



Annual Report 2021
(April 2020 - March 2021)

The Naz Foundation (India) Trust

Contents

About The Naz Foundation (India) Trust	4	Partnership	48
Programs	5	Program Partners	50
Direct Services	6	Research & Advocacy	54
Partnership	7	Research	55
Research and Advocacy	8	Advocacy	56
Impact Dashboard	9	Child-led Advocacy Projects	59
Naz Care Home	10	<i>Tarangini</i>	59
COVID-19 and the Care Home	11	<i>Awaaz (1.0)</i>	61
Studies of the Children	12	<i>Awaaz (2.0)</i>	63
Children’s Participation	14	<i>Abhayam</i>	64
Health of the Children	15	Institutional Development	70
LGBTQIA+ Support	16	25 Years of Naz	71
LGBTQIA+ Training and Awareness	19	Certification	72
Young People’s Initiative	20	Staff	74
YPI: Pragati	24	Welfare during COVID-19	76
YPI: Dost	27	Acknowledgments	77
Goal@Home Activity Book	31	Annexure	79
YPI: Aath Kadam	34		
New this year in the YPI	45		

“You can't change people's minds overnight, but you can show them there's a different lens to see the same issues with. That's how change happens.”

- Anjali Gopalan





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.

About The Naz Foundation (India) Trust

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.

Programs

Naz has been working in the thematic areas of Gender, Health and Rights since 1994. These thematic areas are addressed through various programs 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+children. The Care Home supports children with their medical, psychological, educational, nutritional and recreational needs. 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 (netball) 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. The programme develops female leadership by giving girls and young women opportunities to be leaders such as peer leaders, community sports coaches and netball club leaders in the programme, their schools and communities.

The YPI implements the 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 encourages 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 support adolescent girls and young women, Naz has been partnering with different organisations and individuals through its partnership model.

Naz conducts trainings and workshops on issues related on Health, Gender and Rights e.g HIV, sexuality and sexual health, diversity and inclusion 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 17 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.

The YPI is advocating for the safeguarding and rights of children within the programme and outside it. Abhayam ('fearless') is a child protection and safeguarding initiative by Naz focused on the development, implementation and advocacy for creating safe participation for adolescents and young people in programmes. It works towards building an environment where duty bearers are trained in creating 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 and trainings with schools, institutions and NGOs on safeguarding children.



Impact Dashboard

April 2020 – March 2021								
	Training and awareness (Not YPI)	Care Home	Home Based Care	Naz Clinic; Face to Face; Outreach	Telephonic counselling	Drop-in/ Information	Young People's Initiative (previously Goal)	Total 2020 - 2021
Direct participants	149	17	0	4	298	0	8237	8705
Indirect participants	0	0	0	0	0	0	16474	16474
Total 2020 - 2021	149	17	0	4	298	0	24711	25179
1994 - 2021								
Direct participants	41116	517	6969	115004	7931	9159	117307	298003
Indirect participants	19709	0	305	0	0	0	480921	500935
Total 1994 - 2021	60825	517	7274	115004	7931	9159	598228	798938



Naz Care Home



COVID-19 and the Care Home

In the period, April 2020 to March 2021, the Naz Care Home provided care to 20 (15 girls and 5 boys) Children Living with HIV. One boy left when he reached the age of 18 years and one girl was admitted during the COVID-19 lockdown. The Care Home children have not had any major health related challenges. None of the children got infected with COVID-19 and the condition of the youngest child admitted in the care home in the month of September 2019 with health problems improved too. This bedridden child recovered as a result of the care and support at the care home. One of the biggest challenges during this period has been COVID-19 and the subsequent lockdown.

The COVID-19 pandemic has been challenging for the children and the Care Home team as COVID -19 has been/is an added threat for Children Living with HIV. Care Home Staff diligently took every precaution to keep the children safe. No staff or children got infected with the virus. Staff also ensured to introduce new routines and deal with all the stress and anxiety that the pandemic and lockdown situation created. For six months, the children were totally confined to the care home, which naturally caused anxiety and stress amongst them. The children and staff had to redesign the routines at the care home. There were challenges such as running the care home with less staff, difficulty in travelling to health care facilities, in fetching commodities, in getting the maintenance work and repairing works done etc. Some of the care home workers stayed extended shifts at the home when traveling was restricted in Delhi. The team took every effort to make sure that the children were least affected by the COVID- 19 pandemic and subsequent lockdown. The medical officer of the Naz Care Home carried out the regular check-ups in order to prevent opportunistic infections. The adherence to ARV medicines continued. The ART follow up resumed in August when lockdown was relaxed. The Centre for Behavioural Science supported two children who needed extra counselling support.

Although it has been challenging in terms of staff managing their own and the children's safety, anxiety, practical problems such as staff not being able to travel between their homes and the Care Home etc., the COVID-19 situation has also been a huge opportunity for children to participate in the running of the care home. The older children supported the younger ones in their studies and children took up hobbies within the Care Home such as (teaching) Zumba, gardening and cooking. With fewer staff and more time to do in-house activities, children learned skills that will prepare them towards taking up more responsibilities and independent living. This could certainly become a purposefully thought-out strategy in guiding and supporting the older children in future. In conclusion, the COVID-19 situation was and continues to be potentially an added risk for Children Living With HIV.



Studies of the Children

All the children in the care home had to adapt to online education as their schools closed in March due to the lockdown. Online classes were a new concept for the children but they managed to cope and continued with their classes despite some technical challenges. The tuition facilities provided continued to help the children in their studies. The distance learners have also been doing well: the diploma and degree students are continuing their studies as well as their work and internships.

Twelve children are enrolled into regular schools. One is doing her 12th class from Open school and another girl is doing her 2nd year graduation, and hopefully she will continue to be a topper. Additional support with private tuition is arranged for helping the children in their academics.

Children performed well in their annual exams and got promoted to the next classes. The distance learners have also been doing well. The tuition facilities provided to them continued to help them in their studies. The girl who is doing her Bachelors' Honors Degree in Hindi in a regular college in Delhi University has done very well in her second semester too. She is pursuing her classes online as well as the girl who is undergoing training in commercial art, Corel Draw etc. The girl who is doing a course in Veterinary Care at the Delhi Professional Management Institute (DPMI) has resumed her internship with Maxvet after the lockdown ended.

The two children with special needs have also been attending online classes at AADI (Action for Ability Development and Inclusion).

One of the boys who attained the age of 18 opted to take up a job and start living independently. Naz continues to support him in this process.



Children's Participation

The Children are well aware of the Naz Child Protection Policy. They also actively participate in the children's committee meetings and the Care Home Management Committee meetings. Two children have participated in an advocacy campaign on gender equality facilitated by the Young People's Initiative, one of Naz's programmes. The children chose to advocate for girls having equal opportunities to play in public spaces.

Five children participated in the Naz YPI economic empowerment programme 'Aath Kadam'. Two participated in a series of 5-6 individual career goal setting sessions through Zoom to help them choose a career path (see case study). 3 younger children from class 10, participated in a generic goal setting session to help them think about their future based on their education streams. Those in professional training such as Graphic Design, Veterinary Care etc continued doing so and have been in touch with the Aath Kadam team for internships and guidance.

Six children have started learning English through Enguru, a live English self-learning app with support from the Aath Kadam team.

The active participation of the care home children in the forums such as Children's committee and the care home management committee have given the children an opportunity to be part of decision making in the home.

The availability of the YPI mentoring officer is an added advantage for the children in this regard as well. Children have been interacting with the management team as well in their preparation for transition towards independent living.





Health of the Children

Besides providing opportunities to access quality education, Naz is equally committed to provide quality health care. All possible preventive measures were taken during the COVID-19 period. Staff kept the children safe. No staff or child contracted COVID-19. The medical officer of the Care Home carried out regular check-ups in order to prevent opportunistic infections.

The adherence to ARV medicines continued. The ART follow up resumed in August when the lockdown relaxed.

The children have not had any major health related challenges. None of them contracted COVID-19 and child 'X' who came to the care home six months back with very bad health conditions started showing improvement in her health. She was bedridden but recovered fully as a result of the care and support at the home.

The Centre for Behavioral Science supported two children who needed extra counselling support.





LGBTQIA+ Support

Naz's LGBTQIA+ programme provides the members of the LGBTQIA+ community with medical, counselling and support services free of cost. During 2020-21, Naz's LGBTQIA+ support service supported 424 people through face to face / tele counselling. Due to the pandemic only 21 face to face counselling sessions were conducted while support through tele counselling was provided to 403 people nationwide.

While the pandemic and the lockdown proved to be a period of difficulty for people from all walks of life, individuals from the LGBTQIA+ community suffered from extreme distress during the period. In the majority of cases, with little to complete lack of support from family and society because of one's sexuality, people from the LGBTQIA+ community had to face multiple financial, mental and physical health, and vaccine related struggles during COVID-19 pandemic.

Amidst battling COVID-19, people from the LGBTQIA+ community, were locked down in homes that do not appreciate or accept their sexuality which turned out to be incredibly depressing due to the constant questioning and surveillance. They were not able to go out and could not be themselves. Family members even resorted to mental and physical harassment as they refused to accept the sexuality of the individual. People from the community who stayed alone battled with several mental health related issues as they were unable to lead a routine life and meet others in the community who were their source of strength and support.





Through face to face / tele counselling, the Naz counselling helpline offered support on various issues to the people from LGBTQIA+ community such as their transition process, people seeking help in coming out to their family, information on HIV and STIs, family counselling etc. During the pandemic, there was an increase in the calls from people seeking help regarding mental health issues caused by loneliness and distress and domestic violence and difficulties in living with their family. People from the community of marriageable age were being pressured to marry or receive treatment to “cure” them through conversion therapies or medication.

Apart from providing counselling support, individuals from the community were supported when seeking medical or legal support with direct referrals to doctors or the Lawyers’ Collective. Wherever parents were open to discussions, the counsellors spoke to the family regarding facts related to sexuality, ways to support their dear ones through the phase of transition and pandemic and about methods that falsely promise “conversions” just for financial gains.

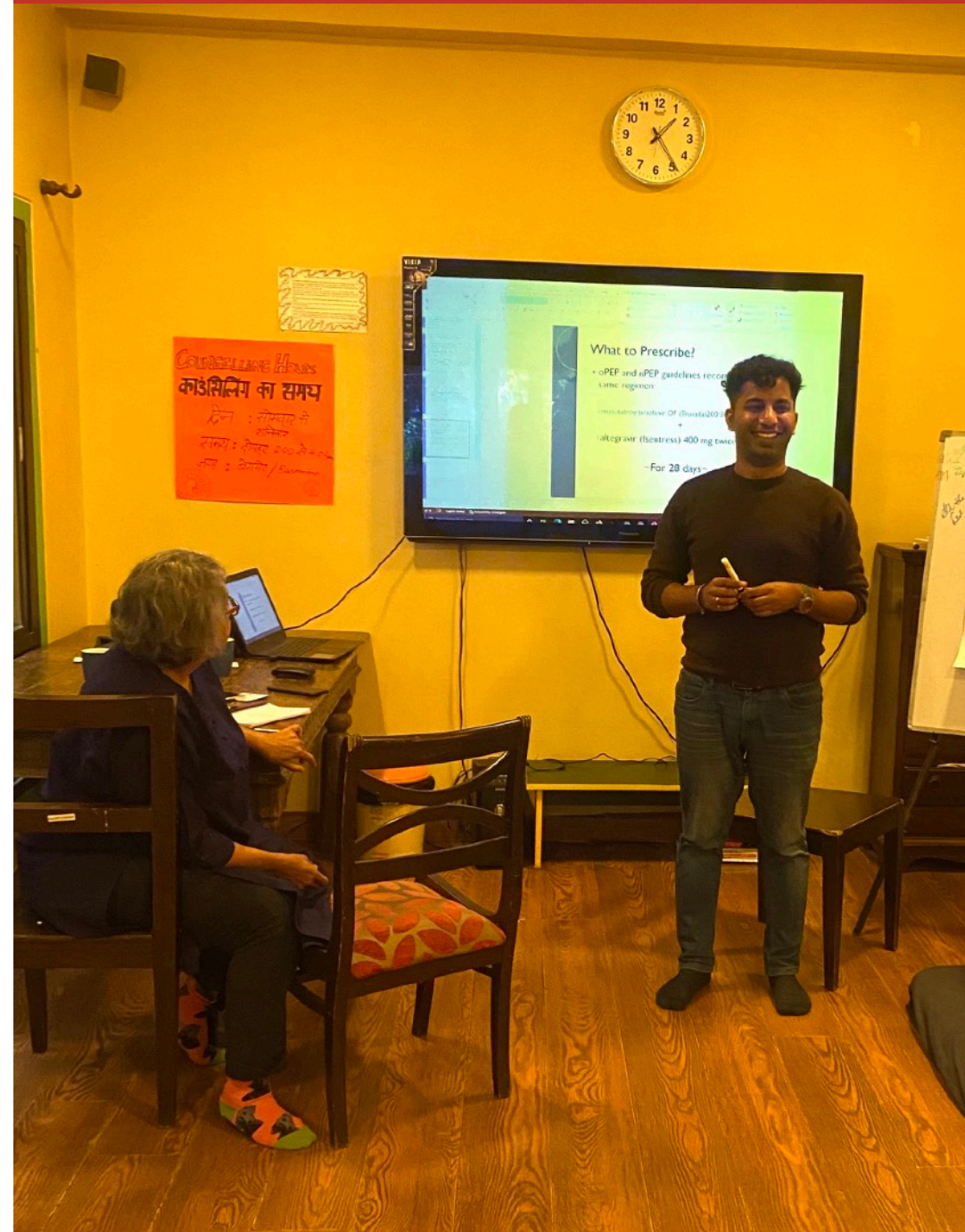
There were also calls for support with regards to ration or shelter support as due to lockdown, many people from LGBTQIA+ community lost their jobs or were evicted from their family’s or rented space. They were connected with verified organizations that provided them with the required services.

LGBTQIA+ Training and Awareness

Naz's Executive Director Anjali Gopalan was a panellist at Standard Chartered Bank's initiative: 'Celebrating IDAHOBIT#BreakTheSilence' which focused on getting allies, advocates and members of the community to speak up and proactively show their support for LGBTQIA+ inclusion.

This was followed by Naz conducting a brainstorming session on 'Creating a safe and inclusive environment in GBS India for the LGBTQ+ community' with the GBS and Standard Chartered Leadership forum.

Naz partnered with the Minerva School on their Civic Partnership program where one of the civic challenges focussed was: Diversity, Equity and Inclusion. 20 students were oriented on the issues faced by the LGBTQIA+ community and they developed awareness programs and solutions to address stigma and discrimination.





Young People's Initiative



Just before the programme (and financial) year April 2020-March 2021 started, the WHO declared the COVID-19 pandemic. Two weeks later, India (and most of the world) entered a lockdown.

The YPI responded immediately to the pandemic by conducting COVID-19 relief activities such as distribution of dry ration, support for medical treatment, linkages for medical treatment in Government hospitals and reference to other organisation for food and dry ration etc. to:

Program	Number of families	Number of beneficiaries
Delhi	166	749
Mumbai	95	426
Bangalore	109	490
	370	1,665

Community Sports Coaches (CSCs) were paid their stipends although their internship was put on hold when activities on the ground were stopped. This support has been critical during the lockdown in which many family members of CSCs could not go out and search for daily labour or couldn't do their regular work (e.g. as house maids or rikshaw drivers). A number of families solely relied on the stipends that their daughters received as Community Sports Coaches in Naz's Young People's Initiative. Because of the support in this difficult time, families have been able to live through the lockdown.

Videos



One of the first activities to connect with the schools and participants was to identify how the YPI could support the schools with providing life skills and fitness activities to the programme participants as well as the other students in schools. 27 videos were prepared by YPI coaches and sent to the schools. Either the principal, class teacher or physical education teachers forwarded the videos to children who had access to mobile phones and could connect with their schools through Whatsapp or text message. The videos have been watched about 9800 times. The videos were also posted on Naz's YouTube channel

One of the Community Sport Coaches' (CSC) father worked in Delhi Metro as a cleaner. His salary was stopped when the metros were not functional. 7 family members (among them a 10 month old baby) relied on his, her elder brother's small salary and her stipend. The CSC had saved some money from her stipend for her education. She used this during the lockdown to provide for the family's need and approached the YPI when she had exhausted her savings. She requested assistance to buy vegetables, milk, gas cylinder, etc.

The 6 family members of another CSCs were fully dependent on her stipend during the lockdown. The ration support helped the family going through the worst period. They used a part of her stipend to start selling vegetables. They have been able to manage financially afterwards.

The YPI's economic empowerment programme supported CSCs with sessions on budgeting and their family members as well with advice/referrals for employment.

YPI outreach 2020 - 2021

Programme	Recruited in 2020/21			Alumni			Total	Videos
	Pragati	Dost	Goal Book	Advocacy projects	Netball clubs	Aath Kadam		
Delhi	1,506	924	653	4	60	1,464	4,611	9,800
Mumbai	241	595	539	24	74	70	1,543	
Bangalore	927	17	417	2	0	0	1,363	
Total	2,674	1,536	1,609	30	134	1,534	7,517	9,800
Grand total	5,819			1,698			= 17,317	

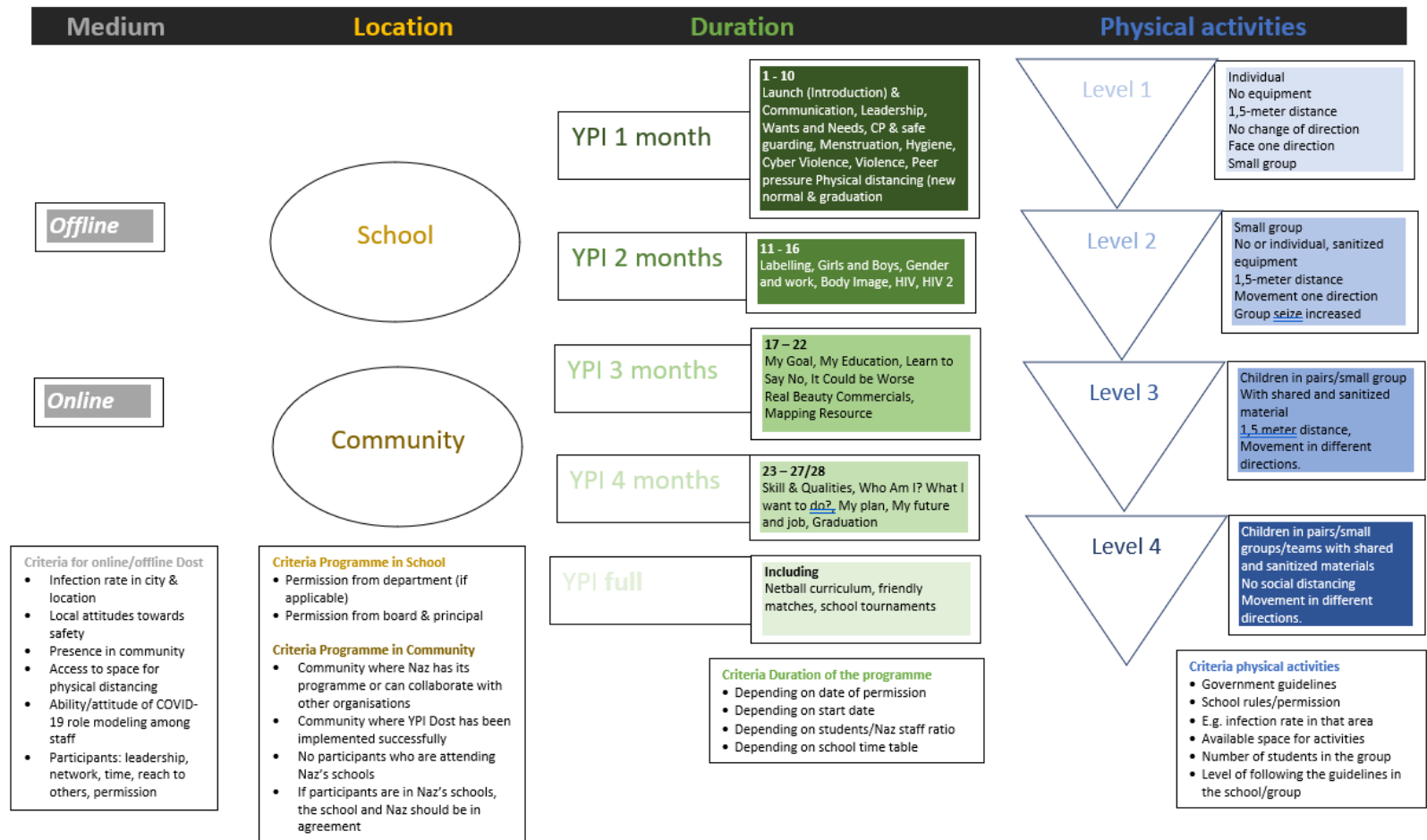
The YPI has worked with these 5,819 young people in:

City	Communities	Schools	NGOs	Total
Delhi	18	0	5	23
Mumbai	15	2	1	18
Bengaluru	2	11	1	14
Total	35	13	7	55

They participated in 47,073 sessions.

YPI: Pragati

Recognising that the modalities that the YPI has implemented over the years would not be adequate to implement the YPI during the COVID-19 pandemic, a flexible modality was designed based on four variables: mode of implementation, location, duration and physical activity risk level. Criteria for decision making on each variable were set so tailor-made programmes per 'site' could be made. YPI Pragati is the most flexible and comprehensive programme in the YPI. While a short (1 to 1.5 month) intervention is possible, it could also progress into the full 'traditional YPI programme'.



Outreach

Programme	Number of participants	Number of offline sites	Number of online sites	Total number of batches
Delhi	1506	129	11	140
Mumbai	241	16	2	18
Bangalore	927	9	7	16
Total	2674	154	20	174

The 2,674 young people participated in 31,015 YPI Pragati sessions in 4 phases

Modules/Months	% of participants
Session 1 to 11 (Comparable with Be Yourself)	49%
Session 12 – 16 (with Be Healthy)	45%
Sessions 17 – 22 (with Be Empowered)	4%
Sessions 23 – 28 (with Be Money Savvy)	2%



Impact of YPI Pragati

- 92% of the facilitators agreed or strongly agreed that they have seen that the participants enjoyed the YPI Pragati sessions. They loved the interactive nature of the program and the fact that their opinions were valued. In the case that netball could be played, this was the favourite part for most girls.
- 96% observed that the sessions were useful. Participants in Mumbai stated that all topics were relevant and informative.
- 71% of the facilitators have seen that their participants became fitter and more physically active after attending the sessions. Girls in Mumbai found themselves to be ‘fresher’ and more active after making the fitness sessions a part of their regular routine. Delhi participants found that they started being more active and involved in their lives and less irritable and stressed and that they were better able to focus on their studies.
- 85% of the facilitators assessed improvement in participants’ communication. The participants in Bangalore enjoyed the sessions about leadership and labelling as it helped them improving the relationship with their peers and siblings.
- 92% of the facilitators responded that they found changes in participants’ self-esteem and self-confidence such as improved communication e.g. confidently voicing their opinions and viewpoint, more active participation and girls taking initiative to be physically fit in their own life.
- 85% of the facilitators saw development of leadership: participants shared their learnings with family and peers by taking necessary COVID-19 precautionary measures themselves and guiding others to do so. They encouraged their family and peers to do the same and become physically fit. Girls also took initiative by bringing their peers together for the sessions and following up with them in case of absenteeism, leading fitness exercises, be child protection observers etc. Girls received positive reactions when they shared their new knowledge with their family and peers.
- 89% could see change in girls’ understanding of COVID-19 safety measures and guidelines, understanding menstrual hygiene and adopting good menstrual hygiene practices.
- 32% of the respondents mentioned that they saw progress, with regards to the participants’ understanding of gender.
- Girls got a better understanding about their rights to play and education. Girls in Mumbai found the knowledge on child rights to be very relevant as in their community girls going to school and playing was always questioned. Knowing that they are basic rights of a child combined with increased communication increased their confidence to fight for the same.
- The biggest positive change that the participants in Mumbai noticed in themselves after the programme was that they were thinking more about their further education and getting a job. They are now aware how these two factors contribute to building a better future for themselves outside the difficult situations they live in currently, in order to earn respect and create their own identity in the world. In Delhi, participants in both the areas also mentioned that they understand the importance of focusing on their education, build a career and be financially independent.

YPI: Dost

YPI Dost is a peer led life skills and fitness curriculum that focuses on developing skills to stay safe during the COVID-19 period (and after). It has been piloted as a response to the lockdowns and the need to (re)connect with adolescent girls. It was conducted both online as well on the ground.

Programme	Number of participants	Number of offline sites	Number of online sites	Total number of batches
Delhi	924	95	4	99
Mumbai	595	17	36	53
Bangalore	17	9	7	16
Total	1536	121	47	168

1,536 girls participated in 16,058 sessions. The project aimed at building girls' capacity – through accurate information, fitness activities and life skills development - to stay safe during the pandemic. Girls' survey scores, their assessment/observations from YPI Dost Young Leaders and the Planning and Implementing Team indicated that the programme contributed to girls' safety from COVID-19. Participants were able to stay safe after the sessions and became physically more active. The YPI Dost programme was considered a 'light touch' programme. However, the quality of the peer-led sessions has been high and guaranteed by weekly trainings ahead of the sessions and a staff member always being part of the session either through Zoom (online) or conference call (face-to-face).



Impact of YPI Dost

By the end of the programme:

- 81% of the YPI Dost participants said that they have liked the programme, especially the sessions on cyber bullying, menstruation, COVID-19 and fitness.
- 75% of the Dost participants said that the COVID-19 information was helpful to stay safe.
- 72% participants said that they know about sanitary napkins and that they know what to do when they have problems during menstruation.
- 97% shared information about the sessions at home; 66% did this most of the time.

Participants shared that the program brought them individual changes as well as courage to make changes in their families, especially with regards to COVID-19 precautions. They shared that before the sessions, since they were not clear about the precautions themselves, it was hard to convince their family members who used to go out without a mask, gather in groups or did not wash their hands to adopt better practices. Once girls understood more about COVID-19 and the necessary precautions, participants shared that this clarity gave them courage to guide their family members with confidence.

The second objective of YPI Dost was to empower adolescent girls and become change makers in their family and among their friends. Almost all participants reported that they have transferred their learnings to at least two people. An impressive 30% in Delhi and 21% in Mumbai said that they shared this with 10 or more persons. Therefore, YPI Dost information has been spread to a minimum of 235 and a maximum of 428 others.

YPI Dost has had an impact on its Young Leaders/YPI Community Sports Coaches as well. They gained knowledge about 'new' topics such as cyber violence, COVID-19 and physical distancing and deeper insights in the 'regular YPI topics' such as peer pressure, menstruation, wants and needs, protection of children and violence. The YPI Dost Young Leaders have seen their selection as facilitators as a recognition both in the YPI as well as in their families and communities. They have also seen their YPI Dost leadership as an opportunity to improve their facilitation skills, especially those who conducted the online trainings. Young Leaders have taken pride in being seen as leaders and as working in a team.

CSCs developed employability skills in a way that co-facilitating sessions in schools can't. They made strategies for scoping and conducting the sessions, worked in teams in order to convince parents, wrote scripts for their pitch, planned for and coordinated the sessions and managed their time. Coaches observed that CSCs have become 'smart'. They have improved their communication skills and have learned 'professionalism'. They have become agents of change. They are able to find solutions for problems that they are facing. They felt good that participants called them 'Didi'.

83% of the CSCs see themselves as leaders among their peers, in their family and community. They felt good conducting the sessions in their own community. They were proud to be leaders and show their community how the YPI conducts sessions. Their parents were proud as well and happy for their daughters to be working in the social sector by teaching others girls. Some parents observed their daughters while conducting sessions online. They supported them, guided and helped them for conducting the sessions. Some parents practiced the session with their daughters. Although parents were concerned for their daughters as they were going into the community and on the ground during the COVID-19 pandemic, they were also supportive. One of the CSCs took her mother to the session to show her what she was doing.

The CSCs (a quarter of them within their 18-month internship period) who have implemented YPI Dost, score 5% higher than CSCs in the pre-COVID-19 model by the end of their internship. They score higher in seven out of the eleven indicators especially on planning, organising and making decisions about the programme, communication and standing up for their rights. Confidence in traveling in the city, problem solving/decision making in their own lives and negotiating with their parents scores lower.

YPI Dost was considered a success: a tool to start YPI Pragati in the community, for continued recruitment and leadership development.

Simran Govind's mother never allowed her **13 year** old daughter to join any extracurricular activities as she was afraid that it would impact Simran's studies negatively. Therefore, the girl gave all her attention to her studies. Due to the lockdown, when schools were closed and everyone was asked to stay home, Simran's world became very small. The YPI Dost programme, introduced to her by Community Sport Coach Kushboo - her neighbour in **Mumbai**, came as a welcome opportunity.

Simran was a shy girl who would not mingle with others in a group or take the initiative to meet people. Therefore, as she says, YPI Dost was a 'new and enriching experience' for her. YPI Dost helped her to get to know other girls of her age and make friends. For someone who did not like to talk to anyone it was a big achievement to make new friends during the online sessions. Especially since she was not used to using a mobile phone so downloading apps and using them for learning were things she initially struggled with.

Since her mother restricted her from joining any of the extracurricular activities, she almost had no exposure to sports or any kind of physical activities. The fitness sessions in the programme deeply impacted Simran. She started cultivating an interest in the fitness activities. Since it focused on being fit while staying home, she faced no objections from her family. She even managed to generate the same interest in her sister and both of them started doing the fitness exercises regularly at their home.

Most of the topics that were discussed were new for Simran. No one had ever before talked to her about such important yet sensitive topics like menstruation, child rights and peer pressure. Also, no one had ever asked her for her opinion or her feelings. The interactive nature of the sessions helped her gain confidence to express her feelings and confidence to speak.

With her confidence to express her feelings, she was also able to talk to her mother. By the end of the sessions, she had even started discussing a topic such as menstruation with information that she learned in YPI Dost with her mother. Simran also started talking to the children in her neighbourhood about what their rights are and how important their safety is.

She summarizes her journey with YPI Dost programme: *'I'm proud of myself for being a leader in my home and neighbourhood. I'm now able to share my learnings with others and to raise my voice about what matters.'*

'We had to communicate 'short and crisp' to convince parents to give consent for their daughters participation in the sessions. These learnings are now part of our daily life. They will be useful at college, with principals, and at home to put our views or our point strategically. Knowing how we can be calm while arguing or negotiating, managing anger is important. It will also help us during job interviews.'

Goal@Home Activity Book

The Goal@Home Activity Book ('Goal Book') was developed by Women Win in partnership with Standard Chartered and the Standard Chartered Foundation during the COVID-19 period in order for girls to (continue) learn about life skills and staying active. The book consists of three sections: Be Brave (life skills – games, quizzes etc), Be Active (yoga, breathing exercises) and Be Creative (role models – drawing). Naz translated the book in Hindi and started distributing the books in January when lockdown measures had relaxed and staff could visit communities.



The Goal Book has helped the YPI getting in touch with girls and young women (17-21 year) who could otherwise not be reached because of their age or the fact that they live in 'congested areas'. In general, girls and young women were happy to receive the book. However, the younger girls were busy with exams in February and March and many of the older were occupied with household work or jobs. Staff liked the book and saw that the girls and the community received it well. In Mumbai and Delhi where the books were distributed in the communities, it helped staff to get to know communities and make connections with girls, key stakeholders and other community members.

Only 15% of the participants (of the 70% who could be reached by Naz staff) were able to start using the book before Naz staff followed up with them through telephone calls or in face-to-face meetings. All others needed encouragement to get started. On average 45% (of the 70% reached) managed to read one or more chapters.

Programme	Number of books distributed
Delhi	653
Mumbai	539
Bangalore	417
Total	1609

Staff in Delhi and Mumbai tried making three follow up calls with each participant. Many attempts failed because the documented number didn't work, girls did not feel free to talk or the number was their neighbour's or parents'. Six questions were asked (where did you reach, barriers, favorite topic, least favorite, support needed from the YPI etc). Only in a few occasions all questions were answered. Most of the staff would like to continue using the book but it should be modified and the follow up process should be improved. All staff agreed that working on-ground would be more impactful.

Kajal is a girl from Ulhas Nagar. She is one of the girls who had started reading the Goal Book before Naz staff started following up with her. She responded to the Naz coaches call and said that she would also be able to meet face to face if Naz would organize activities on ground. She said that because the book was written in Hindi she was able to understand it. The most important topic for her was menstruation. She acknowledges that younger girls should also know what menstruation is and what they should do when they have/get their periods. She thinks that a lot of information in the Gaol Book is relevant for them. She is planning to share the book with 5 girls who can then read it. She hasn't shared the book since she is yet to finish it.

Kajal especially enjoyed the yoga chapter. It reminded her of her school days. She was good in doing yoga and enjoyed practising it again. She tried Suryanamaskar and noticed that it helped her to be active. The inspirational stories of sports persons encouraged her to remain active and believe that she could also achieve what she would set herself to.

Bangalore and Mumbai saw education level/lack of reading and writing skills as barriers for girls to access the book. It made one of the coordinators conclude: 'Those who can read it, don't need it. Those who need it, can't read it.' They also mention that since the girls are living in small houses, they have difficulties reading the topics that need privacy (menstruation, contraception).

Staff said that the Goal Book is most suitable for older participants between 17-22 year. It should go hand-in-hand with online/offline follow ups/sessions and the book should be modified. There are different ideas varying from using separate chapters per topic to mixing the three sections in a (or more) smaller books. It was also suggested that the Goal Book could be used with YPI Pragati participants as review or reference material.

The connection with YPI Pragati and Aath Kadam was not sufficiently made so that participants have not (yet) been included in other YPI interventions. Staff also wonder what would be next for the Goal Book users.

Staff concluded that working on the ground will be limited by time constraints, lack of spaces and young women's lack of mobility but that it won't be impossible. The Goal Book could be an entry point in order to connect with young women (17-22 year) in the community. Continued face to face interactions (individual or in small groups) could be used to work with them towards participating in other activities when a barrier such as having ownership over their time can be addressed. It's clear to many staff members that especially the young women who have married early could benefit from this approach.



YPI: Aath Kadam

Aath Kadam, meaning 'eight steps', is Naz's economic empowerment programme which uses eight modules to help young women, alumni from the YPI programme, to identify what they need to do to achieve their goals. It focuses on orienting girls on possible careers, addressing barriers that could possibly keep them from pursuing a career, developing their soft and hard skills and enabling them gain work experience.

Through its work with parents and employers, it aims to build an eco-system that enables girls and young women to achieve their goals by reducing the barriers that (young) women face in achieving their life goals.

When the COVID-19 pandemic emerged, Naz responded by taking immediate action.

The on ground programmatic activities were put on hold and the team followed up with all registered participants during the lockdown via phone calls. 150 participants in Delhi and 100 participants in Mumbai attended the online sessions. A Whatsapp group of 120 participants made it easier for the team to reach out to participants and conduct sessions. Unfortunately, Naz was not able to reach out to participants who did not have access to digital infrastructure. It was only from October when the team resumed with door-to-door recruitment for new participants in Delhi.

After completing her Class XIIth, **Shivani** participated, during the lockdown, in the 'I am Job Ready' module. She learnt how to search for jobs online. She was mindful of fake jobs and discovered that one of the companies where she had applied had no branding on their building. After the module, Shivani applied for at least 4 jobs. The Aath Kadam team practiced for the interviews with her, over the phone. She got an offer in a sales and marketing role at SBI bank with an in-hand salary of Rs. 12,000/-. She worked there for a couple of months after which she stopped because of the distance and time it took to travel from the outskirts of Delhi to the areas in town where white-collar jobs are more common. With her experience in the SBI bank, she found data entry work that she could do from home.

During the lockdown, the Aath Kadam team conducted 50 online sessions on a range of topics such as:

- **Goal setting** – determining career goal and pathway with 20 participants
- **Employability** – pathway specific goal setting, CV making, professional etiquettes, networking, online and offline job hunting, interview preparations, mock interviews, rights and responsibilities at work, industry exposure, role modelling, etc.
- **Education** – these included sessions on how to give open book/ online exams as well as the education pathway they will have to take for specific careers like teaching, banking, designing, sports, police and armed forces, etc.
- **Soft skills** – 24 sessions focused on stress management, time management, healthy relationships, and negotiating with parents
- **Hard skills** – focused sessions on English communication in partnership with Enguru and financial literacy with the team of Financial Literacy and You.

66 participants participated in two online batches of a new 'I am Job Ready' training which is a 2– a month long journey of sessions on workplace readiness, role modelling and industry exposure. Participants also received 1:1 mentoring support to address their barriers, negotiate with parents, and to apply for jobs.

- By the end of the programme, 61% of the participants had filled at least one application while 20% responded applied two or three times.
- 77% of the participants received one interview call and 11% responded two to three interview calls.
- 68% participants reached out to their peers to seek support regarding the module/their challenges so that a peer support system was formed.
- 95% of the participants said that preparing for interviews was an important for them, followed by learning to apply for jobs (90%), communication skills (90%), increased self-confidence (84%)

After the lock down, the off line outreach was resumed in the community through door-to-door visits and talking to girls during the YPI Pragati graduation ceremonies. The team reached out to 745 adolescent girls and 579 young women. They were invited for career guidance workshops in 14 community sites, a school and 10 netball clubs.

Aath Kadam Pathways

The project knows 3 pathways:

Education: 21 education group sessions, 61 one on one education related sessions

Employability: 81 employability group sessions, 536 one on one employability related sessions.

Entrepreneurship: No entrepreneurship sessions were conducted

Career Guidance

Career guidance workshops, events/melas were held with 222 participants in which they could visit different stations:

- Goal setting game which provided participants with a process to help them navigate through the workshop and programme options.
- A career station supporting the participants in getting an understanding of the hard and soft skills needed to apply for jobs.
- An education station highlighting the importance of learning and searching for relevant information on digital platforms.
- An employment station providing information about:
 - internships and how they can add value when pursuing a career
 - vocational courses (some with job prospects) to acquire professional skills
 - Government jobs

Participants signed up for English and computer courses with vocational training organizations that Aath Kadam partners with as well as for the in-house 'I am Job Ready' workshop.

- A station where participants could ask general questions e.g. about their upcoming exams, managing time better, studying more efficiently or negotiating with family members to share the burden of household duties.
- Role modelling in which Aath Kadam role models working with the Bank of America, Big Basket, Vanguard, AIF's geriatric care and Navgurukul spoke about their journeys. Participants and parents asked questions and shared concerns.

In total, 340 young women have participated in group or individual goal setting sessions after which they participated in the others steps ('kadam') in the programme.

Soft skills development

- 17 soft skills sessions were conducted with 330 participants. These sessions focus on barriers that young women face in accessing /retaining jobs such as health, mobility, safety, gender norms and availability of time.
- Discussing barriers and how to negotiate about them is part of the one-on-one mentoring sessions.



Hard skills courses

- 2-days 'I Am Job Ready' off line workshops were held with 108 participants including sessions on negotiating with parents, workplace etiquettes and networking providing them with soft skills to navigate the barriers that young women often face when they want to enter the job market
- 2 online (6 participants) and 3 offline with 56 participants) workshops were conducted:
 - focusing on the online/offline skills in doing research in courses/streams and exploring the journeys of their role models.
 - focusing on identifying the larger goals that young women and breaking it up in (short term) actions/steps.
 - An online session (7 participants) on coding as a career was conducted.
- 420 young women enrolled for hard skills courses such as computer and English courses through Enguru. 59 received certificates within this period.

Industry exposure

The team organised industry exposure visits for participants and 88 parents:

- To the American Indian Foundation's geriatric care centre in Noida where 9 participants engaged with the staff to understand all aspects of the 3-month patient care program course. Two participants registered for this opportunity.
- To a job fair organised by Magic Bus where 3 participants met the Human Resource officers of three organizations in which they appeared for 2 interviews.
- To the OSE sales job fair where participants got a chance to be interviewed for potential jobs.

Mentoring

In March 2021, a month-long mentoring program for 10 YPI participants with the Macquarie Group and Bank of America staff volunteers commenced. In this programme mentees will be guided by professional mentors to help them identify positions that they could apply for in the short term.

7 participants benefited from the Women in Sports mentoring programme. Women in Sports works with established sports mentors who mentor young women interested in a career in sports. The participants joined a month long weekend sessions where they also participated in sessions on CV building, interviews and communication skills.

157 young women have benefited from on the job mentoring in jobs or internships of 23 mentors.

Role modelling

An online role modelling session was conducted with 8 Naz participants who were selected in Navgurukul with Navgurukul alumni who talked about challenges of living away from home in a hostel, learning coding and possibilities of job prospects after completing Navgurukul.

Job Placements and Internships

Although hiring in a lot of sectors in India was severely affected during the lockdown, Aath Kadam participants have been able to take up jobs. Within 4 months of online sessions, the team was able to support 66 participants in Delhi and Mumbai in finding jobs and internships ranging from back-end stacking and piling jobs to the tailoring industry, from inventory management to interning under a Chartered Accountant. And from training for the role of female delivery executives to back-end jobs in bank.

Participants also took up towards roles such as a stocking and packing role and women delivery executives at Big Basket which were earlier not perceived to be as very 'good' or 'respectable' by parents and participants. This has been a starting point of breaking stereotypes around gendered work.

Internships

321 young women started internships with Bank of America, Macquarie, Vodafone, Naz, Silver Leaf for various back-end profiles. Among them,

- 8 participants cleared Navgurukul admission tests, 6 have currently joined the school.
- 2 participants completed the Kotak Education Foundation's Banking Financial Services and Insurance (BFSI) course
- Out of 17 BACI Sitara participants who completed their internship with the Bank of America Continuum India (BACI). 7 participants got placed with BACI.
- 34 Community Sports Coaches have completed their internship with YPI Pragati and Dost.
- In March 2021, Naz signed an MOU with Decathlon, the largest sporting goods retailer in the world to create 3-month long internship opportunities for the Aath Kadam participants in Decathlon stores. 50 young women will be able to avail this opportunity in the period 2021 – 2023. 63 participants applied. After the selection (interview and participation in sports activities), 25 participants were selected.



Ankita (21) took part in the YPI netball and life skills program when she was in 8th grade. As YPI alumni she called during lockdown through the information in the database. Through a WhatsApp group that the team started during the lockdown, Ankita was invited to join the 1st batch of the 'I am Job Ready workshop'.

During Goalsetting she explained that she has done a training to become a primary school teacher since her parents wanted her to do that. Soon she found out that she didn't like it and would rather be a sports teacher. Ankita enjoyed the sessions during the IAJR workshop. She was active, liked to share her opinion and take part in discussions. She realized how much the sessions had helped her and that with her training in leading groups of young people, she would be able to help other girls. The Aath Kadam provided her with an internship in the programme. A challenge that Ankita faced however was that her parents were not willing to allow her to work with men (10% of Naz staff is male). But Ankita was determined. With the help of her brother who visited the Naz office to understand the program, she managed to convince her parents.

After two months internship, Ankita joined as Aath Kadam officer. She says that she has developed team work and leadership skills. She likes helping participants navigating the same challenges that she has faced. Being from the same background and community, with her skills and personality, she is a good role model and fit to work with Aath Kadam participants. Community members now see her as a role model. They want their daughters to get the same opportunities as Ankita.

Shweta and Jyoti started working with Big Basket (India's largest online grocery store) as women delivery executives after 3.5 months of training in riding a scooter and obtaining the learner's permit. This has been a great achievement but prepared them not fully for what was yet to come. Taking up a job in a male dominated industry is very challenging and emotionally exhausting for them.

Since riding a scooter is still new, handling the vehicles is not always easy for them. One of the young women got injured while putting the bike on the stand. The other faced a minor accident. Other challenges are that they are being yelled at by their supervisor when they don't deliver orders on time or they are being ridiculed by customers for not being able to read the orders in code. Finding addresses is another challenge. The Aath Kadam team is working closely with the HR team at Big Basket to make them aware about the challenges that the young women - who have been less exposed compared to their male counterparts to using their own transport, navigate apps/maps on digital devices, solving problems that they encounter in public spaces and interacting with strangers outside their community - because of the barriers that the society has constructed for women.

The Aath Kadam team has negotiated with the employer to allow Shweta and Jyoti to work as a team for 15 days so that they have each other's support in practising interacting with customers and finding delivery addresses. The employer also agreed not to cut their pay for the first two months in case of late deliveries. The team is working closely with the two participants by checking in with them twice a day every day, sending them affirmative messages and facilitating a session with other women delivery riders to help them overcome these challenges.

Job placements

- 2 participants commenced working as delivery executives with Big Basket
- 1 participant joined the Aath Kadam Programme as staff
- 2 were placed in the food industry (Yummsy, Courtyard Farms and Crymsyn Pattiserie)
- 3 participants have joined 'backend' jobs.
- One participant got selected into the Pravah SMILE fellowship. Student's Mobilisation Initiative for Learning through Exposure (SMILE) is a 6 months programme providing 18–25-year-olds with intensive learning and leadership opportunities, through designing, facilitating and leading social change projects.

Parents

Naz created a structure and points of contact with parents which became fully operational in the 2nd batch of the 'I Am Job Ready' module. Many parents were supportive of their daughters working, especially families where elder female siblings are already working. The Aath Kadam reached out with 379 parents through parents' awareness sessions:

- Online follow ups with participants, who registered before the lockdown but were not been able to participate in the programme, and their parents.
- Via door-to-door outreach in the community.
- During online sessions with participants where parents and siblings also listened to the conversation, often as passive observers.
- Sessions (14) for parents of participants where Aath Kadam was explained.
- Interactions with 222 parents during the community outreach/career guidance workshops. participants in Decathlon stores. 50 young women will be able to avail this opportunity in the period 2021 – 2023. 63 participants applied. After the selection (interview and participation in sports activities), 25 participants were selected.

Partnerships

The Aath Kadam programme has built and maintained partnerships with various organisations, companies and individuals who could provide opportunities which Aath Kadam participants could access such as internships, courses, jobs, fellowships, meetings/fairs etc. They held 35 sensitization sessions and 86 follow ups with 21 (potential) NGO partners and industry partners. Some of them (see above) led to immediate partnerships, provided learning experiences for the team and/or could materialize at a later stage:

- Navgurukul – a residential coding program
- DOT – a program focused on training and hiring female delivery executives.
- BACI – mentoring and providing job placements
- Enguru
- American India Foundation’s Geriatric care program
- Decathlon
- PlusTrust, MasterG, Vodafone (HR), Apna job app makers, Katha, Anudip, Yummy, Courtyard Farms, Project Why, Kala Teeka, Women in Sport, All Insurance Solution, ITI (HR-Thinkhall), DiscoverU, PlusTrust, MasterG, Katha, HR-For Vodafone, Anudip Foundation, Magic Bus, iDream Foundation, HR-Yuvabox, Freedom English Academy (FEA), Decathlon, OSE sales, Crimsyn Pâtisserie, Driving school, Kataria Institute, Pukar



When asked in a focus group discussion, Aath Kadam participants in Delhi who are looking for a job mention a variety of challenges in doing so. One young woman answers that she doesn't have the education for the kind of job that she would like to have. Another adds that there are not many opportunities for 'freshers'. Others name practical reasons such as distance and work timings which relate to the safety concerns that parents have, especially when it comes to their daughters. While a few indicate that recruitment issues such as having to go through a middle man who ask for a fee or fake/ misleading job adverts play a role.

In the FGD group (of 6) there are 3 respondents who say that their family is supportive. Out of these three, the parents of one of them is especially supportive when it comes to education while they don't see the urgency for their daughter to be employed now or in the future. The two other families don't want their daughter to work or are not in a position to invest funds in their daughter's professional future. The girls feel not listened to and are not able to convince their parents otherwise.

Two of those who feel that they are supported say that they are supported by their whole family as long as they know the details and the job is 'respectable'. Working in a call centre is not considered a respectable job. One participant has been mostly aided by her mother who has been able to convince her husband to support their daughter.

Four respondents think that their families will support them when they have an opportunity to work as long as the working environment is safe and secure.

The biggest change that the respondents observe in themselves since they have participated in Aath Kadam is an increase in confidence in presenting themselves in interviews/groups or communicating in/with the 'wider environment' to put their point across. One respondent highlights that she knows that she now understands the importance of being financially independent. She is now also able to make her own decisions. Four respondents concur. However, some state that they will be able to choose who to marry but can't influence when and where.

The biggest change that the young women have seen in their families since they have been on their employability journey is that two fathers have become 'less restrictive'. They have allowed their daughters to pursue their plans and have become much more open to discuss and even support these plans. One young woman specifies that her sibling has seen the benefits of the Aath Kadam and has also joined.

New this year in the YPI

Working online

Using technology and facilitating sessions online became ‘the new normal’ in 2020 – 2021:

- **27 videos** were developed and shared with principals, class teachers and or/physical education teachers to be shared with the students.
- **YPI Pragati** was conducted online with schools and 542 students in 20 batches.
- 32 participated in online **YPI Dost** in Mumbai in the first phase and 241 in the second phase.
- 38 Champions participated in online advocacy projects (see ‘Advocacy’).
- About 175 **Aath Kadam** online individual meetings and group sessions were conducted.
- Further development of the **Hello Goal App** which was designed by staff from Standard Chartered in 2018 in Mumbai with GreySoft, software developer, as a tool for mentors to communicate with programme participants and for girls to connect to each other. During the lockdown it was decided to adjust it to the needs of participants in Aath Kadam, the YPI’s economic empowerment programme. It will be fully functional during the 2021 – 2022 cycle.
- Develop **online child protection guidelines** (see ‘Abhayam’)

When sessions were moved online, the YPI developed guidelines to protect children during the online sessions. Among other topics, they focused on privacy, creating a safe environment, staff skill development in online facilitation and acquiring consent for online sessions and through digital media. The guidelines have been added to Naz’s Child Protection Policy (2019).

Building a hybrid model

If there is one thing that became painstakingly clear during the COVID-19 pandemic, it has been the vulnerability of a programme relying on schools for its implementation in order to change lives of adolescent girls. While Naz has a rich history of implementing programmes in the community, in recent years, e.g. 2019/2020, only 2 out of the 103 sites were community sites. The other YPI sites were schools where the programme was implemented, mostly during school hours.

Besides a programme's dependence on the school structure and permission from authorities, there are also other reasons to work in communities. A programme that wants to work towards gender equality also needs to engage with other stakeholders who influence the outcomes in girls lives and create an eco-system for them to thrive.

In 2020 -2021, the YPI implemented Pragati and Dost in 35 communities.

Stakeholders reached in the communities:

Stakeholder	Activity	Delhi	Mumbai	Bangalore	Total	Grant total
Girls	YPI Pragati	1506	241	927	3083	5,953
	YPI Dost	924	594	17	1375	
	Goal Book	653	539	417	1361	
Alumni	Netball clubs	60	74	0	134	
Parents	Individual meetings	3815	3086	1888	8789	8,874
	Group meetings	85	0	0	85	

Child participation

The development and implementation of the advocacy projects also meant an opportunity to mainstream child participation in Naz's programmes. In the 2020 – 2021 year, this was especially carried out in the netball clubs.

The fact that the netball clubs had not been able to come together to play provided the YPI with the opportunity – starting in Mumbai - to approach the leadership in the clubs differently. A 'reverse methodology' was used. Netball club members were provided with the opportunity to participate in a netball event on a certain date. They were asked what had to be done for the club 'to be ready' for the event (if they were interested at all!). Accordingly, they started making decisions, planning (backwards) and executing their plans.

Netball club players and members in Mumbai prepared themselves for their activities to be held in March. However, first the upcoming exams were a barrier for the clubs in Goregaon and then the increase of COVID-19 cases in the city after which social gatherings were discouraged. Only the league at Sahyadri ground kicked off. The event was organised and led by the young people.

Program	Number of clubs	Number of club members
Delhi	2	60
Mumbai	2	74
Bangalore	0	0
Total	4	134

"I feel confident that I can talk and stand up for myself. While playing netball I learned about decision making and because of that I can take my own decisions in my life. Because of being a leader in the club, I'm now able to explain my younger brother that playing sports is helpful to being healthy. I can motivate people to play sports."

- A club leader in Mumbai



Partnership

Partnership

Naz launched its partnership model as early as 2013. The model was developed to expand the impact of the sport for development approach in empowering adolescent girls and building female leadership by partnering with community-based organisations through regranting, trainings and networking platforms. Due to the COVID-19 pandemic, 2020 – 2021 was a particularly challenging year. Naz supported partner organisations in re-orienting their programmes to a post-COVID-19 world and keeping channels of communication and dialogue open through the Girls in The Lead network.



Praveena, a programme participant, shares that the session on gender-based violence was eye-opening for her. Praveena realized that in fact her mother had experienced it when she got married at the age of 16 and faced harassment from the in-laws over dowry. She also shares that she learnt a lot during this session, about help line numbers and where to reach out for help in case of these situations and intends to create awareness around the same, starting with her peers.

Program Partners

Naz has been regranting five organisations across Tamil Nadu and Punjab in order to strengthen the eco-system around adolescent girls in geographies beyond Naz's working areas.

EKTA

Ekta Resource Centre for Women is an NGO based in Madurai and Chidambaram with extensive experience working with issues around gender equality and promoting rights for women. Naz has worked in close partnership with Ekta for over 4 years. Over the last year Ekta successfully transitioned their programmes entirely into communities in order to reach out to girls who are grappling with increased isolation as a result of the pandemic. Ekta has worked across 21 community sites with 479 girls during the critical post lockdown period.

SNEHA

SNEHA is a grassroots organisation in Nagapattinam with strong ties with local fishing communities in the areas. This community is very vulnerable as their livelihood depends entirely on their ability to go to sea and then sell their catch in markets. The pandemic hit this community hard, especially in the initial stages of the lockdown when they were completely out of work. This is the 5th year that, SNEHA through their partnership with Naz, has worked extensively with adolescent girls from the community using the YPI programme. SNEHA appreciates how critical it has been for girls to have access to life skills education and play based activities during the COVID-19 pandemic. Over the last year, they have worked with 222 adolescent girls across 11 villages.

THOZHAMAI

Thozhamai has been Naz's longest standing partner. Based in Chennai, Thozhamai has been implementing the YPI programme since 2014. Known for their work on child rights, Thozhamai has been working in slum communities for many years. This year too, Thozhamai rose to the challenges brought on by the pandemic and modified their programme to reach out to 793 adolescent girls both on the ground as well as through online sessions.



PAHAL

Pahal is a Jalandhar based NGO and for the last 3 years Naz's only program partner in Punjab. Pahal has worked extensively with children in urban and rural communities across the district. When the pandemic broke out, Pahal was on the frontlines distributing aid to stranded migrant workers. They saw just how badly children in the communities were impacted by the pandemic and with Naz's support they came up with new ways to engage children online through 2020. They then turned this into a hybrid model (of both online and off-line sessions) in 2021 reaching out to 193 girls and an additional 625 children who were given access to short videos covering life-skills and fitness sessions.

Coaches Across Continents

CAC is a global NGO that uses Purposeful Play and Education Outside the Classroom to address the UN SDGs and UN Convention on the Rights of the Child. Naz and CAC have a longstanding relationship. Over the years, Naz has developed games for delivering life skills session in netball training based on the CAC principles. They were included in Naz's curriculum. Saraswati Negi, Naz's Training Coordinator, is one of 6 CAC accredited coaches in the world who train other coaches in India and abroad. The training of a new batch of CAC Community Impact Coaches in Delhi was cancelled due to COVID.

Naz staff participated in a local on field programme for sport coaches spearheaded by OSCAR foundation where Aarti Kori took part in the facilitation. The purpose of the training was to develop coaches' skills to deliver purposeful play and life skill training outside the classroom by providing on field-training in child safeguarding and the CAC curriculum.

Girls In The Lead

Girls in The Lead is a global network to improve access to quality physical activity programs for adolescent girls and young women. Naz in collaboration with GITL facilitated the start of the India chapter of the network in 2019-2020. The India network came together in a series of virtual meetings and webinars during the pandemic months in 2020. These virtual meetings opened avenues for the 13 organisations to share how they were supporting their communities during COVID-19 and also exchanged COVID-19 related resources and helpline numbers across the network. The virtual meetings also included identification of the organisations' needs and strengths and how they can support each other accordingly. Moving forward, the GITL network plans on addressing some of the critical fundraising needs of the group through a webinar in 2021.



International Award for Young People

The Duke of Edinburgh's International Award for Young People (IAYP) is a global framework for non-formal education which challenges young people aged 14-24 to dream big, celebrate their achievements and make a difference in their world. Since its launch in 1956 it has inspired millions of young people in the world to transform their lives. Participants design their own Award programme, set their own goals and record their own progress.

Every year, Community Sports Coaches and junior coaches participate in the programme. They choose activities in three areas: voluntary service, physical recreation and learning a skill and they participate in an adventurous journey. They are supported by 8 leaders/Naz staff who have been trained by IAYP in their role. One of the staff members is Gold Award holder and 'adventurous journey adviser' in IAYP.

In this period, 39 CSCs Naz participants from Delhi enrolled for the IAYP bronze level. After the introduction was held, most of the CSCs have chosen running as physical activity and skill learning in various areas such as computer, teacher training course, English, beautician, sketching, tennis.

Due to the COVID-19 pandemic, the voluntary service activities all took place in participants' communities. Two CSCs have provided COVID-19 awareness to children in their neighborhood and they have promoted wearing a mask. Others have chosen teaching, cleaning in the neighborhood/environment and care of stray animals.

Due to COVID-19, the adventurous outdoor activities were postponed.

MEET DEEPA!

**SHE IS A JUNIOR COACH AT NAZ.
SHE IS A #IAYP PARTICIPANT.**

**DEEPA IS USING THE IAYP
OPPORTUNITY TO PRACTICE
ENGLISH.**

**IN THE LOCKDOWN SHE HAS
STARTED TAKING CARE OF THE
PLANTS SHE HAS AT HOME. SHE IS
ALSO LEARNING TO GROW THEM
FROM SEEDS.**

**FOR HER DAILY WORKOUT SHE IS
JOINED BY HER SISTER. TOGETHER
THEY ARE IMPROVING THE
FAMILY'S OUTLOOK TOWARDS A
BETTER LIFESTYLE.**



MEET MANAV !

**HE IS COMMUNITY COACH AT NAZ.
HE IS A #IAYP PARTICIPANT.**

**LOCKDOWN HAS NOT STOPPED
HIM FROM CONTINUING IAYP
ACTIVITIES.**

**MANAV HAS STARTED WORKING
OUT AT HOME. HE HAS IMPROVED
HIS LIFESTYLE.**

**AS A PART OF THE SOCIAL SERVICE
HE IS MAKING THOUGHT
PROVOKING POSTERS.**

**OUR IAYP PARTICIPANTS ARE
TRAILBLAZERS FOR ALL
DURING THIS PANDEMIC.**



Chandralekha shares that the most interesting session in the YPI sessions for her was 'menstruation'. She feels that all adolescents should know everything about menstruation so that they understand their bodies better and not be fearful of it, as it is a natural process. "I learnt a lot through an animation video in the session on menstruation about how to keep oneself clean during menstruation."

Haritha is a first-generation school going girl from the fishing community in Mayiladuthurai. Lockdown brought her education to a complete halt as well as the interaction with other girls. 'The coaches from SNEHA came to our community. They spoke to my mother and convinced her to let me attend the sessions. I was able to see my friends again and play. The sessions were interactive and I was able to refresh my mind and resume learning in the programme' .

Komal was introduced to the YPI programme during the lockdown. She found that the virtual sessions were not only informative but also filled with fun as there were many exercises and games that the coaches organised for the participants. She expresses that due to these games, she has adopted exercising as a regular habit in her life. That was especially helpful during the months of lockdown since it encouraged her family members to also to also join her giving her an opportunity to also talk to them about COVID-19 information. While attending the YPI sessions online was less than ideal, Komal is a shining example of how access to relevant information is a powerful step towards being able to make the positive changes and spread awareness within families.

Research & Advocacy

What to Prescribe?

• oPEP and nPEP guidelines recommend same regimen:

emtricitabine/tenofovir DF (Truvada) 200/300 mg +
raltegravir (Isentress) 400 mg twice

- For 28 days -

COUNSELLING HOURS
काउंसिलिंग का समय
दिन : सोमवार से शनिवार
समय : दोपहर 2:00 से 4:00
जगह : वेगमेट / Basement

PEP Post-Exposure Prophylaxis

- Improved as an option of unknown HIV status
- Condom failure
- ✓ Rape/assault
- ✓ Occupational - needlestick injury
- ✓ Needle exchange
- ✓ Major blood volume exposure
- ✓ Injection

↓

PEP - 28 days	Pre-exposure
Emtricitabine + Tenofovir DF	Emtricitabine + Tenofovir DF
Raltegravir	Raltegravir

↓

Exposure → PEP → HIV test

↓

Exposure → PEP → HIV test → HIV infection

Research

Naz contributed to research and policy development carried out by third parties:

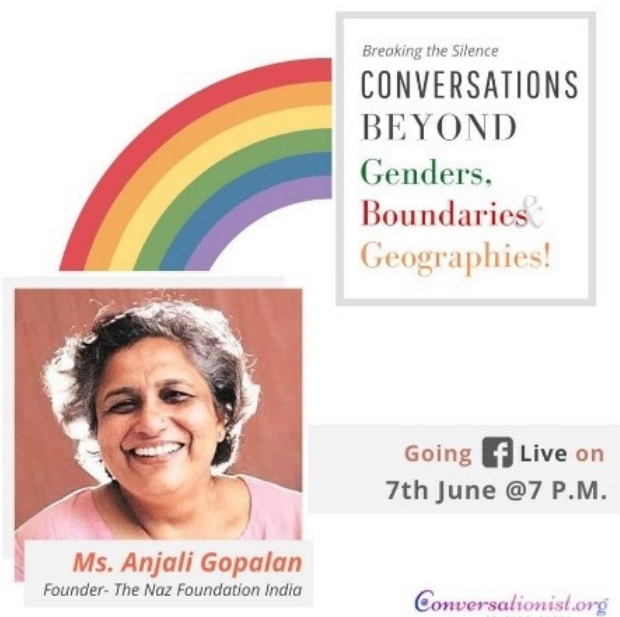
- COO Kalyani Subramanyam was interviewed for the 'Study on Women's Leadership in the Development Sector by Arthan in collaboration with the Rockefeller Foundation. Her story was included as a powerful case study.
- Naz's YPI was a case study in Women Win's 'Girls in Motion: A Practical Guide for Girls' Sport Programming in Humanitarian Settings' regarding the design of programs using sport in relation to sexual health and rights.
- Naz was respondent in various occasions to:
 - Women Win's inquiries for an investigation about GBV in India in relation to the Goal Curriculum.
 - Laureus Sport for Good Foundation survey on COVID-19 response.
 - The Olympic Studies Centre for a Social Network Analysis in sport for development.
 - Charities Aid Foundation (CAF surveys) on government support for NGOs, new financial and non-financial changes in the social sector, and how long NGO operate can operate during the COVID-19 pandemic.
- The YPI gave inputs on the development of the SCB Futuremakers Framework, the Goal Indicators/Theory of Change and a new data collection tool for participants and the (re)design of the Goal curriculum.
- Naz participated in 'Fun through Learning: A Collaborative Research Project between Coaches Across Continents and the Open University UK conducted for a PhD research.
- It also participated in a learning-oriented assessment of the Goal EE projects by Learning Ventures for Women Win and Standard Chartered Bank.
- YPI staff participated in and contributed to
 - Laureus Learning Committee on (sport for) Gender and Inclusion
 - Laureus research on inclusion of transgender/non-binary individuals/group in sport for development.

Advocacy


Presence on platforms

Naz participated in various online platforms to advocate for LGTBTQIA+ and womens' empowerment and safeguarding of children.

In a Facebook Live session Anjali spoke on 'Breaking the Silence: conversations beyond Genders, Bounderies and Geographies!' with Conversationist.org



Breaking the Silence
**CONVERSATIONS
BEYOND
Genders,
Bounderies &
Geographies!**

Going  Live on
7th June @7 P.M.

Ms. Anjali Gopalan
Founder- The Naz Foundation India

Conversationist.org

Anjali Gopalan participated in a Zoom session 'Love and Pride' to give her views on 'Love without Boundaries and Beyond Times'. The event was hosted by Akash K. Agarwal for LeanIn PrideIndia and LeanIn Gurgaon.



LEAN IN Gurgaon

25TH SEPT 2020
7:30 PM - 9:00 IST

Host: Akash K Agarwal

Lean In PrideIndia presents
Love & Pride

In conversation with
Anjali Gopalan

Co Host: Shrruti

ZOOM SESSION

Anjali spoke at the 'Advocacy and Policymaking in Sports for Development Space' webinar.

Anjali was also one of the 15 voices in a short film about the role that expression and story-telling can play to break notions and address phobias. The film that was released on the day of International Day Against Homophobia, Transphobia, and Biphobia was edited and put together by Rainbow Literature Festival Director, Sharif D. Rangnekar in association with Epic India.

Anjali also spoke during the Facebook live discussion 'Revisit Queer History in India' with Dr. Sunil Gupta, moderated by Chapal Mehra and organized by Scroll in and Survivors Against TB.



Revisiting Queer History in India
Art, Health and Human Rights

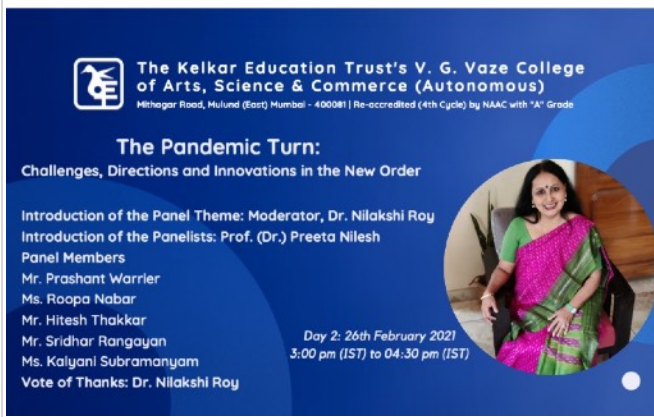
Join us for a LIVE discussion with **Dr. Sunil Gupta** (Artist & Photographer) and **Anjali Gopalan** (Executive Director, Naz Foundation Trust), on **June 14th at 5pm IST** on our Facebook.

Chapal Mehra in conversation with Anjali Gopalan and Dr. Sunil Gupta

in partnership with

Naz COO Kalyani Subramanyam was one of the speakers during live session "The Pandemic Turn: Challenges, Directions and innovations in the New Order" organised by the Kelkar Education Trust's V.G. Vaze College of Arts, Science and Commerce.



Anjali shared about the work Naz does with regard to HIV/ AIDS and its intersections with the LGBTQIA+ community addressing specifically issues

Kalyani Subramanyam was a panelist at the webinar organised by GirlUpF4F, a school led team that undertakes various initiatives in order to raise funds to help out underprivileged women and children. The webinar "Speak-up for Yourself" focused on understanding issues around the LGBTQIA+ community and inclusion.

Juhi Jain, city coordinator Mumbai and her team members Aarti Kori and Priyanka Vishwakarma spoke online to runners from Kalyan Dombivli Runners group about their journeys in sport during International Women's Day. The audience also participated in a Women's Day run and made a contribution towards Naz's work in girls and women's empowerment through sport.

Kalyani interacted in a session with the staff of the secondary school programme of Quest Alliance at a session organized by StartUp. The focus was on navigating the tough times of the pandemic and thinking of creative solutions.

Anjali also spoke on a webinar on LGBTIQ+ inclusion at the workplace for Great Place to Work, India.



Kalyani represented Naz on a panel organised by StartUp with the staff of Plustrust focussing on strategy and scale. She shared the journey of the YPI program and balancing quality and impact

Learning and Advocacy Coordinator Vrushali Sawant was speaker on a panel discussion conducted by Rise up and Cummins Power's Women's Initiative on the occasion of the International Day of the Girl where she spoke about the YPI's girls led advocacy projects.

Kalyani was invited on to the guest panel at the online webinar on Advocacy and Policymaking in the Sport for Development Space, as organised by Yunus Sports Hub and Girls in the Lead.



Ritu (Community Sports Coach), Komal Singh and Priyanka Vishwakarma's (junior coaches) stories were featured in 1 minute athlete stories <https://fempoweredfilms.com/athletestories/> during the Fempowered Films Festival 2021: Determination and Grit: Women in Sports, hosted by The Embassy of India Student Hub.

The YPI participated in Tweet Chats:

- In Women Win's #C19MELChat on Monitoring and Evaluation during COVID-19 to celebrate the International Day of the Girl.
- In Anantapur's digital event regarding promoting gender equality through sport with other organisations such as Slum Soccer, PSD, Fundación RafaNadal, Girls Nomad Network, Fare Network, Fundación La Liga.
- 'Channelizing youth voices for health at a systems and community level" in partnership with USAID, NISHTHA, and Pluc Tv. The Tweet Chat explored the health issues faced by youth, their role in building resilient systems, the kind of investments needed in building youth capacities, and how youth advocates can spread awareness around COVID-19.

It was a different experience for me as a speaker and leader of a youth led advocacy project. It really helped me to reflect on how to share my experiences and speak about the project with other people. These kinds of platforms help me to become confident as a speaker. In order to present my points in this panel discussion, Rise Up practiced 4 times with me to think through and reflect on my answers to the questions. That process was fruitful for me personally and professionally.'

Child-led Advocacy Projects

In the period 2020 – 2021, Naz implemented two child led advocacy projects (Tarangini and Awaaz) with 30 youth advocates reaching out to 5227 persons.

Tarangini

Tarangini is a child led advocacy project, supported by RISE UP. It was implemented with 86 peer leaders in in 2019 in Mumbai with as aim that: 10 trust run schools would initiate the mandated 4 periods of physical education for girls under the Right to Education Act (2009) and make it accessible for 2,000 adolescent girls from economically disadvantaged backgrounds. However, due to the COVID-19 pandemic, the project could not be completed in time. The project was extended and adjusted to the new situation. With the schools being closed and classes shifted to online mode, physical education was not on the agenda at all. The Naz project team and 20 peer leaders decided to advocate for at least one physical education class per week when the schools would resume.

As part of the campaign, the peer leaders were taken through the action research method. This helped them to get clarity about the problem and the best way to work towards a solution. The peer leaders made a video on the importance of physical fitness and access to physical education in school. They also shared their stories amongst parents, family members and friends. This gave them the confidence to address school principles.

Ultimately, the peer leaders advocated successfully with the school authorities for online fitness sessions once per week in their schools so that ultimately when the schools reopen, the physical education periods - to start with once per week - will be implemented. Out of the 10 schools to be influenced, 9 of them agreed and started the online physical fitness session as a result of the peer leaders' campaign during the lockdown. They have promised to continue the physical fitness/education periods once the schools reopen.



People impacted by the Tarangini	Male	Female	Transgender	Non- Binary / Genderqueer
Children (0-10)	0	370	0	0
Young Youth (10-18)	243	3187	0	0
Youth (19-29)	0	0	0	0
Adults (30+)	66	600	0	0
Total	4212			



The change that was observed in the peer leaders behaviour by the end of the program was remarkable. Naz staff has seen the increased confidence among the peer leaders. Girls who were earlier not confident enough to talk to a teacher, asked the principals in their schools to give them time in the online school schedule to conduct online fitness sessions and they campaigned for their right to access their physical education period. For the first time in their lives they influenced the decision-making process in their school.

The peer leaders have not only become aware of children’s rights but are now also able to understand various governmental and non-governmental decision-making levels that (should) enforce them. They looked into who they could influence to expand the reach of their effort beyond their own school. As a result, leaders from 4 schools are planning to reach out to the Maharashtra Cabinet Minister and Minister of School Education Department, Varsha Gaikwad, to ask for implementation/ enforcement of the act that provides students in every Maharashtra school with 4 periods per week for physical education.



Awaaz (1.0)

The aim of Awaaz, a child led advocacy project, supported by Adoptionscentrum is to make children aware about their right to be safe and how to claim this. The objective is to develop children's ability to identify problems and solutions and advocated for issues regarding child protection that important for them. 10 participants/'Champions' (2 boys, 8 girls) from YPI programmes in Delhi, Mumbai and Bangalore and children living in Naz's Care Home participated in this online project.

The Champions participated in 8 group meetings that included introduction on children's rights and violations, understanding advocacy, working on a problem- and solution tree, plan the action and campaigning. The Awaaz Champions identified as a problem that they wanted to address: that girls have fewer opportunities to play in public spaces compared to boys because parents find it not safe for their daughters. The Champions made a video to advocate for the girls' rights and held sessions with other children to make them aware about gender equality in this regard.



People impacted by the programme	Male	Female	Transgender	Non- Binary/ Genderqueer
Direct	2	8	0	0
Indirect	500	595	0	0
Total	1105			

Objectives of the project were to make children aware about their right to be safe and to empower them, as right holders to access it. In the process they could become change makers in their communities. By the end of the project:

- The Champions were able to identify children's rights and identify problems that children face regarding safety. They learnt about their rights during Awaaz since they actively investigated and discussed them in the meetings.
- The Champions were able to voice their opinion regarding their rights. They were confident to talk about rights with their peers, parents and teachers. Project Awaaz created space for them to develop their thoughts and practise talking about their rights.
- The Champions understood how to access their rights. One of them expressed it clearly: 'if any girl comes to me for help about any abuse or for any safety concern, I know how to help her.'
- The Champions were able to work in a group to discuss solutions for children's problems. Team work with other champions was key in the project as one Champion said: 'while doing the assignments and conducting awareness sessions, I got so much support from my co-champion. We know each other well and I knew that she could get into the session when I got stuck in facilitation.'
- The Champions were able to work in a group to address the problems outside the group. Although the project took place during the lockdown, Champions were confident that they would be able to address problems or lack of access to rights outside the project. One champion said 'if I see bullying happening in my college, I will raise my voice through campaigning.'

The Champions are able to reach out to duty bearers to advocate for children's right to safety. Champions said that the project provided 'a platform where people can hear us as our inputs and views are important to consider.' One Champion said: 'I will lead by example in my community by playing in a nearby park and encourage others to do the same'.

The facilitators observed that throughout the project, Champions learned and experienced a lot. They observed that the Champions became more confident, were better able to develop and share their views and clear each other's doubts. While discussing the problem- and solution tree, they got to understand child rights and how perceptions of gender bias round child safety affect girls, as parents consider public places not safe for them. It helped them to understand that it's important to highlight girls' right to play.

Awaaz (2.0)

Awaaz 2.0 started in March 2021 in Aali Baraat Ghar in Delhi. Participants are 13 Naz netball club- and peer leaders of this community site. The girls have identified safe and unsafe places in their community. Their aim is to make the community site where YPI participants come together, a safe space.

Lakshmi Y, 16 year, was selected as Awaaz champion from Bangalore, Karnataka. Through participating in the Awaaz project, she got an understanding of topics such as gender discrimination, types of abuse, corporal punishment etc. She liked it that the responsibility of Champions was to understand the topics, share their opinion with the other Champions and then take it further to their peers. Lakshmi and her fellow Champions had discussions about many topic and each of them was given opportunities to convey their viewpoints. The discussions helped Lakshmi building her confidence to open up. *'One needs to believe in oneself to make a change.'*

Lakshmi was particularly interested in the topic "Gender Discrimination" as it was very relatable to her own life. From her life experiences she could explain how boys are usually given more opportunities to play and go outside without any restrictions, while girls are not given that same freedom. She has always been aversive to this discrimination and had fought with her parents for her freedom and right to play. When she won the first prize in Kabaddi in her school, her father was happy about her achievement, started recognizing her talent and determination and allowed her to play.

Awaaz has helped Lakshmi to understand that gender discrimination is not happening only in her family but also in her neighborhood and the larger society. *'Every girl I see faces gender discrimination like what I face due to which they lose out on a lot of opportunities.'* After all the discussion about children's rights and safeguarding of children, the Awaaz Champions decided to advocate for the rights of girls to play sports in public places. She realized that parents restrict their daughters. They think it is safe for their sons to go out and play but not for their daughters.

As part of the campaign, the Champions made the plan to do door to door campaigning. They decided to portray their own life experiences in their advocacy narrative as example to other parents who restrict their daughters. They would talk about the change in their family and show their neighbors that every girl, like for instance Lakshmi herself, must have equal access to opportunities just like the boys around her. Lakshmi understands that change, especially on topics such as gender discrimination, will take a long time to change within her family and her community. But she is convinced that when she continues advocating for girls' rights, she can bring about a change.

Abhayam

Abhayam is Naz's child protection and safeguarding programme that aims 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. Naz is creating an ecosystem to safeguard the rights of children at different levels.

The following persons were reached online/offline:

Target group	Girls	Women	Boys	Men	Total
Direct beneficiaries	4311	1288	417	302	6318
Indirect beneficiaries	17244	5152	1668	1208	25272



Empowering Children

Naz has empowered the YPI participants and children in the Naz Care Home by training them in understanding and claiming their right to safe participation in the programme. All children participate in a safeguarding session in which also the child protection policy and the reporting procedure are explained. This year there was also a focus on keeping children safe in online sessions.

Training of Staff

All new staff members have been trained (online) in the CPP in their first week in Naz, before interacting with children or young adults. All staff was trained to understand the POCSO Act by Aarambh India and they participated in in-house quarterly capacity building sessions during Abhayam day.

This year the focus was on:

- The impact of COVID-19 on children and how Naz can keep them safe
- Bullying
- Corporal punishment
- Being a child protection champion in your own life.

Most of the sessions were held online, others were a combination of online and on the ground sessions.

Amending the Child Protection Policy

When programme sessions were conducted online, Naz developed guidelines to protect children during the online sessions. Among other topics, they focused on privacy, creating a safe environment, staff skill development in online facilitation and acquiring consent for online sessions through digital media. The guidelines have been added to Naz's Child Protection Policy (2019).

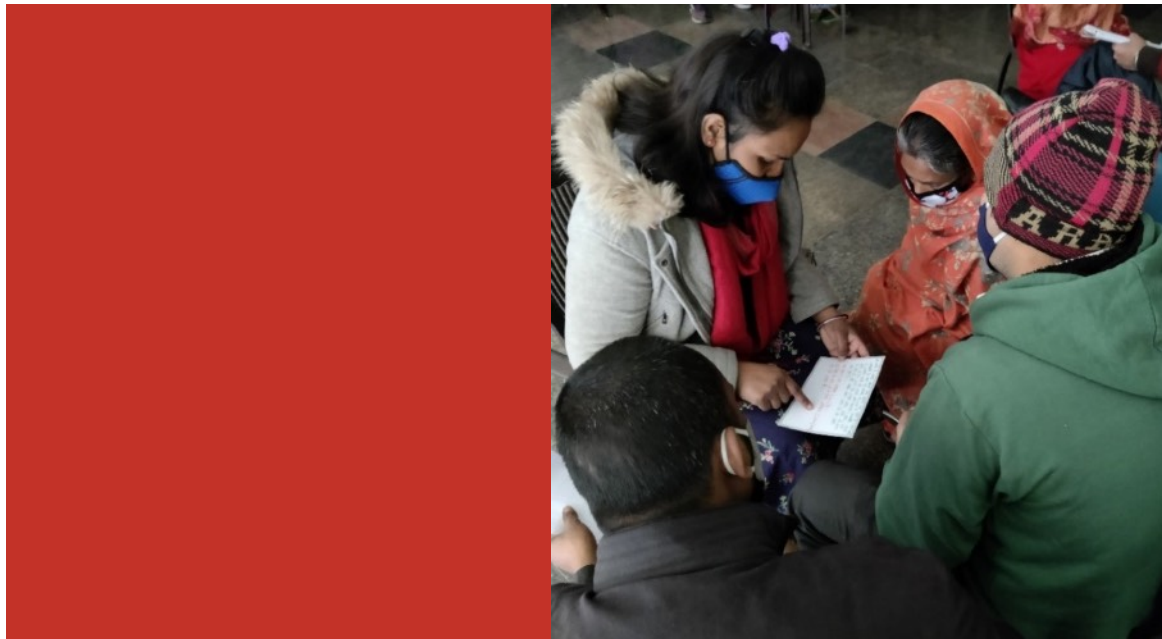
With the core of the implementation of YPI programme taking place in the community, the teams made risk assessments to ensure children's safety in the programme. The CPP will be amended to include good practices for sessions that take place outside schools.

Training of Partners

Trainings for partners were planned to build an eco-system in which organisations include best practices to ensure that children and young adults are safe in their programmes.

Happy Home for Girls

Naz facilitated a sessions with Happy Home for Girls (Zakat Foundation in Jamia Nagar, Delhi) with 18 of their staff members in collaboration with the Child Welfare Committee. The objectives were for staff to understand child rights and violation under safeguarding and protection, their role as duty bearers in safeguarding children and discussing mechanisms and redressal of child protection violations. By the end of the training the participants had a common understanding of ‘the do’s and don’ts’ and the best practices regarding child protection, Risk analyses that were done during the training have helped to identify risks for children within the Home in order to establish accountability among staff, clarify and improve the reporting and redressal system, and identify areas for capacity building such as child protection as well as children’s (difficult) behaviour etc.



YPI Partners

Naz organized an online training with its YPI partner organisations. The session was the first of a two-part workshop on protection children within organisation’s programmes. The workshop was attended by representatives from 5 organizations across Tamil Nadu and Punjab.

The objective was to establish a common understanding of what child protection and safeguarding entails and identifying internal and external challenges in promoting and implementing child protection and safeguarding in the organization’s programmes.

Over the course of the session, it became clear that most of the partner organisations had a strong understanding of what child protection and safeguarding entails and that there is scope in strengthening these child protection mechanisms within their programmes and as members of a larger eco-system in their communities. The session was a good entry point to set the context for the next workshop in 2021 – 2022 which will focus on identifying the gaps and challenges to each organisation’s existing processes and policies and build strategies to strengthen these processes in order to be more effective duty bearers in ensuring that children are safe.

Cases Reported

The table shows the number of cases that have been reported between April 2020 – March 2021. None of the incidents took place during YPI activities.

Incidents that were reported were harassment in public spaces, cyber stalking and violence at home.

Severity	Number of cases	
	Internal	External
Non-Severe	0	4
Severe	0	5
Total	0	9

External evaluation

Ginny's Planet evaluated the Abhayam project Originally conceived for three years (2018-2020). The project was extended for one more year considering the impact of activities due to the COVID-19 pandemic. After completion of two years of the project, a midterm evaluation was conducted for the overall review of CPP and its internalization within the staff. The Mid-term evaluation assessed the effectiveness, efficiency, impact, relevance, and sustainability vis-a-vis the project and its components.

The evaluation team conducted online (Zoom/Google Meet), WhatsApp video call discussions, individual and group interviews, visits to one of the sites of Naz and the Care home. The evaluation team interacted with the organization's leadership, beneficiaries/service users, intervention staff, and stakeholders.

The key findings of the evaluation were as follows:

- The Child protection policy is relevant to the organization from a local and global perspective. All the staff members interviewed for midterm evaluation expressed a high regard towards the relevance of child protection and safeguarding in general and child protection policy specifically. It was learned that most of the staff feel comfortable in admitting their mistakes and reporting it.
- The project was by and large implemented as planned. Project reports indicate that all planned activities in 2019 were implemented. It is only in 2020, after the COVID=19 pandemic the 2020 planning and implementation of the project gets affected.
- In alignment with the vision of Abhayam project, most of the staff believes that they are able to make children feel safe in the program activities and use the 'lens' of child protection and safeguarding in everyday work.
- Stakeholders expect the Naz to scale up the program to a wider number. Stakeholders especially from schools have also benefited largely from the Abhayam project and its vision of child protection and safeguarding.
- In terms of sustainability of project, Naz is in the process of reaching its goal of Naz becoming a center of excellence.

The key recommendations that were given to make the Abhayam project more impactful and sustainable:

- CPP to further align with community-based work of Naz as well as aspects such as disability rights, guidelines for emergency situations, and so on.
- Access of CPP document by all the levels of staff, including the community sports coaches, needs to be encouraged.
- Integration of pre and post tests for learnings and follow up support mechanisms (wherever required) in future training programs to assess, demonstrate, and strengthen the impact of training. Feedback about trainers and facilitation should be a part of standard questions that are asked at the end of trainings.
- Making CPP user friendly from the perspective of all staff.
- Strengthening familiarity of CPP document with the staff working at all levels.
- Children should be made aware of guidelines that staff is expected to follow as well as the reporting consequences.
- To make Naz a centre of excellence, a strategic plan should be developed in consultation with core team and some external stakeholders, including the donor/s, partners, and potential collaborators.

The Child Protection Officer and the Child Protection Committee have started planning for and implementation of the recommendations.

Institutional Development



CELEBRATING 25 YEARS OF NAZ

JOIN US FOR A PANEL DISCUSSION AND WEBSITE LAUNCH

18 JULY 2020, SATURDAY | 3.00 - 5.00 PM | FACEBOOK LIVE



Host

Kalyani Subramanyam, COO
The Naz Foundation (India) Trust



Moderator

Manisha Gupta
Founder and CEO, StartUp



Panellist

Anjali Gopalan
Executive Director
The Naz Foundation (India) Trust



Panellist

Anand Grover
Senior Lawyer & Founder
Lawyer's Collective



Panellist

Sharif Rangnekar
Author - Straight to Normal
Director, Rainbow Lit Fest



Panellist

Meena Seshu
Founder - SANGRAM
(Sampada Grameen Mahila
Sanstha)

Connect with us on Facebook - www.facebook.com/Nazfoundationindiatrust



CATALYZING AN EQUAL WORLD



25 Years of Naz

Naz started its programmes in 1995. Although, a larger celebration had been planned for, the 25th anniversary was only celebrated with a panel discussion through Zoom and Facebook because of the lockdown during the COVID-19 pandemic. The theme was Naz's role in 'Catalyzing an Equal World' and how this could be achieved in general. Naz COO Kalyani Subramanyam was the host and the discussions were led by Manisha Gupta (Founder and CEO Startup). Panellists were Naz ED Anjali Gopalan, Anand Grover (Senior Lawyer and Founder Lawyer's Collective), Sharif Rangnekar (Author and Director Rainbow Lit Fest) and Meenu Seshu (Founder Sangram).

Certification

Great Place to Work

For the second time in a row, Naz received the Great Place To Work certification. Naz was evaluated by its staff 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 especially on the statements:

- *This is a psychologically and emotionally healthy place to work.*
- *People are encouraged to balance their work life and their personal life.*
- *This is a fun place to work.*

Areas for improvements are delegating of responsibilities and hiring of staff.

Naz also scored higher (average score 87/100) compared to 2019 – 2020 (84/100) and was ranked among the top 10 NGOs in India.

‘Inclusion is one of the core values the organization upholds. It adheres to principles of non discrimination of any kind.’



‘Naz is like a big family. The values of Naz: Integrity, Inclusion, Commitment, and Excellence make it a great place to work. At Naz everyone tries to live up to the values of the organisation in every interaction and activity. The culture of being together in ups and down especially during this pandemic has made the organisation stronger.’

‘I have been suffering from multiple severe mental health issues from the past 4 years. Employers either used to refuse me work or forced me to exit because I wasn't always able to give my 100%. Over these many years, I couldn't finish even one year in one organization. On June 2020, for the first time after my first job, I completed one year in an organization and that is Naz. I cannot be grateful enough for the kind of support that the whole Naz family provides me with. They are sensitive about my condition, support me in all ways possible, have given me different opportunities and helped me figure out a position at which I could perform my best. I am aware that it's not just me but many colleagues who are constantly supported in all sorts of difficult times. Naz's understanding towards mental health issues is one factor that makes it unique for me, amidst many other.’

GuideStar

Naz has been certified as GuideStar India Gold certification that makes Naz among the top 34 NGOs in India to get this certificate in 2020.

GuideStar certifies India based on their level of transparency and public accountability after rigorous due diligence carried out by its experts.

GuideStar India is India's leading provider of NGO information, with more than 8600 NGOs on its globally trusted portal.





Staff

Capacity

Janani Arul, city coordinator Bangalore, and Aakriti Pasricha, Aath Kadam Associate, participated in the Social Impact Leadership Program organised by Voice4girls by partnering with SoCh for social change. The course provided the participants with thematic knowledge on the 4E's: Enable, Engage, Empower and Enhance and insights on development theories. It focused in on individual's leadership styles. Janani Arul explains that it helped her explore and strengthen her leadership in Naz. Problem-solving techniques and accompanying practical tools helped her translate the lessons learnt into her work. Janani: 'It was an illuminating experience. It encouraged me to introduce cutting edge ideas in my work and enhance my managerial skills!'



New Age Leadership

Open Brackets worked with the second-tier leadership team in Naz to build their leadership through NAL®, (New Age Leadership) a learning framework including 'the what', 'why' and 'how' of competencies most relevant for New Age Leaders. The training was built on three themes: Growth Mindset, 2020 Skills and Emotional Intelligence. In a three-day training, competencies and skills were discussed and contextualized to the participants' work in Naz. Global and universal best and next practices were used as inspiration or tools to be used in order to strengthen the capacity of leaders in Naz.

NAZ BOOTCAMP

Session 24

**Prioritising Things In Life:
Personally & Professionally**

Saagarika
Master Trainer
Coach, YPI
Strive to make everyday
productive & memorable



Sanju
Champion
Junior Coach
YPI
Emphatic Person



Babli
Champion
Junior coach
YPI
Hard-worker



Jenifer
Champion
Junior Coach
YPI
Jovial & a dedicated player

DATE: 19TH FEB 2021
TIME: 2:00 TO 2:30 PM
Participation is Voluntary

***Naz Bootcamp***

Naz Bootcamp, Naz's platform for 'sharing learnings and shared learning'. It is a learning hub staff in which staff members are both learners as well as facilitators. It is held every third Friday of the month. This year, Naz tapped deeper in its talent pool. Staff facilitated sessions not limited to Naz's field of work but extended to their personal life as well. Some of the topics were 'Basics of Every Day Technology for the non-techie; basics of Excel, Networking, Khana Khajana, air pollution and what to do about it, mobile photography and the end of year session. This session was the 'next steps (2021)' session, in which 2 years of Naz Bootcamp were celebrated. All the master trainers were appreciated and received an appreciation certificate. It was also time for two of the first Bootcamp leaders to hand over their role to the next in line. A new concept was introduced in order 'to keep the topic alive throughout the month' with the introduction of Master Trainer and Champions and who support staff throughout the month.

The new Bootcamp covered sessions 'New Sports', 'Prioritizing in Personal and Professional life', 'G-Suite' (Gmail, Hangout, Drive and photos).

Intercity learning/meeting

The COVID-19 Pandemic brought almost all the capacity building sessions in Naz online (except for November – March 2021 in which small groups could come together in the different offices). Online sessions provided opportunities for more joined learnings. It has not been a replacement for the annual retreat in which all staff members spent three days together for strategic discussions, organisational planning, sport and fun. But it provided the teams with more and regular Pan-India interactions and learnings. It was not all serious, in order to stay connected and keep the morale high in difficult times, games and Antakshari were played and birthdays celebrated. Sadly, also a prayer meet for a Naz colleague who died in this period was being held.

Welfare during COVID-19

Branding and communication

Studio Eksaat support Naz with its branding and communication strategy. The familiar Naz logo was adjusted to modern times with rounder edges and brighter colors as well as with logos that include the name, can be used against colored, black and white backgrounds. Templates for various communication materials such as Powerpoint presentation and reports were also designed. Brand Identity Usage Guidelines were introduced to guide staff through the new processes.

A new state-of-the-art website was also developed by Studio Eksaat. Besides descriptions of all programmes, it now also allows for direct donation to be made.

Strategic review

Naz has completed the implementation of its 2018 – 2020 strategic plan. In order to prepare for the design of a new strategic plan, the progress on the objectives was evaluated. SWOT analysis were conducted with staff, management and board for all programmes, on child protection, management and governance. All staff and a representation of programme participants presented their views through participatory methods.

Most of the 24 objectives of the strategic plan 2018 – 2020 were met despite the fact that the execution of plans in 2020 was affected by the COVID-19 pandemic. Find the evaluation of the objectives for 2018 – 2020 in the annexure.





Acknowledgments

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

All participants in the programmes and all Naz staff

All schools and communities

Board members

Partner NGOs

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.

Organisations that have invited Naz to contribute to panels/forums

Donor and partners such as Standard Chartered Bank, BACI, GBS, APPI, Laureus Sport for Good, Mercedes Benz, Richemont, WISE, NoVo, Women Win, Adoptionscentrum, M.A.C/Tides, Conduent/CAF, Heroes project, Primark, Supportersclub/Comic Relief, Macquarie, Girls in the Lead, RISE UP, Running groups/ platforms HDOR, RunXtreme and KDR, individual philanthropists, Dasra and others.

Annexure: Strategic plan 2018 – 2020 review

STRENGTHENING THE CORE: IMPACT ON AT RISK YOUNG PEOPLE AND PEOPLE LIVING WITH HIV (Direct Services)

- 1. Transform 71,200 adolescent girls and boys (10%) from resource poor and excluded communities into change agents who impact their own lives, their families and communities through the Naz Young People's Initiative.**

Naz reached out to 49,980 adolescents: 46,064 girls and 3,916 (7.8%) boys from resource poor and excluded communities in Delhi, Mumbai, and Bengaluru. In 2018 and 2020 the girls participated in a full academic cycle (the 10 months programme)/Goal Essential/Goal Camp, and Goal Event. The modules in the programme were netball (sport), Be Yourself (self-awareness and interpersonal skills), Be Healthy (hygiene - also menstrual - and SRHR topics), Be Empowered (gender, gender-based violence, community resources) and Be Money Savvy (financial literacy). Naz was on track to meet the target. However, the COVID-19 in 2020 forced India in a lockdown. As a result, the schools were closed. In 2020, Naz reached out to girls through digital media and shorter programmes with smaller groups in communities (YPI Dost and YPI Pragati).

- 2. Build new cohorts of facilitators, leaders and champions for the Naz Model - training and on-boarding 1,700 peer leaders, 425 (CSC, 47 junior coaches and 23 senior coaches as community leaders who train and facilitate adolescent change agents and forge adult allies.**

Naz has trained 896 peer leaders, 246 CSCs, 46 Junior coaches, and 27 Coaches/senior coaches. The numbers of peer leaders and CSCs being trained has been affected by the COVID-19 pandemic. The leaders have shown to be leaders in their community especially through peer leaders- and advocacy projects (peer leaders) and YPI Dost (CSCs). Junior and senior coaches have influenced their environment. Besides the two community sites and the community clubs, it has only been in the last months of 2020 that more opportunities for young people to be leaders in their community have been facilitated.

- 3. Mobilize 150 alumni from Netball Clubs to design and launch community- based action projects which engage with, and convert families, local influencers, and community leaders into allies.**

280 club players have done action projects within their groups in their communities. Issues that the groups worked on were cleanliness, lack of drinking water, lack of access to the ground, lack of participation in the clubs from alumni. Players took the lead in recruiting participants, getting the ground clean, arranging for drinking water on the ground, and searched for the ground in their community. "Earlier I did not use to talk to people in my community except my family. For the action project, I talked to a lot of people and convinced them to let us play on the ground in the community. Now, I feel more comfortable."

- 4. Galvanize 25,632 adolescents to design and launch action projects on gender, sexuality and health during their ten-month engagement with Naz, leading to a change within their family or among neighbours.**

In this period, Naz has implemented the action projects with peer leaders and not with participants so that this goal was not met.

419 peer leaders have done action projects in their schools. They chose topics on hygiene, cleanliness, advocating putting dustbins in their schools. Peer leaders talked to their principals and teachers, students in classes 6th and 7th and during assembly's. Peer leaders shared that because of the action projects they felt confident about taking lead in the process and also felt good when people listened to them and they were able to bring change.

5. Re-imagine and re-vitalize the youth mentoring and skilling initiative to set a workplace readiness program that will impact 34,176 adolescent girls.

The Aath Kadam programme was developed in 2018 and launched the same year. Through the programme, a total of 6,346 participants were reached: 4,736 adolescent girls and 1,610 Young Women. 761 young women enrolled in the programme and further chose their education/employability/entrepreneurship pathway. 285 young women did internships and 50 young women were placed in jobs. The Be Money Savvy module has been changed from a financial literacy module in a module that builds girls' aspirations and encourages them to set goals in their lives towards economic empowerment. Through the Be Money Savvy module 32,344 participant have participated in sessions that encourage girls aspirations and prepare them to set goals for their future.

6. Ensure that the 25 residents of the Naz Care Home thrive, live a life of dignity, participate in the mainstream and reach their full potential

The 25 children have gone to school, done tuition, have participated in extracurricular activities and developed hobbies. Children have received extra psychological support or physiotherapy. In this period, children have not developed serious health problems. One child was admitted in the care home because of her poor health and needed extra care. There has been a larger focus on career guidance and skill building. Young adults have moved out of the care home to lead independent lives.

7. On a need basis, train institutions and service providers who engage with children and persons with HIV/AIDs on inclusive and rights-based care and treatment.

20 different institutions have been trained in 21 trainings reaching out to 575 people. The largest outreach was in 2018, the lowest 2020 which was the COVID-19 pandemic lockdown year.

Year	Company/institution	No of trainings	No of people
2018	9	10	277
2019	8	8	204
2020	3	3	94

No plans for LGBTQIA+ helpline were included in the strategic plan. The helpline was reached out to by 726 individuals.

Year	No of people counselled
2018	204
2019	337
2020	158

STIMULATING PROGRESS FOR THE FIELD AS AN ECO SYSTEMBUILDER: PARTNERSHIPS

Through a tiered partnership model that allowed organisations to 'Experience, 'Adopt' or 'Adapt' the Naz S4D model, the organisation's reach to adolescent girls and boys in three years across five states in India would be increased.

- 8. The Naz partnership model in five years will create 30,000 – 50,000 adolescent community leaders and system enablers bringing about changes in the thematic areas of gender, sexuality and gender-based violence through a netball enabled life skills curriculum, community action projects and work place readiness programs.**

The number of participant reached out to directly – through the Adopt – approach with the Goal/YPI curriculum has been 5,865. Earlier during the implementation of the strategic plan, it was agreed that it would be arbitrary to assume that all participants in an organisation would benefit from changes caused by Naz's influence. It would also not be feasible/reasonable to ask individual organisations for this number.

- 9. Naz will establish 8-10 partnerships with organizations that adopt the NAZ S4D Model, enable 25 organisations to adapt the NAZ S4D Model, and facilitate 100 organisations to experience the NAZ S4D Model.**

Naz worked with 7 organisations under the Adopt approach, 5 under the Adapt approach and 40 under the Experience approach.

BUILD SUSTAINABILITY FOR SOLUTIONS: IMPACT IN THE GOVERNMENT and INSTITUTIONS (Advocacy and research)

- 10. Design, develop and launch campaigns that are led by Naz's adolescent and youth leaders on sexuality, right to play, access to safe spaces and prevention of gender-based violence.**

Two youth led advocacy project "Awaaz and Tarangini" were implemented by 90 adolescents and youth leaders:

- Tarangini project with 80 peer leaders from Mumbai launched a campaign for getting access to at least one Physical Education slot per week.
- Awaaz included 10 champions (2 boys and 8 girls) from 3 Delhi, Mumbai, and Bengaluru from the YPI can care home. The group addressed in their campaign the fact that girls can't access public places to play because their parents consider that these places are not safe for girls. 5317 persons were reached: 1105 (Awaaz) and 4212 (Tarangini) were reached with posters, videos and awareness sessions with other children through online platforms.

- 11. Engage with progressive media partners and youth voices to build national momentum against sexuality, rights and prevention of gender-based violence (with a focus on article 377).**

Naz has been featured **27** times in progressive media. Most appearances were in 2018 (14 times). round section 377 and Naz's role in the fight against the law. Youth voices were not actively promoted.

- 12. Curate and conduct The Naz series of speaking engagements, with untapped stakeholders (businesses, larger society) on ending stigma and violence with respect to sexuality and gender.**

Twelve different institutions have been trained in 39 trainings reaching out to 2,130 people. The largest outreach was in 2018, the lowest 2020 which was the COVID-19 pandemic lockdown year.

Company/institution No of trainings No of people

4 23 1331

5 13 646

3 3 153

The ED and COO have participated in forums on sexuality, GBV and women's empowerment.

13.Launch the Naz Summit -an annual summit of all partners, institutions, funders, media and business supporters - to build momentum for a collective movement.

No Naz Summit was organized but a webinar was held round Naz's 25th anniversary.

STRENGTHENING THE SPINE OF NAZ: CORE SERVICES FOR A STRONG ORGANISATION

Human Resources

14.Grow the organisational structure through recruitment of necessary team members from internal and external talent pools.

Naz's recruitment strategies focusses on the long-term vision for the organization. It has been insured to hire quality employees among all departments and onboard them quickly and efficiently. The hiring processes has been streamlined and improved. There has been a focus on filling the open positions internally by succession planning and ensuring growth prospects for staff. Positions were also posted more widely. The interview and induction processes have been strengthened.

15.Enhance team competencies for optimal performance and effectiveness.

Naz has ensured building up the competencies of the staff to remain competitive and adaptable. The management and leadership teams have conducted mentoring, coaching and training sessions among the staff to in order to teach new skills and expand the existing skill sets and provide constructive feedback to improve the overall performance. Staff has been encouraged to enrol themselves for webinars, courses, voluntary trainings and e-learnings to build up their competencies. Focus has been on building the capacity of second line leadership through inhouse and external training programmes.

16.Establish the Naz culture throughout the organisation and the team members.

Naz has established a safe, harassment free working environment with people-centered policies and practices throughout the organisation. Naz has been awarded with a Great Place to Work certificate in 2019 and 2020 after being evaluated on five different trust dimensions: Credibility, Respect, Fairness, Pride and Camaraderie. In 2020, Naz was among the top ten NGOs. The value inclusion is at the core in Naz's culture. The Posh policy is in place and has an Internal Complaint Committee. There is a strong focus on employee engagement especially during the COVID-19 lockdown. There is a strong learning culture: staff is being given equal opportunities to participate in internal and external trainings. The Naz Bootcamp provides a platform for shared learning and sharing learnings. Transparency was ensured during promotions and internal movements and HR polices have been strengthened as per the development sector and culture of the Naz.

Monitoring and Evaluation

17.Design log frames, implement and monitor indicators for NAZ programs to identify best practice and determine impact.

Log frames, theory of change and indicators are in place for YPI programmes in general and projects that are implemented

under specific funders such as the economic empowerment Aath Kadam and child safeguarding projects which have separate logic models. MandE systems are in place and meet the requirements but need improved monitoring, regular updates, continued development and capacity building as per the need.

18. Determine key performance indicators for staff to aid professional learning and development.

Naz has focused on continually improving the performance of the staff formal trainings, informal learning, mentoring, coaching and constructive feedbacks. Naz has ensured to identify the root cause of the performance gaps and ensured the right solution is identified to improve the individual and organizational performance.

Learning, Innovation and Training

19. Design the new life skills curriculum for adolescent leadership and civic action for improved reproductive health outcomes that is adapted for the participation of adolescent boys; support in the implementation of the newly created curriculums.

No exclusive adolescent leadership and civic action curriculum has been designed specifically for improved reproductive health outcomes. However, new methodology for the action projects, Tarangini, and Awaaz have been used and documented. The ten-month programme has been reviewed: sessions have been selected and redesigned. Naz has started using the WW boys' module, reviewed and adapted it for the boys in the YPI programme. During the COVID-19 the 10-month programme has been developed in a flexible model and YPI Dost has been piloted.

20. Co-create the workshops for the Experience, Adapt and Adopt modules of the partnership building strategy and develop the necessary tools and templates.

Reviews and alignment workshops have been held to develop the partnership theory further. Visuals and documents have been prepared, especially for the partnership team itself. Progress has especially been made regarding workshops for Experience and Adopt around life skills, netball, fitness, sport for development, child protection and sustainability. These have been designed/commissioned and held. Adapt facilitation session have been tailor made based on organization's individual needs.

Finance and Accounts

22. Build and implement a strategy to fund raise for the organization together with defined milestones for Board Members and the Sustainability Department.

Naz's sustainability department was successful in strategically raise funds for YPI, the Care Home and LGBTQIA+ programme.

23. Ensuring timely fiscal and admin compliance and reporting.

The finance department has ensure compliance with laws and regulations. All reporting has happened in good time.

Sustainability

24. Build and implement a strategy to fund raise for the organization together with the Board members and Finance and Accounts.

A plan and strategy have been made to raise funds for the organization by the core team with inputs from Board Members. Implementation has been carried out by Naz staff including Finance and Accounts.

25. Develop a brand building and communication strategy to secure goals and build awareness on the Naz way and networks.

Naz has a new logo and website. Branding guidelines were designed and are used to display a modern outlook of the organization.



Registered office:

A-86 | A Block | East of Kailash | New Delhi | India | 110065
(+91) 011 4132 5042 | www.nazindia.org | info@nazindia.org

Field Offices:

A/3/11 | Balaji Nivas | R.N. Gandhi Road (op. Joggers Park, Vidyavihar East | Mumbai | 400077
618 | 11th cross | AECS layout | A block | Kudlu | Bangalore | 560068