on the introduction of the new sport for development concept and child safeguarding in the programme.

Bootcamp is a learning hub where the staff learns from each other and get a chance to become facilitators too. The staff gets an opportunity to delve in its expertise and share it with everyone. It is interesting to see that Naz's talent pool could be explored more and more. The 'sharing' is not just limited to Naz's field of work but goes beyond which could be used in personal life too.

Ripu Daman Bevli facilitated a webinar session on "Plogging" with Naz staff. As Plogman of India, Ripu uses running as a tool to promote a waste-less and litter-free lifestyle. Naz staff joined Ripu for plogging sessions in Mumbai and Delhi and started discussions about how to enhance inclusion of this theme in the Young People's Initiative.





Coaches Across Continents training

Building on Naz staff's experience in using Coaches Across Continents methodology, Naz's coaches learnt to design and implement play-based games at a training workshop conducted by Coaches Across Continents and Naz's training coordinator. Coaches Across Continents (CAC) is a global collaboration that uses the 'Purposeful Play and Education Outside the Classroom programme' to impact the United Nations Sustainable Development Goals and the UN Convention on the Rights of the Child. The games are used within the Young People's Initiative (YPI) to deliver life skills sessions on topics like gender, sexual health, HIV, child protection and safeguarding to adolescents and young adults.

Facilitation Skills training

A three-day workshop on "Facilitation Skills" was conducted for Naz Staff. The training was facilitated by Mr. Yateen Gharat, a certified facilitator from IAF (International Association of Facilitators) co-facilitated by Mr. Abhay, a professor by profession. The aim was to enhance coaches' and associates' skills and provided staff with different insights, tools and opportunities to build their and Naz's capacity to facilitate meetings and sessions.

Trainings of leaders

Naz considers the individual growth of key leaders essential for the growth of the organisation. Naz systematically explores opportunities for its leadership team to build their skills and develop a strategic perspective. Towards this, during this grant period five leaders in the first and second line of leadership were deputed for leadership courses.

Jaya Tiwari, implementation manager of the Young People's Initiative, participated in the Dasra Social Impact Leadership Programme which supports India's leading social organizations to scale their operations and increase their impact. This helped her to strengthen her leadership style, decision-making capabilities, be more visionary and be part of strong peer network where she has been able to share ideas, expertise and build strong connections with leaders in other NGOs. 10 of the 50 organisations within the course took up the invitation to participate in Naz's Youth Lead workshops organised in 4 cities with the aim to create an eco-system for programming for girls focussing on using sport as a tool, female leadership and safeguarding of children in sport.

Shinjinee Mishra, Coordinator Delhi YPI programme, participated in The Quest Alliance Emerging Leaders Programme which is aimed at enabling leaders to empower youth and children towards breaking the cycle of poverty and living life with dignity. It helped Shinjinee to take responsibility, develop voice on key sectoral issues and influence Naz's strategic focus towards impact.



Vrushali Sawant, City Coordinator Mumbai, participated in a three-day workshop 'Leading and Managing Teams' conducted by the Indian School of Development Management. Vrushali says : "It was really a resourceful workshop as they introduced us to different methods and tools. The workshop gave me space to think about what kind of leader I am. I now also have a better understanding of the behaviour of my team and why this is."

During the training, many concepts were discussed through stories and other tools. Topics were leadership, team work and its challenges, aligning teams with the vision and the mission of the organisation, how to create ownership and improve decision making in teams. Vrushali shared the resource materials that she received with the other coordinators in Naz and are being used for trainings and mentoring in Naz's economic empowerment programme as well. Vrushali used the materials for a webinar session on leadership with all coaches and associates in the online capacity building programme for staff.

Saraswati Negi, Training Coordinator in Naz participated in a five day 'Certificate in practitioner skills for facilitation' workshop in Mumbai organized by the Tata Institute of Social Sciences. This training focused on the different roles a facilitator can play with a focus on the adult learning theory. The workshop itself was an illustration of the facilitation process.

Besides learning techniques and using tools, Saraswati got a good understanding of the essential elements of the process. She was able to build a good relationship with the facilitators and they offered conducting a three-day training with Naz staff. This training was held with coaches, associates, coordinators and managers of Naz. The training was successful. Staff have learned a new way of asking questions which have proved to be helpful in the economic empowerment sessions as well as in Monitoring and Evaluation.

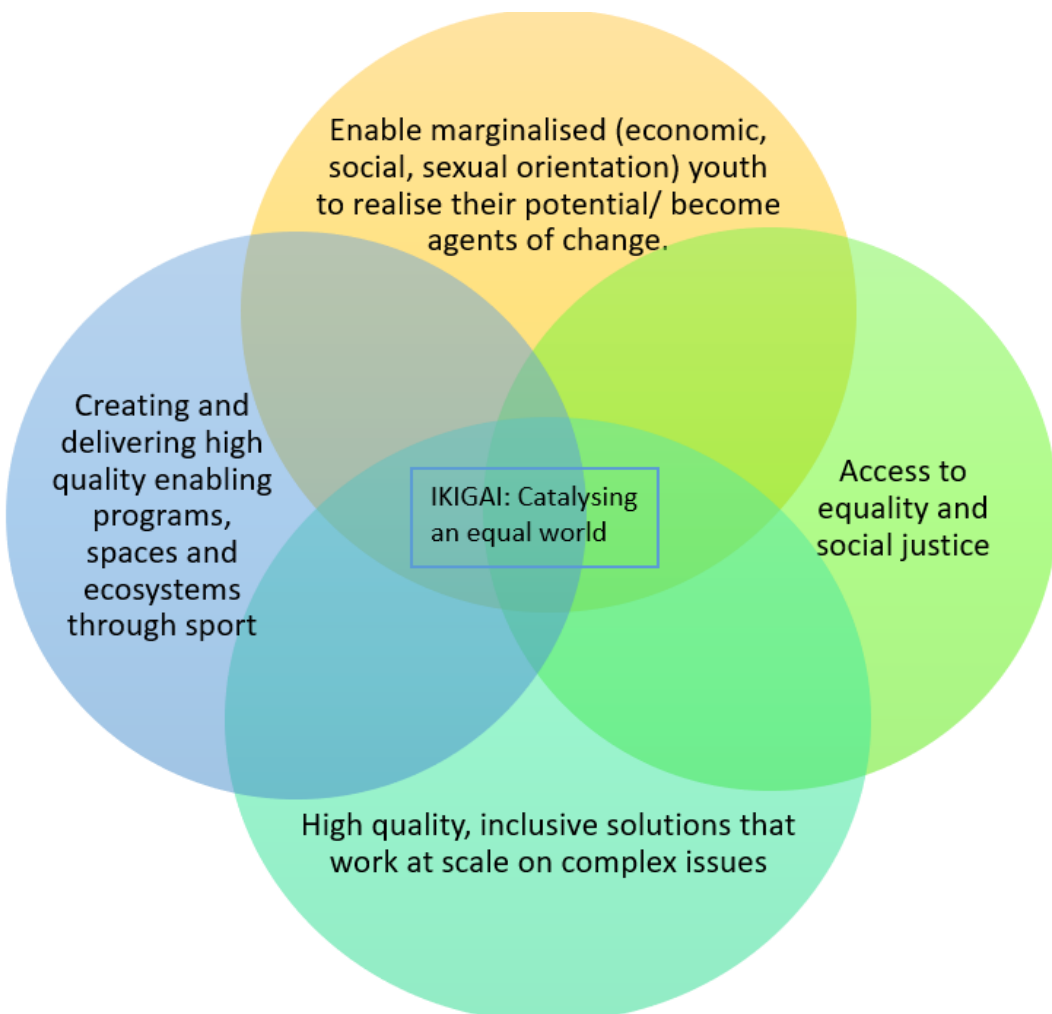
Branding and communication strategy

Naz engaged a consultant to develop its branding and communication strategy. The process has been participatory and inclusive. All Naz teams have given their input on determining 'what Naz is passionate about', 'what it is good at', what the world needs from Naz and 'what Naz's *Unique Selling Point* is'. This has led to a purpose statement (Ikigai: Catalyzing an equal world) round which the communication with all stakeholders are being formed.

The communication team has run an online campaign in which different stakeholders have stated #Nazhai: an explanation of why they are proud to be associated with Naz.

<https://www.youtube.com/watch?v=tRMCMwrzY60>

Naz is currently in the process of visualizing the branding and new communications. A website is set to be launched round Naz's 25th anniversary in May 2020.



Board

With a focus on good governance and strengthening the Board role, Naz continued to work over 2019 with Aarti Madhusudan of Governance Counts. The exercise resulted in the development of a Governance Manual which:

Provides all stakeholders an overview of the way that the organisation is governed.

Articulates a policy for governance that was arrived at through a process of debate and discussion among the Board and Senior Management Team. States and document practices that are a commonly accessible and understood resource.

Two new Trustees were inducted into the Board. One bringing skills with his business acumen and the other bringing legal expertise. A workplan for the Board with individual engagement plans is being developed. Through the strengthening exercise Naz also established sub committees for Finance, Compliance & Monitoring and Fundraising & Resource Mobilization. The Financial subcommittee had 4 meetings in the year to review budgets, asset management and fundraising for the Care Home.



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The Naz Foundation (India) Trust would like to thank:

All participants in the programmes and all Naz staff

All schools and communities

The Board members

Partner NGOs and government departments

Volunteers who have given their service to Naz for a short or longer period

Individual donors, some of who have supported Naz for a long time, and those who have been running for Naz in the Airtel Delhi Half Marathon and the Tata Mumbai Marathon

Donor and partners such as Standard Chartered Bank, BACI, GBS, APPI, Laureus Sport for Good, Mercedes Benz, WISE, NoVo, Women Win, Adoptionscentrum, M.A.C/Tides, Conduent/CAF, Heroes project, Primark, Supportersclub/Comic Relief, individual philanthropists, Dasra and others.

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CHAMPIONS