

An abstract network diagram consisting of numerous black dots (nodes) connected by thin black lines (edges). The nodes are distributed across the page, with a higher density on the left side and a more sparse distribution on the right. The lines create a complex web of connections, some straight and some slightly curved, suggesting a digital or social network.

ANNUAL REPORT 2014-2015

FAT 
Feminist Approach to Technology

*Empowering women
through technology*



A Feminist Approach to Technology is a gendered critique of the design, use and impact of technology on women's lives while empowering them to participate in its future.

CONTENTS

ABOUT US

04

MISSION

05

VISION

05

DIRECTION

06

NEW PATHS - TECH CENTRE

07 - 12

**NEW PROJECT - STEM
EDUCATION FOR GIRLS**

12 - 13

ADVOCACY

13 - 14

SCALING UP: A NEW THINKING

14 - 18

CHALLENGES

18

STORIES OF CHANGE

19 - 20

THE TEAM

21

AUDITED ACCOUNTS

22 - 23



ABOUT US

Our dream of seeing our young leaders take on bigger roles has started coming true.

Feminist Approach to Technology (FAT) is a not for profit organisation that believes in empowering women by enabling them to access, use and create technology. We believe in and promote an outlook that questions the existing structures of technology, seeks to educate women on the impact of technology on their lives and integrate them as equal partners in all decisions related to technology.

FAT was established in 2008 and primarily operates in Delhi. We have expanded our operations in the state of Gujarat this year and are laying the groundwork to start operations in Jharkhand.



MISSION

The mission of FAT is to empower women by enhancing women's awareness, interest and participation in technology. We work towards this by breaking societal stereotypes and attitudes, encouraging and enabling women to feel capable and comfortable in working with technology and collaborating with other women's organisations to mainstream the issue of engendering technology.



VISION

FAT envisions a world where the use and creation of technology is gender neutral. This is a world where all women have equal opportunities to learn, use and create technology, irrespective of their academic background, economic status or geographical location; an environment where women are not intimidated by new technologies but rather have an open mind to experiment with and benefit from them.



DIRECTION WE TOOK THIS YEAR

To close the gender gap in technology, FAT's approach is to merge technology learning with feminist activism and work with women and girls who do not have access to a technology education or career. We have worked primarily with information technology over the last 6 years because we felt it was the most urgent intervention area to build an interest among women and girls in technology. Last year, we analysed girls' interest and performance in STEM (Science, Technology, Engineering and Mathematics) subjects and the effects of gender stereotypes on girls' education. We increased

our work using information technology and new media to support women and girls voices for their rights and ventured further in the area of STEM education. At FAT, our resolution to work with those who have none or very limited access to technology, especially underprivileged adolescent girls and young women, has become stronger as we see the impact our approach has made. This year, besides starting new projects, we added new members to our team, expanded to new locations and to ensure we grow stronger, explored new partnerships. We had challenges that tested us and dealing with them, we emerged stronger.

NEW PATHS CARVED WITHIN THE TECH CENTRE

Our Tech Centre aims to build leadership amongst adolescent girls and young women from disadvantaged families by innovatively using technology and new media. This is the first regular program that FAT started in July 2010. Over the last 4 years, the training has evolved into four levels:

- At the first level, girls learn basic technical skills on computers and the internet and get introduced to the basics of women's rights and feminism;
- At the second level, girls learn photography, filmmaking, produce photo stories and films to use for collective campaigns on social causes within their community;
- At the third level, a few young women join our organisation as interns working along with our team to implement our work, they also run their own mini-projects in the community.

We hope that at the end they emerge as young women leaders capable of taking a stronger leadership role within their communities as well as the women's movement in India. This journey could take up to three or more years and we are happy to report that while most of our participants are now taking decisions related to their own lives, three of the participants are taking an active role as leaders within their communities.

LEVEL 1 - UNDERSTANDING RIGHTS AND FEMINISM THROUGH BASIC TECHNOLOGY EDUCATION

We increased the reach of our Tech Centre this year and mobilised girls across seven urban settlements in Delhi - Zamrudpur, Jal Vihar, Nehru Nagar, Srinivaspuri, Garhi, Pantnagar and Jal Vihar (Tamil Basti) - to enrol 60 girls

for Level 1. Already, 54 of the 60 girls have completed the level 1 training. Our focus this year was to find effective ways to reduce dropouts from the Tech Centre. In the previous years, we have seen that even though they enjoy attending the classes and taking part in all activities, the girls drop out easily from the Tech Centre. This could be because of the workload they have at home, parental control over their mobility, the pressure to work to earn for their families and sometimes their inability to pay for transportation or the extreme weather conditions in Delhi. This year we aim to raise funds to support some participants financially so that dropout rates can be controlled. To ensure the regular participation and engagement of girls with us, we connect with the community as much as possible and focus strongly on rapport building with parents, especially mothers.

This year, we increased the number of workshops on comprehensive sexuality education (CSE) for girls at our Tech Centre through a partnership with The YP Foundation (TYPF). The program 'Know Your Body Know Your Rights' had peer educators from TYPF starting discussions on various topics related to sexuality and our team following up each discussion with workshops to help the girls get a clearer understanding of the issues discussed and clarify any questions. As we have worked with adolescent girls over many years, we have come to realise that the root cause of discrimination and violence faced by adolescent girls is society's need to control their sexuality under the pretext of protecting the 'honour' of the girl. As soon as a girl achieves puberty, the control over her body and all decisions related to her life increases to a level that it suppresses her ability to think independently and grow as an active participant of the society. For us, providing girls with the information on sexual and reproductive health and rights to help them deal with the changes in their body and their lives is crucial. This information, coupled with the technical skills needed for education and growth in the 21st century, can empower them to take on the challenges they face.

We have also started the process of documenting the content of Level 1 classes into a curriculum to standardise the content and share it with others. The classes in the Tech Centre have now evolved to a more structured lesson plan based on our



learnings over the years. As we see the impact of our approach, we want to document our learning and expand our work to reach to more girls. Making a defined curriculum is the first step towards this goal.

Besides this usual activity, the Level 1 program included counselling sessions, exposure visits, film screenings followed by discussions, exchange events with girls from programs run by other NGOs, hands-on project making to develop an interest in technology education, painting, theatre and dance workshops, and our annual new year and FAT birthday parties! With all these activities, the Tech Centre was buzzing with activity throughout the year.



LEVEL 2 - DRIVING CHANGE WITHIN THE COMMUNITY USING NEW MEDIA FOR COLLECTIVE CAMPAIGNS

We explored photography and film-making as tools to give an outlet to the girls to document their own lives in 2011-2012 through the first short film made by the Tech Centre students at that time. Their film, 'Zindagi Khatti Meethi' (Bittersweet Life) highlighted the pressures girls face to get married, how they prepare to be a wife one day and how it impacts them. That film was never screened as the girls were afraid of annoying their families. The

process of making of the film itself had a lasting impact on the girls, and we decided to explore video and photos as a way to empower girls voices to bring larger change within their communities.

In 2013 the girls made a film, 'Apna Haq' (Our Right) on how the lack of toilets impacts them, the girls screened their film in their homes and their communities and held discussions with community members asking them to take some action on the issues highlighted. While the toilet scenario did not improve as expected, sexual harassment faced by the girls decreased to a huge extent immediately after the screenings and the campaigners started to be acknowledged as leaders in their community.



Some positive impacts of the campaign were seen this year, the most prominent being the installation of CCTV cameras outside toilets to keep a check on untoward incidents or harassment. Besides this, toilets in one community were cleaned and repaired while in another, the fee charged for using the toilet was slashed for women users. Many community members applauded the campaigners and indicated that this had been done by the local Member of Legislative Assembly (MLA) after he heard about the campaign run by the girls.

This year, more screenings were organised outside the community to share the film with girls with other NGO programs. It facilitated an exchange between groups and spurred on the girls to take even more initiatives for social change.

The girls now wanted to challenge the idea that the ultimate destiny of a girl is to get married and be someone's wife and daughter-in-law. They wanted to pave the way for themselves to get a higher education, have a career and become independent before getting married. We worked with the girls to develop an idea of the next campaign and raise funds for it. We partnered again with Voices of Women Media to plan the training of the girls and the delivery of the media needed for the campaign.

In 2014, we made a short video and ran a campaign on a crowdfunding platform to raise \$5000 for this new campaign by the girls. The campaign was successful, it also helped us get noticed by two new donors and with their support, we were able to start this new initiative in 2015.

By the time we started this new Level 2 project in 2015, most of the girls who ran the (previous) "Apna Haq" campaign had moved on and started working to support their own education and negotiate the delay of their marriage. Out of the 54 Level 1 graduates, 28 formed the new Level 2 batch and three girls from Level 2 moved on to Level 3. We began working with this group of 31 girls in January 2015. Pooja Pant, a trainer from Voices of Women Media, started the photography and filmmaking training. To build on their story telling skills using media like photographs, films and radio shows, the girls attended regular technical classes and also got outdoor exposure. The Level 3 leaders who had participated in the 'Apna Haq' campaign last year, Deepika, Rekha and Renu, took on a leadership role within the group, assisting the trainers and coordinating all activity for the rest of the group. The project will continue through 2016 and we are in the first phase of training now.



LEVEL 3 - EMERGING YOUNG WOMEN LEADERS

FAT has offered paid internships to selected alumni of our Level 1 course since 2010. We started this practice for three reasons: to provide financial support to girls who have the potential to emerge as young women leaders in their communities; to give the girls an exposure to professional social work so that they get the skills to pursue a career in this field; to involve our target groups on our program design and implementation through the interns. This year, we formalised this internship as the Level 3 of the Tech Centre training. We had two sections of the Level 3 training: on-the-job learning helping FAT in executing its program as interns and independent community work using a fellowship grant to realise their own practical ideas. Their fellowships will continue through May 2015.

We had 3 three alumni of last year's Level 2 course join us at Level 3 this year. They are young women who started as participants of FAT's Tech Centre and have now matured into independent, confident individuals after grappling with several economic, social and cultural challenges. Besides supporting the Level 1 and Level 2 training as

assistant trainers, each of the three chose different issues to work on with different target groups as a part of their fellowship.

Deepika Passi is using photography as a medium to raise awareness on gender and facilitate a discussion on girls rights in her community. She began her work by interviewing some of the girls coming to the Tech Centre on their interest and knowledge of cameras and photography, teaching them basic skills in photography and how to use photo to tell compelling stories. She has shortlisted some gender issues that she would like to work on and will create photo stories that she plans to showcase as community exhibitions to facilitate discussions with the community members.

Rekha Yadav's fellowship involves a research project where she is trying to explore gender in Industrial Training Institutes and polytechnic institutions in South Delhi, looking at whether gender plays a significant role in vocational training institutes. She has begun data collection and has interviewed some female students enrolled in such institutes, understanding why they chose these fields and what the motivating factor behind taking up this career was. She is now engaged in preparing a separate questionnaire and interview schedule for male students who study in these institutes as well as the teaching faculty.



Deepika Passi



Rekha Yadav



Renu Arya

Renu Arya's fellowship engages two of her areas of interest—gender and theatre. She is working on using street play as a medium to illustrate gender discrimination in our society and how feminism can be a way of countering patriarchal oppression. She has begun her community engagement work by going into communities and talking to people in order to build a rapport and engage youth in her theatre work. She is now engaged in working out the structure of her peer interviews and meeting teachers and students at community schools who are already engaged with theatre directly or indirectly. She has also started theatre and gender workshops with a group of boys and girls from the community.

These three emerging leaders have already started to inspire many more participants of the Tech Centre to engage more actively with the community. We are getting more requests from girls to join Level 3 and we are working on an action plan.

Overall, the Tech Centre has now transformed from a simple computer skills training course blended with rights education to a project that empowers girls to take different kinds of leadership roles within their lives, in their homes and outside. As we

complete five years of running the Tech Centre in July 2015, we felt the need to evaluate the impact our Centre has made, find the key components that create this impact and create a formal strategy to maximise impact. We have started to look for external evaluators who can do this for us.

NEW PROJECT TO PROMOTE STEM EDUCATION FOR GIRLS

In 2013, we began a new program looking at school education in government schools of South Delhi to see how girls perceive STEM (Science, Technology, Engineering and Mathematics) subjects and what stops them from taking up higher education in STEM fields. This School Intervention Program was a result of our research on why girls don't opt for STEM subjects in government schools. While in early 2014, we invested in science workshops and recognised bright girls to teach them more about STEM subjects, we were unable to continue and sustain this as an independent program due to multiple challenges from getting entry into schools to a lack of resources. So we decided to start a pilot program to test if hands-on STEM learning within a feminist safe space can create the environment for girls to connect with the world of Science and Technology. In October 2014, we began a pilot project called the Jugaad (Innovation) Lab in addition to our existing Tech Centre.

JUGAAD (INNOVATION) LAB FOR GIRLS

The Jugaad (Innovation) Lab, aims to make girls interested in learning about Science, Technology, Engineering and Mathematics (STEM) subjects. Our Jugaad Lab is a space where girls can come to be curious and geeky, make or break stuff to

understand what makes it tick, explore the world of electronics and everyday science by tinkering around with circuits or doing school-level science experiments, and above all, by making mistakes fearlessly.

We are developing modules using practical applications of science and technology to be used by teachers in schools as well as independent science educators. The fun, alternative tools and models will help them to develop a scientific aptitude and make learning attractive and accessible for girls. We believe that this will lead to women entering spaces where technology is being created, in turn making technology women-friendly.

During the workshops we conducted in schools last year we realised that girls from economically disadvantaged backgrounds did not have any space to explore and understand STEM and its use in life and needed to experiment. Our Lab was an answer to that need, with 19 girls who come to experiment, learn, get to use tools and create things. We organised supplementary classes after school to help girls who were afraid of failing in Science and Mathematics. Their conceptual understanding was weak and girls from 8th grade were not able to perform simple calculations that are taught in the 4th grade. With this timely intervention, the girls have started to grow in confidence, have started to handle tools and ask questions.

The Lab is still in its initial stages where we are experimenting with new ways of teaching STEM concepts to girls, trying to kindle their interest through fun activities, outings to science museums and showing the girls practical applications of STEM concepts they learn in school. So far, it has been very challenging. Besides the regular challenges that girls face in taking time out for their own learning, restrictions placed by their families due to which they miss classes often, violence at home and sexual harassment they face on the way, the poor education quality they receive in school has caused immense difficulties in working on STEM concepts. The girls are not able to read and understand their text books, they do not understand concepts meant to be mastered years ago and they are terrified of failing in school exams as this means their parents will discontinue their education and force them to get married. Quite

often the girls refuse to do any science experiment or learn maths concepts, but just want our team to give them answers to the questions that will help them pass their exams. Their parents also prefer to send them to paid tuition classes after school rather than come to the Lab. Despite these challenges, we have been pushing forward to inspire curiosity.



ADVOCACY TO SPREAD THE FEMINIST WAY OF LOOKING AT TECHNOLOGY

At FAT, our work is constant advocacy. Each one of our girls directly influences at least 5 family members. This year, we have organised public screenings of *Apna Haq*, the film made by our girls, and smaller, more informal screenings followed by discussions. Such events not only create a space for girls to be leaders within their community, they also break the stereotypes that girls cannot do technical work, inspiring more girls to work with technology.

As a part of our advocacy strategy, our team members write posts and columns, contribute to research by giving first-hand data and use every opportunity to bring our point across. This year, FAT was one of the partners who contributed to the project *IGNITE*, an initiative by our funder Global Fund for Women (GFW), to highlight and promote stories of change about women and organisations working in and around the promotion of technology for women. Stories of change from FAT's Tech Centre have been published along with an article by FAT titled 'Is there such a thing as feminist technology?' that illustrates the relevance and importance of having a feminist approach to technology—the motto that FAT has always believed in and works on. We published an article on "Internet and girls in the Tech Centre" which got published in *Netpehchaan*, an online

magazine. The published articles have helped build our follower base on Twitter as well get traction on our Facebook page. Building a strong base on social media has helped us reach out to more and varied stakeholders—women in tech fields, individual donors, volunteers and representatives from other funding institutions—wanting to know more about FAT and its area of work, and coming up with ways to contribute towards it.

- Our founder, Gayatri, attended the Asia Pacific Feminist Forum (APFF) organised by Asia Pacific Forum on Women, Law and Development (APWLD) in Chiang Mai, Thailand, in May 2014 and Urgent Action Fund's advisors meeting in Kathmandu, Nepal, in February 2015.
- Program Associate Shivani Gupta presented at the Ada Lovelace conference in Bangalore in November 2014 and Asia Safe Abortion Partnership's (ASAP) Youth Advocacy Institute in Mumbai, December 2014.
- Communications Associate Deepa Ranganathan attended People's SAARC in Kathmandu in November 2014, gave a presentation on how technology is being used to reach out to young girls in the CEDPA National Learning Conference in December 2014.
- Our team gave a talk on 'women, technology and feminism' for students of Lady Sri Ram College in Delhi in August 2014.

Our partnerships with other women's rights foundations are getting stronger. Many of our team members regularly attend training programs organised by other women's organisations, thus building a stronger understanding of feminist issues. This year, as the girl's campaign against Early and Forced Marriage is being planned, we have seen an increase in the number of partnerships to take the campaign forward.

The success of "Apna Haq" has helped FAT become a known, established and trusted name among the communities we work with and has also helped us in acquiring the trust of additional donors. Some of our newer donors are MATCH Foundation, EMPOWER Foundation, American Jewish World Service, and the David and Lucile Packard Foundation.



SCALING UP: A NEW THINKING

Through our work over the last four years in the Tech Centre, we have established a unique model of integrating technology education with feminist rights learning to empower girls and young women. As we see the impact of this program in the form of new leaders emerging in the community and within our organisation, we see the potential of expanding this model to other regions as a way to promote girls' leadership for girls' rights. We feel that we need to influence many more grassroots organisations and leaders to explore a feminist approach to technology if we want to eventually increase women's participation in the use, creation and decision making around technology. And more specifically, we need to learn how to take this dialogue to more marginalised and excluded women by learning from the experiences of other stakeholders. With this objective, we decided to start exploring the potential of expanding our geographic and demographic reach. We started with trying out a partnership in Gujarat to replicate our Tech Centre model hoping to learn how to expand our model in a different setting. We are also working on a feasibility study on how our work can be replicated in Jharkhand including newer programs we can support and run.



GUJARAT TECH CENTRE - OUR FIRST PARTNERSHIP

In 2014 we started a new Tech Centre in Vadodara, Gujarat in partnership with Sahiyar Stree Sangathan, a women's group started in 1984 that works with adolescent girls through a leadership development program. FAT set up the centre for Sahiyar, shared and adapted our curriculum for them, trained their trainers and guided them for the first 6 months, enabling their team to run the classes there regularly. This was the first replication of our Tech Centre. A total of 33 girls participated out of



FAT Team interacting with Sahiyar Stree Sangathan team.

which 30 completed the full training. Our aim in Gujarat was to replicate our Tech Centre model in partnership with a local feminist organisation working with adolescent girls to understand and document the replication of the Tech Centre in other states. This new venture has provided great insight for us as the circumstances in Gujarat are very different from Delhi. Sahiyar predominantly works with Muslim women from areas of the city where there are constant communal issues. The program had to be suspended for a short while because communal clashes broke out in the area. It is far more difficult to motivate the girls in Gujarat to complete the course because they come from conservative families. However, because our local partner Sahiyar Stree Sangathan has been working in the communities over many years, they were able to bring girls to the centre as well as sustain their interest.

During one of our team visits to Vadodara, we organised a screening of 'Apna Haq', the film made by our Delhi Tech Centre girls on the lack of toilets



Girls in Gujarat during computer class.

in their communities. Watching the film, the girls in Vadodara were inspired to learn camera skills and make their own films. The replication has been coming along well so far despite challenges. Both organisations have different areas of expertise. The exchange of knowledge is opening up new areas for both the organisations and we are learning immensely from each other through this collaboration.



FEASIBILITY STUDY IN JHARKHAND

In partnership with Vikash Society for People's Development, we initiated a feasibility study to understand if our programs could be replicated or adapted in rural and urban Jharkhand. We collected detailed information on the local context, demography, terrain, socio-political & economic situation and technology based learning amongst the local population in general and young women in particular.

The FAT – Jharkhand Feasibility Study began in April 2014 with a reconnaissance conducted in all 5 subdivisions of the state. During the first part, an 8 person team visited various locations to get a basic understanding of the issues in the field and realities of the state. While FAT works on leadership and not on livelihood, we met with many self-help groups (SHG) and other women's savings groups, who saw FAT as a livelihood organisation. Even though livelihood and leadership are connected, we tried

to emphasise that our work focused directly on leadership of adolescent girls and capacity building of groups working on women's rights.

The feasibility study to understand the local context of Jharkhand and explore the possibilities of extending FAT's programs was completed in selected areas of the five sub divisions (Simdega, Giridih, Palamu, West Singhbhum and Sahibganj) of the state. The study explored the possibilities of replicating the four primary programmes of FAT, i.e, Tech-Centre Program for adolescent girls from marginalised backgrounds; the School Intervention Program promoting interest and opportunities for girls in STEM subjects; technical Knowledge and support programs to women-led organisations; and Policy Advocacy on women's participation, access and leadership in technology.

The data collection for the study took place between May and July 2014. NGO heads/staff, school officials, government officials, community leaders, social activists, and women professionals



The Feasibility Study Team taking a break under a Mahua tree.



Participants of Jharkhand State Consultation on Women and Technology.

were individually interviewed. We also conducted group discussions with adolescent girls' groups including dropouts, school (6-10 class) students, college students, women's groups, teachers, and parents. A secondary review of available government schemes and policies for adolescent girls and young women in Science & Technology was done during the same period.

Following the data collection and initial analysis, four local consultations at district level were conducted in Chaibasa, Hazaribagh, Daltongunj and Dumka between July - August 2014 to get local NGOs' inputs for our study. A state level consultation was organised in September 2014 at Ranchi to share the findings and discuss plans for adaptation in Jharkhand with selected partner organisations. This consultation helped us to further validate our results and to brainstorm with local stakeholders the possible strategies FAT could use when adapting its programs in Jharkhand.

This project has helped the FAT team to understand the local realities for the women and girls of Jharkhand, the linkage with livelihood and unstable political situation, existing government schemes for women and girls in the state and the reasons behind the lack of their implementation. We have also made contacts with local organisations and



Interviewing women during recce

groups who have given various inputs in the study and are also keen to partner with FAT to implement the programs in Jharkhand.



TEAM CAPACITY BUILDING

As FAT has grown, we have tried to build the organisation as a space that nurtures young women's leadership and align our internal policies with the priorities of our programs. We are actively engaging the Level 3 participants of our Tech Centre in team

building activities so that they can contribute to the organisation's growth and build their skills to join the team in future. Several workshops and sessions have been conducted in order to enhance the team's knowledge and information around various human rights issues as well as develop their skills needed to run an organisation. This not only includes the core team members, but also some distinguished alumni from our Tech Centre. Many team members and emerging leaders also attended training programs organised by other organisations.

Some of the team capacity building activities organised internally were:

- A session on understanding rights based approach.
- A half-day training session on understanding society and social phenomenon through lens: telling powerful compelling stories through the audiovisual medium of documentary filmmaking.
- A training on strategic and organisational planning.
- A training on expressing self and telling stories through social media
- A two day training on Convention on the Elimination of all forms Discrimination Against Women (CEDAW)
- One day training on 'Fundraising: offline and online', showing how using different tools, methods and techniques could be used effectively.
- The entire team went on a team building retreat to Goa for a week.

Training programs attended by team members were:

- Deepa, Communications Associate, attended a Sexuality, Gender and Rights Institute (SGRI) training in Mumbai organised by CREA and also travelled to Kathmandu for a People's SAARC training.
- Palashi Vaghela, Jugaad Lab Associate, attended a five-day residential training on Gender, Sexuality and Gender-based violence organised by Nirantar.

- Anima and Rekha, Tech Centre Interns, attended a training on Digital Storytelling.
- Faiza Maher, HR Associate, and Lokesh, Accounts Associate, attended a Legal Compliance training organised by The David and Lucile Packard Foundation.

CHALLENGES THAT MADE US STRONGER

This year was crucial for us as we added many new programs but had very few people and low resources. Receiving funds from foreign donors needs a clearance under the Foreign Contribution Regulation Act 2010. While we applied for our FCRA certificate in 2011, our application was finally cleared in 2014. Until now, we had been operating mainly through volunteer support, money earned through consultancy services we provided to other NGOs, using the funds we raised locally or were able to receive after getting prior permission from the FCRA Department. Getting the FCRA certificate this year finally helped us to start many projects that had been withheld for long.

While our objective behind starting the Jugaad Lab was clear, we did not have the human resources with technical skills needed to run the project. The person who took the lead in ideating the Jugaad Lab left the organisation and her replacement had to struggle to pick up the project midway, build her own skills to run the project and build a rapport with the girls.

Our founder, Gayatri Buragohain, was working full time as the Executive Director of another NGO, Foundation for Social Transformation in Guwahati while also running FAT. It was challenging to take time to remotely give the constant support needed by the small and young team and handle her double workload. The small team of young leaders had to find their own solutions to many problems. Support from board members, who gave a substantial amount of pro-bono time to manage the administration of the organisation kept the team going during this time. However, this was also an opportunity to see the potential of young women leaders, trust their ideas and energy, and create the environment for them to take a lead. It was a trying time, but it was also a learning experience.



STORIES OF CHANGE



SUMMI, a budding young feminist is a part of our Tech Centre and engages with our latest project, fighting early and forced marriage. A fiery spirit and an

independent woman, Summi has always been deeply interested in gender equality as she has seen and faced restrictions just because she is a girl. She heard about the Tech Centre from girls in her neighbourhood and came to join despite her family's opposition. She is very active, always volunteers to be a part of any activity that happens at the centre. Whatever Summi learns at the centre, she teaches all her classmates, neighbours and relatives. She is the only girl in her Muslim neighbourhood who speaks about gender equality, for this she faces harsh remarks and scoldings from her family, but she faces all with a smile.



AFSANA is a 17-year-old who attends classes at our Tech Centre and is also associated with the FAT girls' project on fighting early and forced marriage. A cheerful girl

and a quick learner, Afsana says that the pressure to get married is much lesser in her household than the pressure to drop out of school. Her two elder sisters were forced to drop out of school in grade five as there is no custom of girls continuing their education beyond a certain age in her family. Since joining FAT and being engaged with FAT, Afsana has understood the importance of a girl to be educated and has begun raising her voice against

gender discrimination in her home. She is the only girl in her family who is still continuing school and wants to be a lawyer someday.



POONAM, a 17-year-old shy and budding feminist has been a part of our Tech Centre for over a year and is also a part of the early and forced marriage project. Poonam used

to be scared of stepping out of her house alone fearing harassment, she tagged along with her best friend. If her best friend skipped classes for the day, Poonam did the same. Today, she is confident and secure in her personality, she independently comes to the Centre without anyone's help or company. Poonam now says she recognises how discrimination operates in her family when she sees her elder sister facing prejudice for being darker and 'less pretty' than her—a factor that was a cause of a rift between the two sisters at some point. Today, she is the biggest support for her sister and has begun to speak out against any inequality she notices both inside her home and in her community.

NANDINI* is a student of VIII grade living in the Tamil Basti, Jal Vihar Lajpat Nagar. A slum along the railway tracks, this community is considered unsafe for girls and women, with multiple cases of rape reported. A majority of the girls are not allowed to go to school, and instead, are forced to do domestic work. It is also said that a lot of the men in the community are not just generally violent, but are also used by local politicians as goons or mafia. One mafia leader, who has allegedly molested many girls and older women, broke into Nandini's house in an attempt to rape her. Nandini's shouts woke her family, but he escaped before they could catch him. She became a target and it was difficult for her to continue with school or the Lab. When she informed the FAT team we encouraged her to file a police report, but her parents were scared and did not want to take action. Nandini, with

support from FAT convinced her mother to file a case against him. The police, scared them further instead of filing a report, narrating stories about how the accused had taken revenge against those who stood against him, even policemen. Nandini was determined to take action, so FAT spoke to various women's rights lawyers to find out how the goon could be held guilty for his crimes. After sustained pressure, he was arrested and there were many court hearings. After about six months he was released from Tihar Jail. Upon release he threatened Nandini and her family, forcing them to relocate for their protection. Today Nandini continues to go to school and attend the Jugaad Lab and is still trying to get the man arrested. Her battle is long, but her courage inspires us to do more for girls in situations like hers.

*Name changed



VINEETA is an 18-year-old girl who comes from a conservative family. Vineeta had to develop a fighting spirit from an early age, being raised in an environment that restricted

everything for her, her greatest struggle has been to convince her parents to let her come to the Tech Centre. Initially, Vineeta was always very quiet during classes in the Tech Centre and sat in a corner. Now, Vineeta speaks openly about challenges in her life and shares her opinions on different topics in the class. She is determined that she wants to work as a social change professional like all the team members of FAT. This year, Vineeta and her friend Simran took the lead in mobilising girls in their community as Level 1 students which has meant that the highest number of girls in the new batch is from their neighbourhood.

SHANTI is 14 years old but looks closer to a nine. When she had initially joined the Tech Centre, she used to keep to herself and be very scared. After few months, when she realised that she could open up here, she transformed into the most lively

and chatty girl constantly demanding attention. Girls from her neighbourhood shared with us that she is still quiet at home and is very scared of her brother who beats her a lot. Once the Jugaad Lab started, Shanti moved from the Tech Centre to the Jugaad Lab. Soon our trainer began to notice that she would complete all experiments and project work much before others in the group and even understood complicated science concepts easily when explained in simple Hindi. She was nicknamed 'Little Einstein' by her trainer who had high hopes for her. But even as the trainer was willing to put in extra time to teach Shanti, she started to miss classes regularly and eventually dropped out.

STORIES FROM GUJARAT

Where our partners run the program with assistance from us.

MAHENOOR SHEIKH lives with her family of five in Ektanagar, Vadodara. Her father wants her to become an IPS Officer. "Before coming to Sahiyar's Computer Class, I used to get angry at little things, used abusive words and even used to hit people. But after I got to learn about computers, I help other girls in the class if they can't understand anything. I share my views on discrimination with my mother and other people."

KHUSHI CHAUHAN lives in Ektanagar Vistar, Vadodara, with four members of her family. "It's been two months that I have been coming to the computer classes in Sahiyar and I have realised that if I want to grow in life, hard work is very important. I hope to learn all good things here and wish to apply them in my community. It's my dream to become like my teachers and do good and bring justice to people."

KULSUMBANU MAKRANI also lives in Ektanagar Vistar with her five family members and both her parents work. Kulsum is named after her grandmother who died before she was born. "Now I am not scared of anybody. Now I feel that if ever I face any kind of harassment, I will raise my voice against it and be strong."



THE TEAM THIS YEAR

The following people worked with FAT during this period, at different times, in paid and unpaid positions:

Anupriya Ghosh
 Asha Tiwari
 Bhawana Prajapati
 Deepa Ranganathan
 Faiza Maher
 Gayatri Buragohain
 Lokesh Chawla
 Mansi
 Palashi Vaghela
 Risha Samanta
 Shambhavi Singh
 Shivani Gupta



GOVERNING BOARD THIS YEAR

Gayatri Buragohain
 Hassath
 Kavita Dasgupta
 Renuka Motihar
 Rambishnu Sasmal
 Rita Banerji
 Simrita Gopan Singh
 Vineeta Bal



AUDITED ACCOUNTS

MALHOTRA & ASSOCIATES
CHARTERED ACCOUNTANTS

309, DELHI CHAMBER, DELHI
GATE, NEW DELHI - 110002.

FEMINIST APPROACH TO TECHNOLOGY SOCIETY :: NEW DELHI
BALANCE SHEET AS ON 31ST MARCH, 2015

LIABILITIES	AMOUNT	ASSETS	AMOUNT
<u>CAPITAL FUND - Op. Balance</u>		<u>FIXED ASSETS</u>	
Addition during the Year	58,423.00	As Per Schedule Attached	553,299.00
Less : Depreciation	705,684.00		
	<u>210,808.00</u>		
		<u>CURRENT ASSETS</u>	
<u>GENERAL FUND</u>		Security-Rent and Other Advance	231,735.40
Op. Bal. As On 01.04.2014	378,254.84	Cash - in - hand	10,926.88
Add : Excess Of Income		With ICICI Bank FCRA A/C	7,620,958.65
Over Expenditure	<u>7,984,675.65</u>	With ICICI Bank Society A/C	<u>531,704.96</u>
			8,395,325.89
<u>CURRENT LIABILITIES & PROV.</u>			
Sundry Creditors	32,395.40		
TOTAL.....(RS.)	8,948,624.89	TOTAL.....(RS.)	8,948,624.89

FOR MALHOTRA & ASSOCIATES
CHARTERED ACCOUNTANTS

(Ashok k. Malhotra)
Prop.

MALHOTRA & ASSOCIATES
CHARTERED ACCOUNTANTS

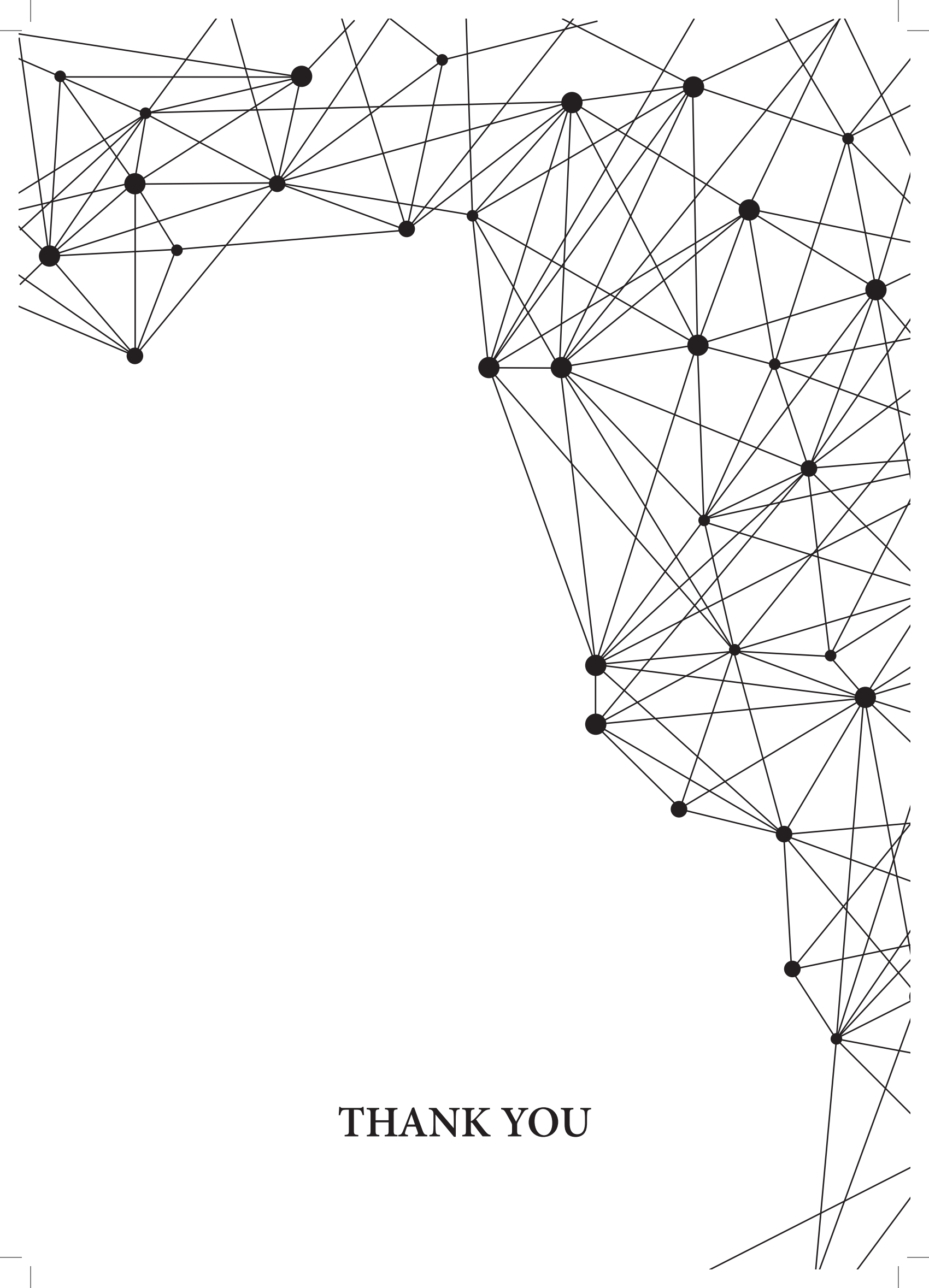
309, DELHI CHAMBER, DELHI
GATE, NEW DELHI - 110002.

FEMINIST APPROACH TO TECHNOLOGY SOCIETY :: NEW DELHI
INCOME & EXPENDITURE ACCOUNT FOR THE YEAR ENDED ON 31st MARCH, 2015

EXPENDITURE	AMOUNT	INCOME	AMOUNT
<u>AJWS's Empowering Girls Through Technology and New Media - Grant No. - 9358</u>		<u>Grant-In-Aid</u>	
Meetings / Workshops/ Trainings	113,637.00	Received during the year from :-	
Personnel	128,636.00	American Jewish World Service (AJWS)	1,548,250.00
Equipments	73,000.00	Global Fund for Women (GFW)	1,482,256.73
Admin Overheads	34,110.00	GlobalGiving	380,450.01
		South Asia Women's Fund (SAWF)	452,002.68
		The Packard Foundation (TPF)	6,071,762.03
		Virginia Gildersleeve (VGIF)	445,012.97
		Donation & Contribution	124,575.00
		Training & Technical Support	150,000.00
		Bank Interest	50,645.00
		Membership Fee	150.00
<u>GFW's Innovation (Jugaad) Lab</u>			
<u>Grant number: 14-49393R</u>			
Meetings / Workshops/ Trainings	8,785.00		
Personnel	105,000.00		
Travel cost	12,371.00		
Consultancy fees	61,000.00		
Communication	3,454.00		
Equipments	15,763.00		
Admin Overheads	50,351.00		
	256,724.00		
<u>GFW's General Support</u>			
<u>Grant number: 15-49566R</u>			
Personnel	30,000.00		
Travel cost	1,200.00		
Consultancy fees	184,832.00		
Admin Overheads	5,161.00		
	221,193.00		
<u>GlobalGiving's Young Girls Fight Against Early Marriage - Grant No. - 18018</u>			
Equipments	356,671.00		
	356,671.00		
<u>SAWF's Grant For Building Capacities of Young Feminists</u>			
Program cost	225,298.00		
Personnel	30,000.00		
Admin Overheads	43,603.77		
	298,901.77		
<u>TPF's Girls Fighting Early Marriage using Media - Grant No. - 2014-40646</u>			
Meetings / Workshops/ Trainings	125,236.00		
Personnel	544,077.00		
Communication	8,074.00		
Consultancy fees	75,000.00		
Admin Overheads	84,193.00		
	836,580.00		
<u>VGIF's Training of Young Urban Poor Girls in Vadodara, Gujarat</u>			
<u>Grant No. - 2014-15880</u>			
Meetings / Workshops/ Trainings	47,810.00		
Equipments	260,250.00		
Travel cost	30,215.00		
Admin Overheads	4,092.00		
	342,367.00		
<u>Society Account</u>			
Meeting/Workshop/Training	28,279.00		
Administration Overhead	21,513.00		
Printing & Stationery	1,000.00		
Communication	7,817.00		
	58,609.00		
Excess of Income Over Expenditure	7,984,675.65		
TOTAL.....(RS.)	10,705,104.42	TOTAL.....(RS.)	10,705,104.42

FOR MALHOTRA & ASSOCIATES
CHARTERED ACCOUNTANTS

(Ashok K. Malhotra)
 Prop.



THANK YOU