

Annual Report 2021-2022

April 2021- March 2022

The Naz Foundation (India) Trust



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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

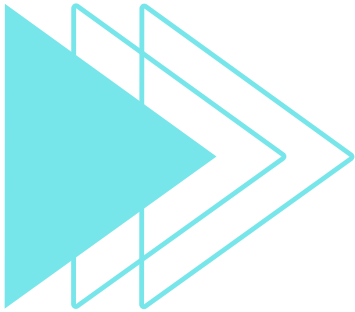
- To build vibrant ecosystems that:
- **Energizes** and enables individuals from excluded communities to realize their potential and act as agents of change;
- **Expand** partnerships, networks, and linkages to catalyze a critical mass of such leaders;
- **Engage** and influence governments, businesses, and other stakeholders to take this movement to scale.



Values

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

About Naz Foundation (India) Trust



The Naz Foundation (India) Trust is a Delhi based organization, founded in 1995 by Anjali Gopalan. Naz has innovated, delivered and mainstreamed critical programs and services for people living with HIV/AIDS, solidifying the organization as a pioneer in facilitating systemic change in the field of HIV/ AIDS.

Naz has ensured access to treatment and care services for people living with HIV and adolescent girls. It has also mitigated stigma and built agency among individuals from underserved and marginalized groups, as well as their families who face multiple socio-economic challenges due to their HIV positive status, sexual orientation, and gender identity. Over the years, Naz has been ensuring rights and equality for all through its various programs.

Programs

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

Direct Services

Partnerships

Research & Advocacy

Direct Services

- Naz Care Home
- LGBTQIA+ Support Services
- Training and Sensitization
- Young Peoples Initiative (YPI)

Naz Care Home

Naz runs the "Naz Care Home," a residential facility for adolescents and young adults living with HIV/AIDS, where it offers holistic care and helps them prepare for a healthy, independent life. When it first launched in Delhi in 2001, there were no other care facilities for kids who were living with HIV. The care facility provides for residents' needs in the areas of medicine, psychology, education, nutrition, and recreation. For Naz, providing the residents high-quality care has always been a top priority. The organization takes out its maximum efforts to make this happen.

Academics & Careers

Younger children continued to concentrate on their studies, while those with disabilities received special support. The past year has been devoted to mainstreaming the older children under our care. Five individuals took initial moves toward securing employment while also seeking higher education. They pursued further education in fields such as graphic design, accountancy, and veterinary care. They will continue to reside in the care facility until they are ready to live independently. It is wonderful to watch them mature into responsible and caring individuals.

During the initial lockdown, the children adapted to virtual studying techniques.

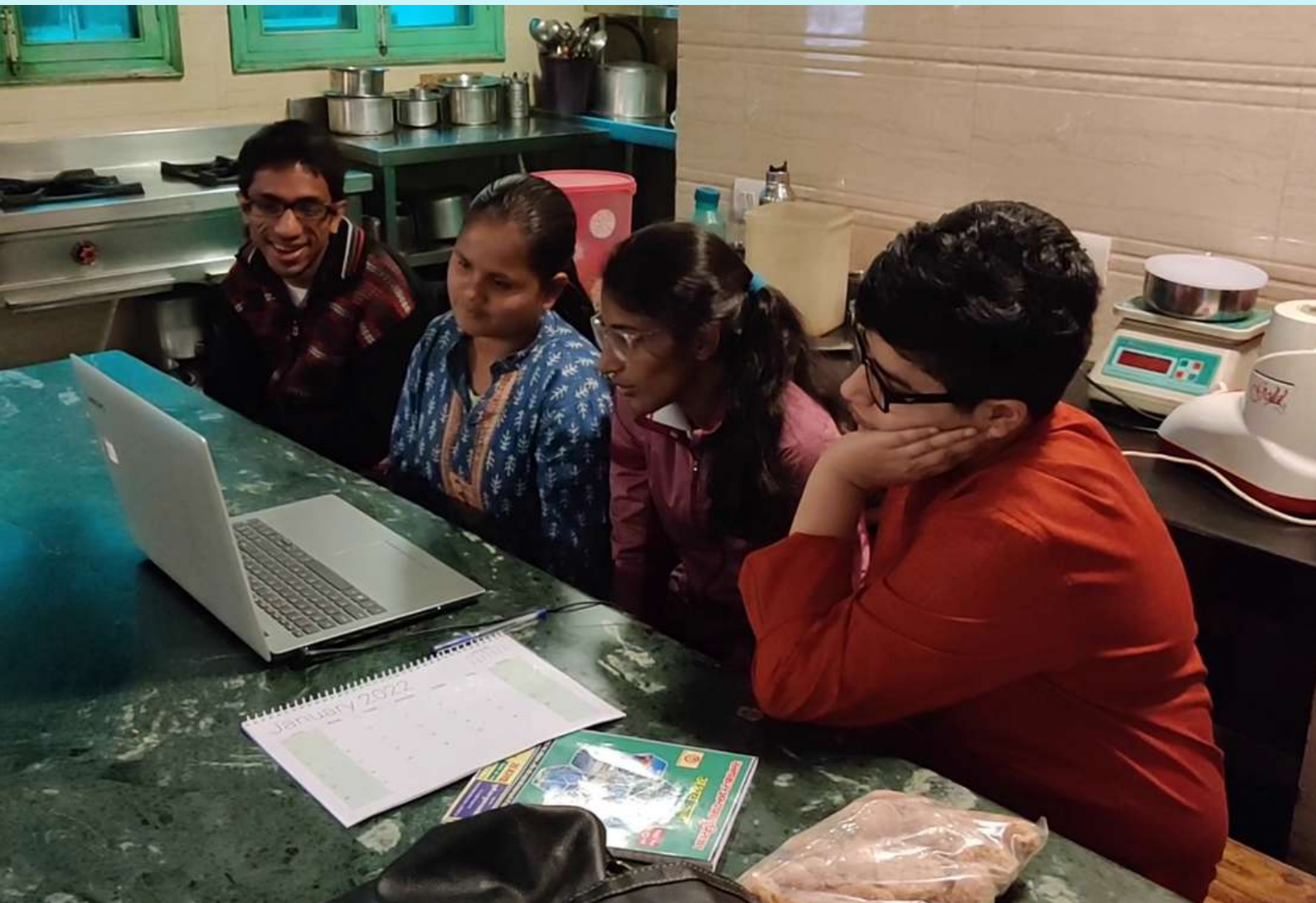
Over the past year, they have remained engaged and successful in online courses.

All the students passed their annual tests and were promoted to the next grade level.

The funding for tuition continues to have a significant impact on their studies and enables students to acquire an excellent education.



One of the older children, who is pursuing a Bachelor of Arts with Honors in Hindi at Delhi University, was the university's top student in her second year. Another is received online training in commercial art and CorelDRAW. One older child is completing a veterinary care course at the Delhi Professional Management Institute (DPMI) and an internship with All Creatures Great and Small (ACGS) . Three intellectually and physically challenged children attended their regularly scheduled online sessions at Action for Ability Development and Inclusion (AADI).



Health & Wellbeing



During this time period, the children were not confronted with any major health related challenges. Naz is similarly committed to delivering great health care to the children and young adults at the residential care facility. During the ongoing Covid-19 pandemic, all precautionary measures were taken and all children remained safe. The medical officer of the Naz Care Home conducted routine examinations and attended to the children's additional health care needs. All preventative precautions against opportunistic infections were taken. The adherence to ART and ARV medications is another important aspect of the children's care that was handled with great care.

Regular counselling at the Care Home level aided the mental health of the children. Dr. Kushal Jain and his team from the Centre for Behavioral Science assisted children when they required assistance from external sources.

Effective implementation of the child protection policy ensured that no violations of child rights occurred. The Children had a refresher orientation on this policy and are well-informed on all aspects.



Participation & Additional Opportunities

There was ample opportunity to interact with the management team in regards to the challenges in transitioning towards adulthood. The availability of the mentoring officer was an added advantage for the children.



The children participated in lessons centred on life skills. Some of the children who engage in the Aath Kadam programme at Naz have received career coaching and guidance for their future plans. The Naz mentoring officer coordinated these career guidance efforts. The children's active engagement in forums such as the Children's committee and the care home management committee provided them a voice in decision-making and planning.

Case Study

Ankita***, a 7 year old child, was found abandoned in a state of altered sensorium at Lalkuan, Uttar Pradesh in the month of August 2019. She was rescued by the childline team of Asha Deep Foundation, Ghaziabad. According to the local police records, the child was found locked up in a room with her sister (aged 4). Reports by the childline, showed that her parents were both HIV positive; her mother lost her life to HIV related illness, and her father was unemployed with frequent alcohol consumption and had not been keeping well physically. Ankita was bed-ridden, so she was referred to the district hospital, Meerut, where she was diagnosed HIV positive. Thereafter, she was referred to Sardar Vallabh Bhai Patel Hospital, Ghaziabad and then shifted to All India Institute of Medical Sciences (AIIMS) after being diagnosed with Cerebral Infection. The doctors at AIIMS advised that the child need not be hospitalized but rather be cared for by a child care institution. Following this advice, the CWC Ghaziabad requested Naz India for the care and protection of this child.

She was brought to the Naz Care Home on the 24th of September, 2019. The care home team provided the child with all possible care and treatment.

The combined efforts of the care team at Naz and the support from ART center at AIIMS resulted in the improvement of Ankita's condition. Her body weight adequately increased, she made progress with her motor skills, and she started eating all her meals by herself. It took some time, but her progress could be seen as she slowly increased from eating two spoons to four spoons and, eventually, whole meals. She is not only able to stand or walk, but she can also run on her own. The caregivers and care home children have been trying different methods with Ankita to make her more independent when it comes to her behavioral issues.

Over the past year, Ankita has gone to a special care facility and has shown tremendous improvement as a result of the intervention. Naz has decided to provide her with an additional teacher twice a week. Now Ankita is capable of identifying and differentiating objects and colors. Additionally, she is beginning to converse with others and her vocabulary is increasing.

For us at the Naz Care Home, it has been miraculous to see the recovery of this child.

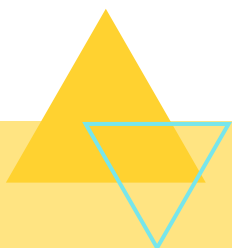
Support For LGBTQIA+ Community

- Covid -19 Relief
- Counselling Services
- Medical Services

The LGBTQIA+ programme at Naz provides free Covid-19 relief, medical assistance, and counselling to the community members.



Covid-19 Relief



The LGBTQIA+ Support Services of Naz offered the community members with Covid-19 support.

The Covid-19 health crisis had a global impact and generated a tremendous shock.

The situation in India is particularly dire, with a deadly second wave of infections across the country.

According to government figures, India experienced around half a million deaths and over thirty-three million infections.


The lockdown has affected every area of people's existence.

Millions of people lost their jobs, and daily living became a struggle for the majority of people.

The Naz Foundation (India) Trust remained devoted to assisting the most vulnerable members of our community, particularly during the tough circumstances that followed Covid-19.

The first step of Naz India's relief endeavour was the distribution of relief packages to those afflicted by the pandemic. The kit initially included wheat flour and food grains. Christopher Fredrick of the German Embassy provided financial support for the vulnerable people impacted by Covid-19, for which Naz is tremendously thankful. This enabled the Naz team to reach out to those who required assistance the most. Naz prioritised assisting members of the LGBTQIA+ and PLHA communities.





During lockdown, the majority of members in the LGBTQIA+ community were isolated to circumstances where they confront persistent rejection and isolation.


This contributed to a rise in poverty, housing insecurity, health inequities, and social isolation. This negatively affects the mental and physical health of these individuals.

Similarly, COVID-19 has impacted the livelihoods of numerous individuals. People living with HIV/AIDS face an additional burden due to the stigma and discrimination they often encounter, which can make it hard to find work.

Naz was able to contact 52 such individuals/families and provide them with a relief kit containing wheat flour, rice, sugar, cooking oil, pulses, spices, and toiletries valued at approximately INR 1200 (approximately US \$16)

Naz is pleased to report that the recipients of the relief packages were satisfied with both the quality and amount of the materials they got.





In addition, Naz mobilised resources through groups such as Bazera and distributed them to community members. In other circumstances, financial aid was also supplied.

Session on coping with pandemic situation:

In the month of August, Naz conducted a skill building session for 21 people from the LGBTQIA+ community. The intent of this session was to provide a supportive space for the community and help them cope with current circumstances that arose due to the pandemic.

Counselling Support

Naz is committed to providing LGBTQIA+ Community members with counselling, care, and support services. Even during the pandemic, Naz continued to offer medical care, in-person and telephonic counselling, and referral services.

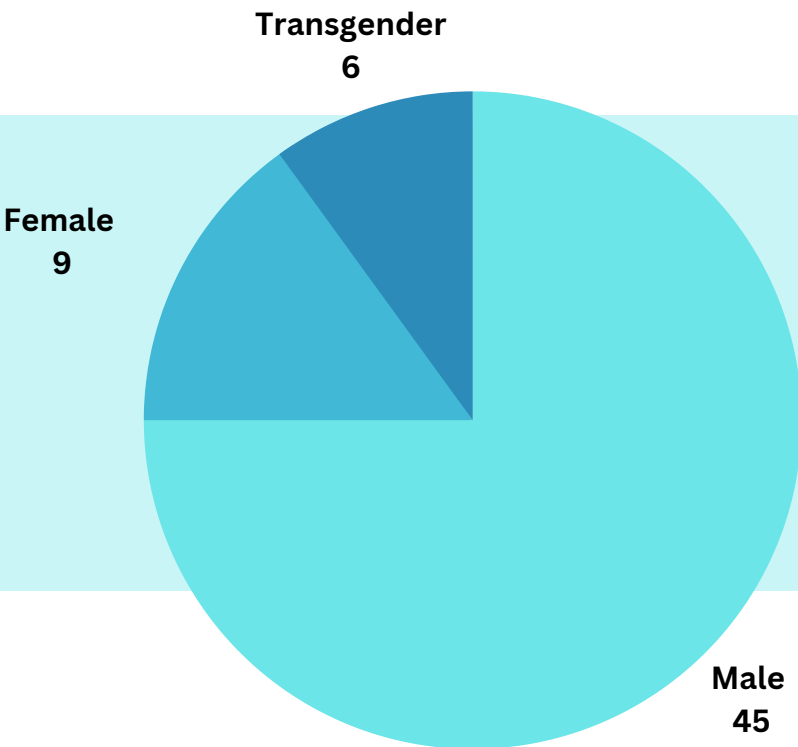
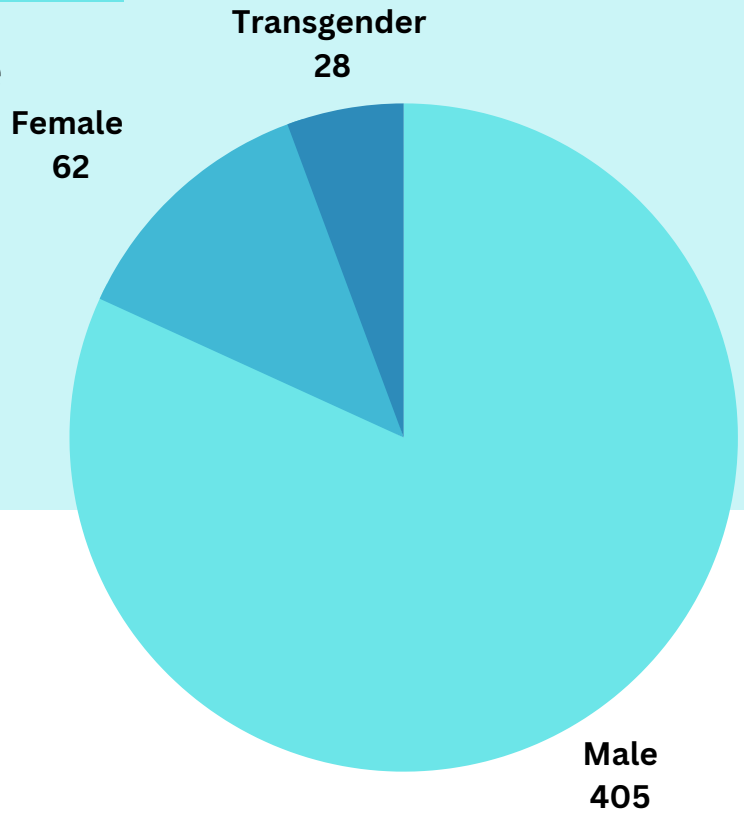
During 2021-22, Naz's LGBTQIA+ services provided face-to-face and telecounselling to 555 individuals.

Due to the pandemic, only 60 face-to-face counselling sessions were conducted, while 495 persons received support via telecounselling.

555 people used counselling services during the reported period

Out of 555 sessions, 495 were conducted over the phone.

gender breakdown: 405 Male, 62 Female, and 28 transgender



60 Face to Face Counselling sessions were held.

Out of those 60 sessions 45 participants identified as male, 9 as female and, 6 as transgender.

Information regarding HIV, STI treatment, safer sex practises, careers, skill development, exploring sexuality, sexual orientation, gender identity, support group meetings, relationship dynamics, psychological support, family issues, coming out, transitioning, harassment, blackmailing,, marriage pressure, legal support, jobs, and shelter support are addressed during counselling sessions.



Helpline

The helpline remained active during the reported period and supported people on issues such as understanding sexuality, coming out with their identity, relationship dynamics, safe sex practices, testing for HIV, addressing issues of discrimination, and family counselling.



Case Study

Kiran grew up knowing she was not a boy. In her childhood she enjoyed dressing and expressing herself in a more feminine way. Due to this, she was bullied and teased throughout her childhood.

Kiran was certain that she didn't want to live life as a boy, but wasn't aware of the term transgender or the trans community. In her adolescence, she came out to her family, friends, and society, but she was unaware of the harassment, bullying, assault, and discrimination she would endure due to her identity.

After completing 10th grade, Kiran was enrolled to a new school for 11th grade. One day she went to use the bathroom and a group of senior boys approached her and began to harass her. They then assaulted her while she was in the bathroom. This incident traumatized Kiran and, afterwards, she was too fearful to use the school bathroom.

She began skipping classes, lost all confidence, and had no one she could trust in.

Following this occurrence, she chose to relocate to Delhi. Kiran wished that a metropolitan area would have a more tolerant climate and attitude toward the transgender community. She was stunned when she was frequently denied employment due to her identity.

In 2011, she decided to visit the LGBTQIA+ community drop-in centre after hearing about Naz.

This is when she learned that an outreach post was available. She began her work with Naz by mobilising and sensitizing the LGBTQIA+ community in Delhi on issues including HIV education and safe sex practises.

During this time homosexuality was still criminalized in India.

While undertaking outreach work, Kiran and other outreach workers experienced discrimination and police brutality.

Today, Kiran is training police on LGBTQIA+ sensitization. She has spent the past seven years in this role and works with the greater Delhi area in order to educate police on topics surrounding the LGBTQIA+ community. Kiran believes that the police and corporate training offered by Naz has the most influence on the community. She feels strongly that laws have come and gone, but acceptance doesn't happen overnight.

Many businesses are beginning to accept the transgender community, however staff turnover is significant due to widespread misperceptions about the trans community, which creates harmful work environments.

Kiran is looking forward to 2023, when the LGBTQIA+ community center opens. Kiran wants the community to have the space they need with proper resources such as healthcare, legal services, and counselling.



Looking forward...

In 2023, Naz will establish a community centre for LGBTQIA+ members.

The primary purpose of the LGBTQIA+ centre will be to empower and support this community.

The centre will be situated on the ground level of the office of the Naz Foundation.

People will be able to access free counselling, health services, vocational programmes, support groups, and recreational activities at any time in a safe and welcoming environment.

Specifically, Naz intends to provide the following services at no cost:

- Health services
- Dedicated counselling services
- An education centre
- Legal consultancy referrals
- Vocational classes
- Dedicated support groups
- Outreach and training workshops
- Meetings, QueerTalk sessions, round-table events, and conferences
- Community engagement activities

Training & Sensitization

Ms. Anjali Gopalan leads a highly qualified and experienced training staff at Naz. Naz continues to provide capacity-building programmes on HIV, gender, and sexuality for a variety of organisations, including schools, colleges, the corporate sector, government departments, police, and the military.

Training & Sensitization outcomes

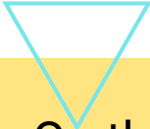
- A total of **910** people have been reached

5

- offline sessions conducted

8

- online sessions conducted



On the subject of gender and sexuality, Naz led 5 in-person and 8 online sessions, reaching a total of 910 participants. The recipients include the Delhi Police, the National Human Rights Commission, Mar Gregarious Secondary School, and the National Commission for Women.

The team also provided two HIV counselling training sessions for 50 paramedical SRL Diagnostic Lab staff members. Additionally, there were two HIV and AIDS trainings for 70 Udayan Care personnel and Board members.

young Peoples Initiative

In 2006, Naz introduced the Young People's Initiative (YPI), formerly known as the Goal Programme. The program has used Netball, a no contact game, to impart vital life skills to young adolescent girls. For over 16 years the program has had a national footprint. By providing girls and young women with opportunities to serve as peer leaders, community sports coaches, and netball club leaders, the programme fosters female leadership.

Due to Covid-19, the sports element was discontinued temporarily. Naz looks forward to using sports as a tool for development in the near future.

Aath Kadam is an economic empowerment initiative for YPI alumni that is administered by YPI. In addition to teaching young women soft and hard skills, YPI helps them to gain work experience and addresses the obstacles that prevent them from entering and remaining in the workforce.



Impact of the Young Peoples Initiative 2021-2022

Impact during the 2021-2022 period has been measured through observations among coaches, focus group discussions with adolescent girls, peer leaders, and community sports coaches.



- 99% of participants knew how to maintain hygiene during menstruation

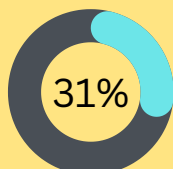
- 92% of participants reported that they want to complete secondary education. Additionally, they reported that their participation in the YPI has made it more likely that they will do so.



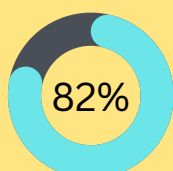
- 86% reported that they were confident to discuss curriculum surrounding the topics of HIV, gender-based violence and menstruation with parents and the community.

Impact of the Young Peoples Initiative 2021-2022

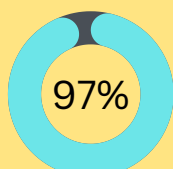
- **31%** of the coaches assessed that girls had competency in basic financial literacy. A potential reason for a low outcome is due to the fact that the YPI Pragati sessions in financial literacy had yet to be completed.



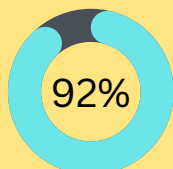
- **82%** said that they would confidently respond to violence. **23%** faced violence and were able to act upon it.



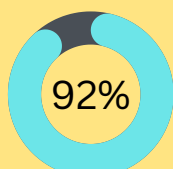
- **97%** felt confident enough to play sports when others are watching.



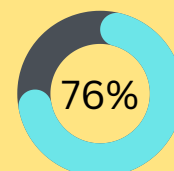
- **92%** had no problem mentioning the telephone number of either the child line or the police, which they can call when they are feeling unsafe or at risk of violence or cyber bullying.



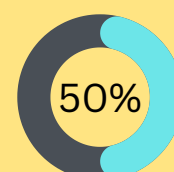
- **92%** scored positive on gender attitudes.



- **76%** felt that there was a clear change in how parents and the community see them. They shared that people know them, see them as leaders, and trust them with their daughters. One peer leader responded, "Now everyone knows me in my community". Another peer leader shares, "Younger girls say, 'Didi, we also want to be like you, play like you, talk like you'".



- In a FGD, half of the peer leaders reported that their communication abilities had improved. 50% claimed to communicate more respectfully, 29% claimed to communicate more responsibly, and 7% claimed to use more motivating language these days. One peer leader shared, "We now know what to communicate, how to communicate, where to communicate. As leaders we respond to our peers in a way that they understand. We now know to talk with younger or elders in a respectful manner".



Impact of the Young Peoples Initiative 2021-2022

participant feedback

"I want you to continue this program with all the girls, and teach other girls too. The way we did not know that we have the right to play, similarly many girls do not know this, so through your program, they come to know this and they play on the ground and make their identity." - Participant

"My neighbor (uncle) used to insult his wife ('auntie'). She is from a village, is not educated and can't understand English. Auntie's children also made fun of her. I started talking to Auntie and motivated her to use her mobile as a learning tool. Through watching videos on You Tube about food, she learned English. Auntie started learning things and now whenever someone insults her, she understands what they're saying and she can reply confidently." - CSC

"My favorite topic is violence because we can easily discuss such a big issue through games. It is a very important topic for girls in adolescent age. In this session girls understand about violence, what is a safe space/person, what to do if someone facing violence. Also, the participants have a lot to share with us. I like to spread awareness to the girls about all the life skills and love to guide them and show them the right path."-CSC

"I shared (information) about saving and budgeting with my mother because I noticed that we were spending (money) on things we don't need. I brought up how we can make optimum use of resources. Then my mother and I started saving money. Due to this savings, the big debt (in lockdown) that came on us got over."
-CSC

Aath Kadam

“Aath Kadam” means “eight steps” in Hindi. This refers to the eight steps that Naz Foundation is taking to guide young adults and women from economically marginalized communities in Delhi toward financial empowerment and independence.



Naz believes economic empowerment is one of the most fundamental factors for success and fulfillment of girls from economically marginalized communities. Without financial independence, girls will be dependent on male relatives or spouses, and they will have little say in their own lives. To obtain a successful career, a host of connected objectives must be met. The girls must be knowledgeable, competent, respectful, ambitious, perceptive, and confident, and Naz strives to provide these skills. The goal of Aath Kadam is to generate greater outcomes for the futures of these young women by helping them achieve skills and gain experience.



The Future of Aath Kadam

Naz began the Aath Kadam Career Pathway program after the COVID-19 lockdown lifted in February 2022. This was done in order to ensure that 120 young women, ages 18-25, could gain access to or return to the workforce. Naz identifies places/sectors where jobs exist and then curates 3-to-5-month education courses which train and enroll women for these exact jobs. In doing so, Naz ensures that the women can get a job when they complete the program. Naz also offers a two-year mentoring program for those interested in a degree in human resources and a five-year program for those hoping to pursue a degree in hotel management.

Case Study



Anam is 21 years old. When Anam was 18 she was forced into an arranged marriage with a much older man. He was cruel, controlling, and treated Anam horribly. The marriage lasted for two years during which Anam had a miscarriage and became fatally ill. Anam decided to escape and go back to her family.

After Anam returned home, she was very sick and bedridden for a year, But she did not give up. Before her marriage, Anam was taught sewing and stitching. When she felt better, Anam began to make kurtas, saris, blouses, and pants.

Then one day, a friend told her about Aath Kadam and the new Career Pathway program. Anam arrived at Naz Foundation on February 8th, 2022.

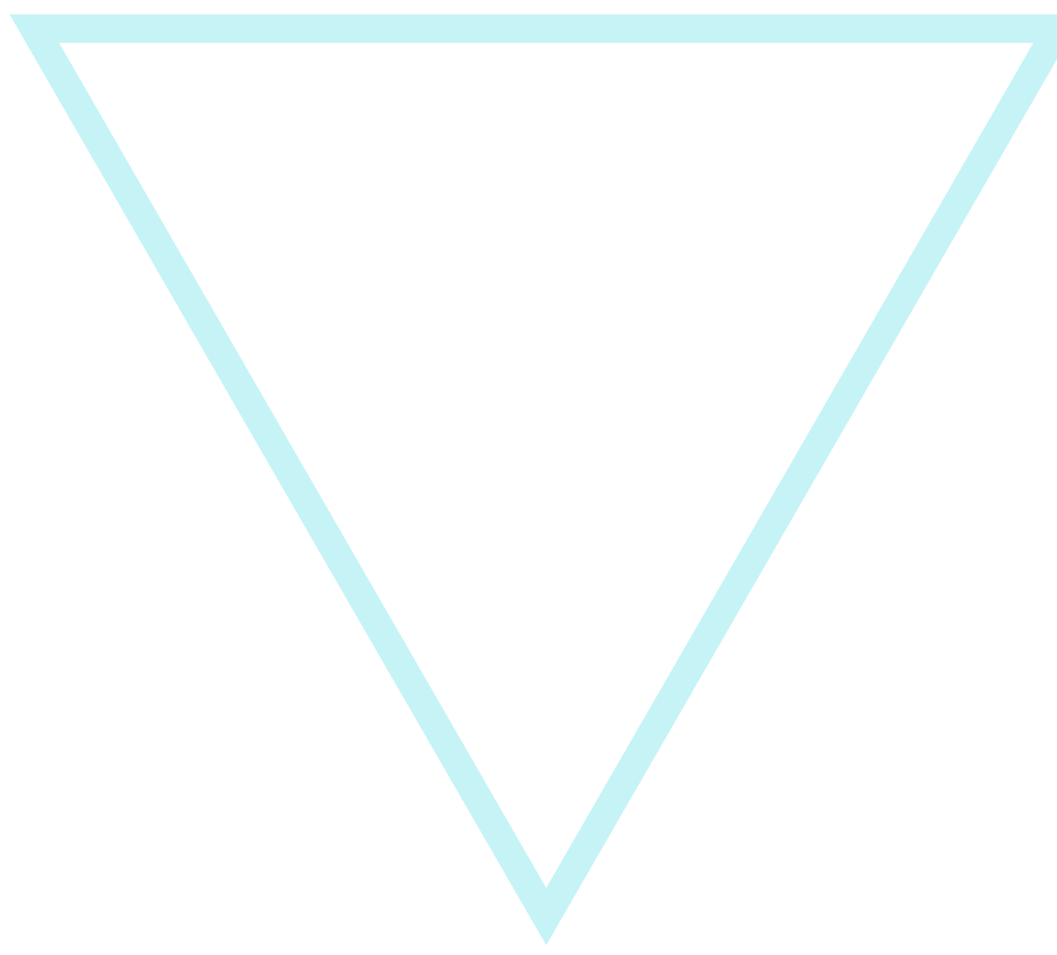
She did not qualify for the Talent Acquisition program as she had not finished high school. Instead, Naz gave her a part-time internship while she completed her 10th grade exam. She has since joined Aath Kadam and is now learning English, computer skills, and financial literacy.

Anam also has a full-time job as the Child Welfare Officer at Naz's Care Home for children with HIV and AIDS, as she loves working with kids. Moreover, Naz has recently enrolled her into a one-year training program with the entrepreneurship company "Skillinabox" (Skill in a box) so she can become a professional fashion designer. Skillinabox has provided Anam with a full sewing kit including a sewing machine, fabric, needles, and thread. Skillinabox provides regular online classes on methods, materials, designs, and how to start a business. In just five months, Anam will be launching her own website showcasing her personal clothing designs.

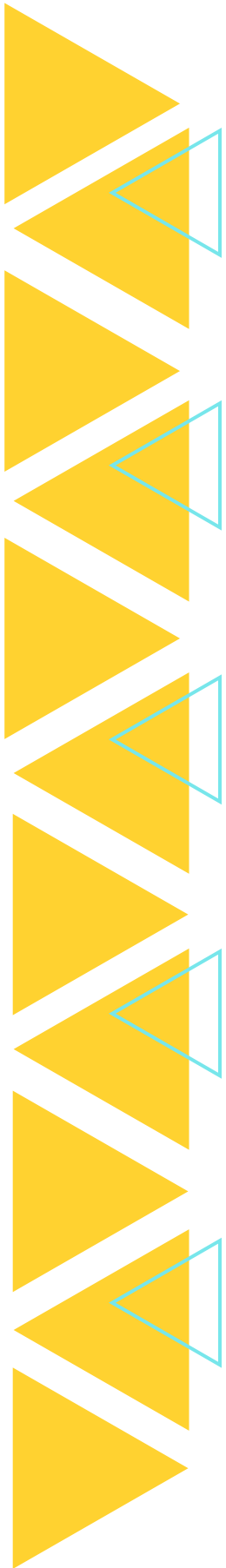


Partnerships

Since its initial work in the HIV sector, when it was improving the capacity of Community-Based Organizations (CBOs) and Civil Society Organizations, Naz's partnership approach has been central to its ideology. Through its partnership strategy, Naz has collaborated with a variety of organisations and individuals over the years to increase the effect of the sports for development programme and to construct an ecosystem that can serve teenage girls and young women. Naz conducts trainings and workshops on topics related to Health, Gender, and Rights, such as HIV, sexuality and sexual health, diversity and inclusion, with the goal of reducing stigma and discrimination and enhancing the capacity of individuals and organisations to change their attitudes and behaviours.



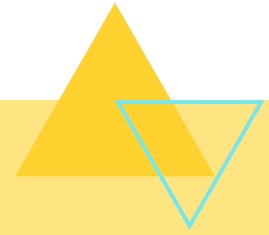
Research & Advocacy



Research and Advocacy is integral to all of Naz's work. As a strong advocate for the health and rights of the LGBTQIA+ community, Naz, with the Lawyer's Collective, spearheaded the 17 year long 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. Naz is creating an ecosystem to safeguard the rights of children at different levels.

Challenges

second lockdown



The second lockdown brought forth by COVID-19 was the toughest obstacle. The children and young adults were confined to the care home, thus causing an increased level of stress.

Getting familiar with the online education system was not easy. There were technical difficulties, including network connectivity issues and snags.

The care home's routines for the children and staff had to be revised. There were issues such as a lack of workers, difficulties with travel and getting supplies, longer wait times for maintenance work, and difficulties fixing broken networks.

structural challenges

Naz continued to face structural challenges that are long standing:

- As the children are growing up, the cost of living as well as other needs like medicine, food, clothing, educational needs, transport, hygiene products, etc. are increasing. Additionally, school costs increase.
- Ever since the Covid-19 pandemic, we experienced a drastic decline in the donations we used to receive for the care home. Providing quality care for the children and paying the salary of the staff are going to be a major challenge for the organization in the upcoming years.
- Lack of after care facilities for the children who are above 18 years old still continues to be a challenge for planning out the rehabilitation plan for children.

special recognition

Naz would like to recognise and thank the staff for their outstanding contributions to Covid-19. The caregivers and other staff members braved the curfews and worked every day during the pandemic at great personal risk. They did so to ensure the safety of the children at Naz and to aid other stakeholders during these difficult times. During this period, nearly all staff contracted Covid-19 at least once. Their perseverance and dedication have greatly strengthened Naz. In addition, the children and young adults who resided in the care facility demonstrated a great deal of patience and fortitude throughout this ordeal. They were confined to the care facility and persisted despite the challenges posed by Covid-19.