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RECAP

A month before the pandemic was announced and almost two months before the nationwide lockdown happened, we had made the decision to transition to a girl-led organisation. We undertook many activities to strengthen our vision and mission and collectively devised a honeycomb organisational structure with the support of our OD consultant organisation. The entire team participated in this decision making process, where they reflected on their personal leadership journey and the model FAT would need to adopt as a girl-led organisation. It was just then that we started getting news of the pandemic. As everyone, we were worried and began taking precautions even as we prepared for the lockdown. From the 20th of March, we started hosting online meetings through Zoom every morning at 11 AM not just for the team but all our participants as well. We spoke about the pandemic, shared any scientific information we had, and discussed its impact on our communities and lives. We did not know it then, but these conversations set the tone for the year ahead. Before the year had officially begun, we had transitioned to an online medium, working remotely from homes but our focus remained on maintaining communication with every team member and participants of FAT and enabling the wellbeing of our community.

THE YEAR AT A GLANCE

Our year began with the entire world witnessing a full-fledged pandemic. We witnessed a slowing down of the economy, changes in way of working and a lockdown that impacted every person in the country. As we saw the pandemic impact lives and livelihood, soon one thing was clear - we would have to shift focus from our programs to crisis intervention. Drawing from our Young Women's Leadership Program (YWLP) Level 2 and its rich history of campaigns, we launched our 'Corona Nahi Karuna' campaign. In a first for FAT, the campaign was entirely planned and implemented online.

Through April, all of us were in 'campaign mode'. This helped us reach out to one another and support each other, even if only online. We faced challenges and we made mistakes but the campaign helped us build resilience. Thanks to the campaign, FAT continued to forge ahead even in the face of adversity.

One of the biggest challenges for us was adjusting to working from home. For many of our team members and participants, there was little space to spare at home. Added to that, we had to take some unpopular decisions - abruptly stopping the internship program and pausing all evaluations and hiring decisions. Despite the backlash we faced at the time, our singular focus was meeting the needs of our community. Those who were unhappy with our decision, especially our interns, understood with time that we were in a period of crisis as well as a period of growth.

While we dedicatedly focused on addressing our communities' needs, it was not an easy goal to achieve. We could not connect with many of our participants online. Addressing this challenge soon gave rise to some tough questions. How many people could we give phones to? How many times could we recharge phones? How many families would allow their daughters to get phones, accept recharges and attend online sessions? Apart from these difficult questions, we also had to adjust to the impact of working from home - physical and mental health concerns, violence at home, increased domestic responsibilities, and so much more. We struggled to bring everyone together.

By August, we came to a realisation - if we continued our focus on relief work, we were ignoring our focus areas and program interventions, and that was hampering the sustainability model and transition plans of FAT. This realisation led us to create a COVID Adaptation Strategy in August. We brainstormed, articulated the tasks and actions needed and made a plan to put the strategy into practice. We limited relief funds and shifted focus onto action projects that were aligned to our programs. Our participants could now gain programmatic learning, strengthen their leadership skills, and also have a source of income from this learning at the same time. This helped us build a system that reduced the financial stress of our participants but also complemented FAT's organisational focus.

Once this adaptation strategy was underway, we were also able to restart our organisation transition plan. Picking up after its abrupt halt, we recognised the new organisational needs for this work-from-home stage and adopted monitoring and support systems as well as enhanced staff skills.

A key part of this organisational transition plan, however, was revamping team structure. The new team structure broke free from traditional organisational hierarchies and capitalised on building a young women-led team. We divided the core team as well as all our consultants (part time or full time) into 3Cs - Champions, Coaches and Counselors.

————— *Our new team structure* —————



CHAMPIONS



COACHES



COUNSELORS

The Champions are our young people, most of whom have been participants in our programs and have built their own capacities through self learning. During this phase of transformation, the Champions worked on building their capacity for organisational decision-making. The Coaches were experienced individuals who supported the Champions in honing their skills so that they can handle the work of their portfolio. The Counsellors' role was to support the team and the participants for their wellbeing. By the end of the financial year, we had inducted many new people as Coaches, Counsellors and Champions. Seeing the impact the pandemic had on mental and physical health, we also started working on a wellbeing design framework and activities. This enabled building the skills of the peer group to support the team and participants to ensure their mental wellbeing.

IN SUMMARY

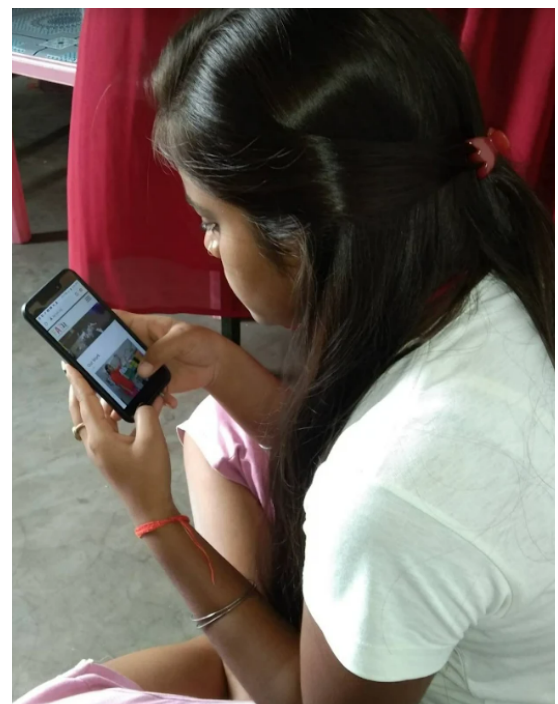
The pandemic hit and we responded to the crisis in a manner characteristic to FAT - innovatively and untraditionally. We designed and implemented our dream structure for the organisation and this influenced all our organisational strategies. We managed to come out of the first year of the pandemic stronger and in 2021-22, we have plans to take our work and transition forward with this strong foundation.

GIRLS IN STEM

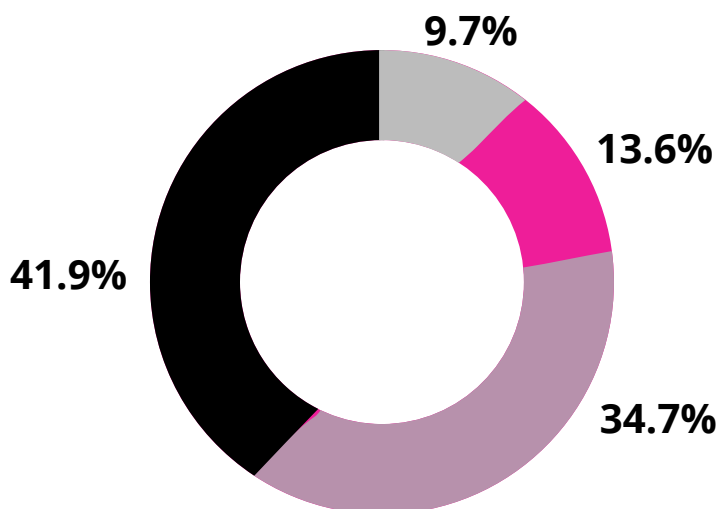
The Girls in STEM (GiSTEM) program aims to increase the participation of girls from vulnerable communities in STEM fields. We work with girls in the age bracket of 10 to 15 years across three different stages of learning (Levels 1, 2 and 3), where young adolescent girls are taught different STEM concepts through interactive and hands-on experimentation. We believe that the increased participation of girls in STEM brings about a cultural and systemic change in society.

The onset of COVID-19 affected many families in the communities we work with. Most of our participants' family members are daily wage workers and the lockdown affected their ability to earn and support themselves. Seeing this, we were compelled to stop our normal operations, which included running the Level 1, 2 and 3 programs in the Girls' Makerspace and the three Community Jugaad Lab hubs.

We shifted the GiSTEM program entirely online. However, this was challenging for our participants as most of them did not have access to the required devices or internet connection to join GiSTEM program sessions. This was also one of the reasons why our participants found it difficult to continue schooling as well. In order to bridge this gap in accessibility, we provided participants with tablets, internet recharge facilities, and other required technological accessories. It was a challenge to buy equipment like tablets for the participants and this challenge was exacerbated by the lockdown, funding gaps and multiple concerns about the online safety of children and misuse of the devices.



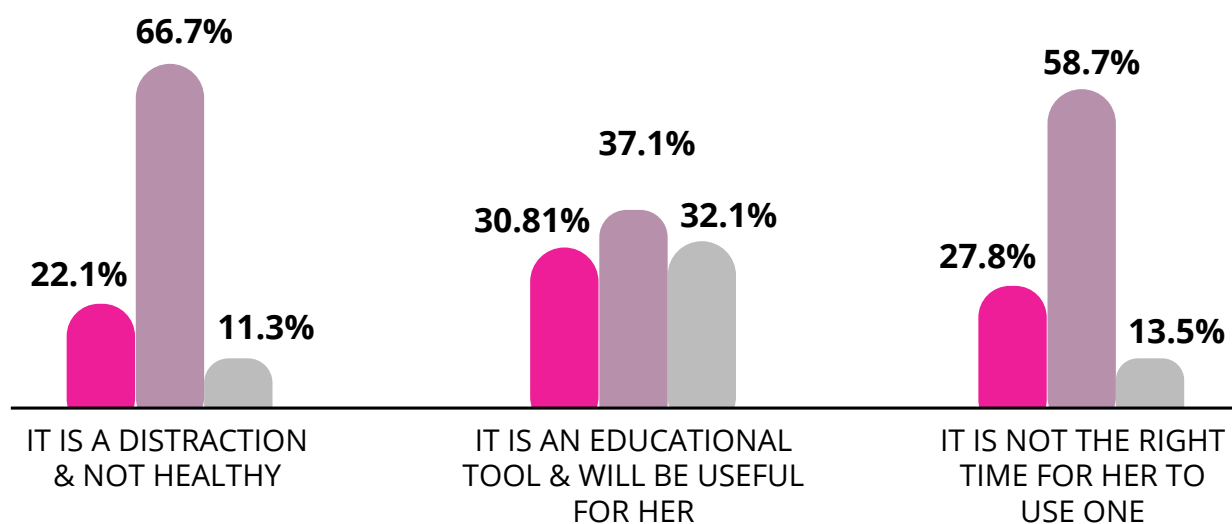
Some parents also raised concerns about girls spending too much time on social media platforms and chatting with friends. Keeping these concerns in mind, we established parental monitoring guidelines before providing tablets in July 2020. Both parents and students also participated in a session on effective usage of communication devices, digital etiquette and safety. We also installed an app to prevent inappropriate content access and allocated screen time based on international and national guidelines.



DURATION OF ACCESS OF FAMILY MOBILE PHONE TO GIRLS

1-2 days a week
2-5 days a week
3 hours a day
less than 1 hour a day

Most parents have a negative perception around the use of mobiles, attributing it to an 'unhealthy distraction' for the adolescent girl



Data from a survey conducted by Centre for Catalyzing Change (C3) in association with Digital Empowerment Foundation (DEF) to understand the digital gap that India's adolescent girls face

Distributing devices allowed us to engage with participants through online discussions on COVID-19, STEM sessions based on the Level 1 curriculum, and educational support for their online schooling. Participants learnt how to operate tablets on their own with some guidance from the GiSTEM team and soon began joining classes through a host of platforms like Zoom, Google Meet, and WhatsApp. One of the biggest successes for us was their ability to continue their schooling.

Online School Support System

Considering how the virus affected the lives of school students, we decided to have an Online School Support System. This intervention addressed concerns related to schooling as well as staying at home throughout the day. As most of the schools remained closed from March 2020, many of our participants struggled to complete their homework or take the tests given by their schools. With the help of 5 supporters from the same community who assisted GiSTEM participants in school education, this intervention was able to reach 40 participants of Level 1 and Level 2 and helped retain their interest in schooling. Participants committed to join daily school classes and were able to complete their school homework and tests on time.

We conducted life skills sessions for the participants where we hosted conversations regarding overall wellbeing and strengthening one's immune system during and beyond the pandemic. These sessions reached out to 88 participants.

Based on participants' self-assessment and facilitators' feedback, a total of 8 participants have shown changes in gender norms/attitudes and practice and 28 participants out of 45 respondents have shown an interest in future education and career in fields related to STEM.



Women in STEM

Providing our girls with exposure to resource persons and other platforms of learning is integral to our ethos at FAT. In keeping with this, we hosted Sangavi, a young engineering student, for a Women in STEM talk. Sangavi worked on the technical team for the launch of Asia's first Balloon Satellite project and is recorded in the Asia Book of Records in 2019. Sangavi shared her story and the girls understood more about women working in STEM.

New spaces for Girls in STEM participants

We successfully found four places in Delhi (KTC, Nehru Nagar, Okhla and Srinivaspuri) within our communities for the three Community Jugaad Labs and one Maker Space. We shifted our operations to the four places reaching out to 82 participants from 6 communities (Ashram, Jal Vihar, Nehru Nagar, Okhla, Srinivaspuri and Zamrudpur) in South Delhi. Even as we allocated the Community Jugaad Labs to our interns and gave them the responsibility of operations, COVID-19 brought this project to a halt.



Gender STEM Fellowship

We conceptualised the Gender STEM Fellowship in March 2021 along with one of the GiSTEM funders - EMpower. The project was formulated after conducting a rigorous needs assessment to understand the requirements of and the expected outcomes from the Fellowship. This assessment involved visiting different organisations, understanding their requirements, conducting online meetings, and implementing a questionnaire that sought to understand the level they are at currently, to help in the co-creation of the curriculum with EMpower.

OUR RESPONSE TO COVID-19

When COVID-19 hit, we had to adapt our programs to the lockdowns, local realities and decreased mobility of our participants. We capitalised on our existing network of trained young women (17 to 25 years old) in poor and isolated communities and provided phones and recharges to as many as we could. This helped them adapt to the new normal of online operation and join online training, and helped us build a strong community of 80 people!

Apart from the disruption in education, loss of household income was a significant stressor for participants and their families. To mitigate this, we started providing relief in mid-March 2020 for those who required it. We worked on supporting them for their essential needs such as medication and rental assistance as well. As a result, all our participants were able to focus on their studies and families no longer faced the fear of hunger.

From March 2020 to December 2020, we supported 112 families with dry rations, hygiene kits, house rent, scholarship, phone and/or internet recharges.

All young leaders were part of the process of assessing and analysing the volume and cost of rations needed by a family through a format that they created. The format put down a list of survival essentials and calculated the per person cost. Funds for relief were then allocated based on this calculation. This method was adopted until July. However, we soon realised that this process forced us to focus all our resources and time only on relief work. Recognising the unsustainability of this, a new strategy was devised.



S. NO	RELIEF FUND SUPPORT	TOTAL PARTICIPANTS
1	Ration Relief Support	357
2	Medical Relief Support	33
3	Other Relief Support	8

‘Corona Nahi, Karuna’ campaign

The pandemic brought to light the importance of compassion, empathy and being together. In light of the impact on communities due to misinformation and lack of access to information, we reached out to our funders and requested them to convert program funds into core funds. With their support, we launched a campaign – Corona Nahi, Karuna! (Not Corona, But Compassion) to create awareness about COVID-19.

‘Corona Nahi, Karuna’ was started because our society was being engulfed in violence, racism, food insecurity, rumours and fear. In the meanwhile, we noticed that if girls are provided with leadership skills, knowledge and monetary support, they could help their communities during such difficult times. They can work beyond the roles of ‘daughter’, ‘daughter-in-law’, and ‘wife’.

- Priyanka, Staff member at FAT and an alumna of YWLP

Through this campaign, we communicated with participants to ensure the wellbeing of their families. We also conducted online sessions to understand the science behind the pandemic and the precautions to be taken. We discussed the prevalence of fake news and myths and responded by strengthening our learning of STEM subjects. We also shared puzzles and DIY activities that they could try using resources readily available at home. 67 participants were a part of the online campaign and 43 participants worked in the community to help people around them. On March 8th 2021, almost one year after the start of the campaign, we launched a film by the same name that captured the campaign’s key takeaways. The launch was on Zoom and was attended by participants and their family members.

The campaign ‘Corona Nahi, Karuna’ helped more than 500 young women and girls in the network of FAT with leadership building, relief and scholarship support.

Together, our team through the 'Corona Nahi, Karuna' campaign built awareness in our communities about COVID-19 response and recovery measures, reaching 2,063 people in-person and 2,452 people online. The awareness campaign taught people about government schemes related to relief supplies. Following this awareness, we supported 1,292 families with applications for government schemes. Of these, 1,038 families have managed to receive benefits through these schemes.

Girl-led panels for building decision-making skills

Over the year, especially for relief work and other support during the COVID -19 initial stages, we created three panels of participants and staff to understand decision making processes, enable collective decisions and foster cross-geography conversations. The panels employed a voting system and had more participants than staff empanelled. These three panels addressed COVID-19 relief funds, scholarship support, and phone recharges.



COVID-19 RELIEF FUND PANEL

4 participants
+ 3 staff members



SCHOLARSHIP PANEL

4 participants
+ 3 staff members



PHONE RECHARGE PANEL

3 participants
+ 2 staff members

These panels had their own standard operating procedures, which consisted of fund management policy, outreach protocol, application formats, disbursement formats and reporting formats. Participants of the panel were trained on community engagement and were encouraged to carry out community-based activities during the training period. The initiative saw many benefits – improved decision making and objectivity, increased participation in meetings through Zoom, better communication with the community, and improved comfort with large data sets on Excel. The young women leaders of FAT showed a great sense of responsibility towards the community as well as commitment to the process by participating in meetings, undertaking follow up conversations and adopting voting mechanisms in decision making.

FUNDS DISBURSED THROUGH THE PANELS

Rs. 31,30,000 for relief

Rs. 29,50,000 for rations

Rs. 1,36,000 for medical expenses

Rs. 2,50,000 for phone recharge

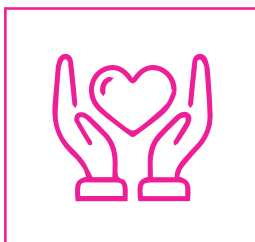
Hello Didi

As an extension of our focus on wellbeing, we launched the Hello Didi project. Through the Hello Didi project, Badi Behens selected from the Young Women Leadership Program (YWLP), provided support and guidance to the Choti Behens from the GiSTEM program. This entailed peer support, peer learning, problem-solving and wellbeing-related issues. A toolkit was been created through which the Badi Behens are trained. Using the new skills learned in the training, the Badi Behens trained five other Badi Behens who can later guide more Choti Behens from the GiSTEM program.



The Hello Didi project had 5 participants from GiSTEM and 5 from YWLP from December 2020 - March 2021. The 5 participants from YWLP were from Jharkhand, Bihar and Pune and the 5 Participants from GiSTEM were all from Delhi.

HELLO DIDI VALUES



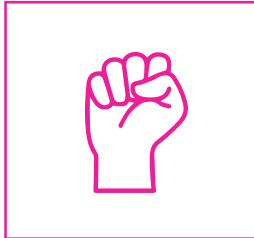
COMPASSION

Compassion motivates people to go out of their way to help the physical, mental, or emotional pains of another and themselves. Compassion is often regarded as having sensitivity, which is an emotional aspect to suffering.



EMPATHY

Empathy is the capacity to understand or feel what another person is experiencing from within their frame of reference, that is, the capacity to place oneself in another's position



COURAGE

Courage is the choice and willingness to confront and the ability to act



JOY

When you practice joy as a core value, you embrace real contentment not because you are happy, but you have reached a destination within yourself that creates a profound reality, peace, and hope. You can feel joy even if you are experiencing sadness, joy means that you open your heart

The expected outcomes of the project were:

- Creating a safe and nurturing environment/space where GiSTEM participants can get guidance or support in day to day life challenges from YWLP participants
- Each participant of GiSTEM will have one Badi Behen or guide from YWLP to whom they can reach out for help/ guidance
- Building a relationship between Choti Behen and their parents so that parents have confidence, believe in their daughters and also encourage them to discuss their (daughter's) personal problems or challenges in an approachable way with Badi Behen
- Establishing awareness and understanding in participants and their parents so they know the importance of mental, emotional and physical health through self care
- Creating a sisterhood/behenchara environment for participants that includes fun and something which everyone looks forward to

Wellbeing for FAT

Against the background of the pandemic, FAT's focus on wellbeing only grew. We put together a Wellness Study Report based on the findings of our research as well as our learnings from community and individual sessions. The Wellbeing Report is useful in that it gives clarity on the current state of wellbeing in FAT community. It has also given attention to existing structures and processes supporting wellbeing and how all systems can be improved. This report can help the FAT community to understand what it means to create wellbeing for an individual which can further create wellbeing in the whole community. It can help in taking proactive measures to create a resilient community and handle crisis effectively.

The report also highlighted the need to build synergy for the members in the community to practice wellbeing proactively for self and also talk about it to others. This will further enable individuals' growth and development in their personal, professional and social life, as these components are interconnected and create overall wellbeing. wellbeing of an individual is going to enhance the processes that promote wellbeing of the FAT community resulting into wellbeing of the society and the ecosystem at large.

Our research revealed that the FAT community particularly needed support in the areas of intellectual, social and psychological wellbeing. We recognised the need to have wellness teams within the community to enable all components of wellbeing. These teams would design and implement processes to support the wellness activities on a weekly basis.

Leading from this research, we co-created a wellbeing framework specifically designed for our community. We also on-boarded a professional counselling psychologist as a consultant to provide psycho-social support for the increased psychological issues in the community during COVID-19. The FAT Wellbeing Panel was formed with this consultant, a member of our staff, a participant from GiSTEM and another participant from YWLP. The panel focused on designing and implementing systems, structures, and processes to ensure wellbeing within the community.

A panel of three young professional psychologists were invited to hold a session on psychological wellness for the FAT participants and staff. Apart from creating a platform for the participants and staff to learn about wellness, the Wellness Panel would be providing the required psycho-social support to FAT staff and participants.

Individual and group counselling support was provided to 6 participants from Jharkhand and Bihar to help them deal with trauma. This was with a sole purpose of supporting the girls and helped establish a strong sense of being amongst them. It still requires an on-going support system.

WELL-BEING TRAINING BY EMPower

A Compassionate Counselling Program for Trainers and Development Sector Practitioners was conducted by Antarang Foundation in Hindi in partnership with Inner Space and supported by EMPower. The online 8-session Train the Trainer program was based on the principles of Mindfulness and Compassion. It was focused on building the mental health and resilience of FAT staff, and was especially helpful to trainers and facilitators to support those whom they work with.

As part of our commitment to wellness, we also conducted a session on trauma called “Voices of Silence” which was attended by 16 team members. Everyone found it helpful and communicated their interest in more such sessions. We also conducted a wellbeing panel session with 62 people, both participants and staff, to spread awareness and take a proactive approach towards maintaining wellness for oneself and others.

Due to COVID-19, our participants faced technical challenges such as poor internet connection, lack of access to digital devices, and insufficient space in their phones. In addition, participants dealt with poor health due to a lack of proper nutrition. Several participants also faced pressure to get married, increased incidence of domestic violence, mental and emotional stress because of household work, family taunts, and financial problems. In this scenario, peer support became critical for FAT to address these issues. The wide network of the larger FAT community enabled our participants to help each other and handle this crisis among themselves. Participants took complete ownership of this task, have emerged as strong leaders and demonstrated the ability to form their own collectives.

Leadership Training during COVID-19

As a step towards continued leadership development of the participants, Level 2 bridge course was introduced to address the learning gaps in FAT's existing Young Women's Leadership Program (YWLP) Level 2 participants and some of the participants who had dropped out after Level 1, so that they can apply for Level 3. Subsequently, the applicants who did not get selected for Level 3 were also included in this to help them reapply for YWLP Level 3. Under the Level 2 bridge course, we have so far conducted sessions on menstrual health, women's rights, sexuality, relationship and intimacy, gender violence, feminism and intersectionality, understanding the purpose of women's movement and collectivisation. The objective of this course is to help the participants build a deeper understanding of sexuality, feminism and intersectionality so that they can link their own issues with the women's movement.

FAT continued to focus on supporting participants in their journey to become changemakers in their communities. We conducted 3 leadership training workshops for 60 participants on Sexual and Reproductive Health and Rights (SRHR), Legal Awareness, and Leadership Development. Participants were engaged in multiple online activities and confidently shared their learnings with peers and the larger community after the training.

RADICAL TRANSFORMATIONAL LEADERSHIP

Radical Transformational Leadership Stage 1 is an innovative leadership program. This is a unique transformation-oriented, learning-in-action program that grounds us in our deepest values and existing expertise, enables us to hold multiple perspectives and guides us in designing cultural and system-level changes. This social transformation program is designed to unleash the full potential and ethical leadership in ourselves and inspire others to do the same.

It provided participants with approaches, templates and tools to expand their reach and impact, by shaping a breakthrough initiative, which transforms how they lead their projects and make a difference locally and in the world.

6 staff members attended the RTL Stage-1 Workshops. 3 staff members were also part of RTL Live Webinar Series 2020 - Courage to Create Alternatives, speaking on the topics of Joy of Learning, Bridging the Digital Divide During COVID-19 and Beyond, Joy of Serving respectively.

YOUNG WOMEN LEADERSHIP PROGRAM

Young Women's Leadership Program (YWLP) aims to build feminist leadership by giving new age technology skills to young women, helping them understand their rights and then demanding them. The program is divided into three formal levels. However, even YWLP's programs had to be adapted for the pandemic. We needed to take into account our temporary focus on relief efforts and the needs of our communities in the middle of a pandemic, so the program also modified itself to suit the needs of the time.

After continuous feedback from participants and subsequent brainstorming sessions on how to adapt the program to the emerging realities with them, in July 2020 we developed an adaptation strategy for relief taking into account the current challenges of girls we serve and feasible solutions. This new strategy included an innovative intertwining of COVID-19 relief efforts and entrepreneurship skills along with our existing focus on feminist leadership training and 21st-century technology skills. We moulded our programs keeping in mind the safety norms and online mode of working. YWLP was crafted into smaller projects with training in online spaces.

Livelihood Action Projects during COVID-19

Livelihood Action Projects were started to support YWLP participants who were facing financial problems during the pandemic while simultaneously building their entrepreneurship skills. We focused on specific skills that could be tied to paid action projects and helped girls understand their ability to deliver professional work. The four Livelihood Action Projects were Story Writing, Tech Skill Tutorials, News Analysis, and Filmmaking.

- **Story writing:** Participants learnt basic writing skills and creatively shared stories of resilience from the pandemic. Following their training by an external resource person, each participant was given a paid project to write stories. 10 girls from Jharkhand participated and they wrote 21 stories. FAT also published these on the blog page of the website and in Feminism in India.
- **Tech Skill Tutorials:** Girls were first trained with the skills to make tutorial videos using their phones and then were given paid projects to make videos for FAT's repository. 12 participants learnt to make video tutorials and made 18 tutorial videos on how to use Signal, Slack, YouTube, emails, Google Meet, Zoom, and so on.
- **News Analysis:** 7 participants learned about news, facts, sources and media outlets. They also learned how to recognise fake news. Participants analysed the news themselves and shared their learnings with their peers through voice recordings.
- **Filmmaking:** 4 participants shot the 'Corona Nahi, Karuna!' movie. This action project improved the technical and communication skills of the participants and also boosted their confidence.

The film Corona Nahi, Karuna! (No Corona, but Compassion) showcases how the team of FAT started a campaign to highlight how important compassion was in these times and through it bring awareness around COVID-19. This included identifying and addressing fake news and rumours/myths about the pandemic, setting up relief measures for team members and program participants and also spreading the message of compassion for the overall wellbeing of all people. The team of young girls at FAT engaged with all program participants through online platforms and tried to also understand the needs of each family while also checking on their overall wellbeing. It was started with 61 girls and 20 staff in March 2020 that saw about 50 girls taking action and mobilising community support for their immediate wellbeing.

Peer Learning Action Project: Through 2021, girls learnt to train others in the skills they had acquired the previous year. This kept the learning going and even allowed us to reach out to girls outside the FAT network. A total of 67 participants took part in the Peer Learning Action Project and taught 50 peers.

Peer Support Action Project: The aim was to reach out to all girls associated with FAT to strengthen peer support and collectivism, support each other and involve them in our programs again. The pandemic had made it difficult for many girls to participate in YWLP and this intervention helped bring them back into the FAT community. A total of 21 participants took part and reached out to 133 girls.

"It's not like a girl doesn't need education."

A 19-year-old girl from Bihar was being forced to drop out of school after 12th standard by her family. The lockdown had caused severe financial strain on the family. Instead of giving into familiar pressure, she began earning with FAT's Action Projects. Soon, she was paying for her education and conducting seminars on digital literacy for 25 young women and girls. She talks to her audience about girls' development because "it's not like a girl doesn't need education."

This is just one of the stories of FAT's participants who gained digital skills that helped them earn, ultimately making them financially independent to fulfil their basic needs towards formal or digital education.

Early and forced marriages in the pandemic

Given the conversations around increasing the minimum age of marriage for girls from 18 to 21, we hosted discussions to understand our community's opinion on the proposal. Participants discussed and debated the proposed change and the conversation shed light on their own understanding of marriage and the rights of girls. We conducted two online sessions on the subject as well and continued to engage with girls through various online communication channels. Through our outreach efforts via chat groups, we were able to reach every girl in our network across geographies and benefit from high participation in these conversations. This was particularly important given that ten girls from Jharkhand in our network, in the age of 18 to 22, were facing forced marriage.

One of the participants, Sona*, is a minor and was being forced by her family to marry a man double her age. She raised her voice against it and convinced her family to cancel her marriage. Despite cancelling the wedding, her parents were unhappy and did not speak with her for a few days. Over time, the pressure eased. Our workshops witnessed girls like Sona sharing their experiences on fighting against forced marriages.

**Name changed to protect privacy*

As part of the campaign against Early and Forced Marriage (EFM), 15 participants of Level 2 of YWLP screened the film 'Khulte Pankh' in their own villages and neighbouring communities. The screening was followed by a discussion on EFM. The entire campaign was filmed by the third batch of Level 2 students. The film on the campaign, 'Meri Aazadi Meri Marzi', included interviews with community members and family members of the campaigners. This film was launched online in November 2020 to an audience of 77 people on Zoom, 149 on YouTube, and 434 on Facebook. The launch event included a panel of six participants who shared their personal experiences and answered questions. This helped not only share their message but build their confidence in public speaking and improve their event management skills.

Parents meeting and community meetings

At FAT, we consciously ensure that our work involves the larger community in which we are located. We conducted two parents' meetings in which 9 mothers and 12 girls participated. These conversations helped us understand their lives better and provided parents the space to share their thoughts about FAT's work and their daughters' participation.

We also organised an online get together between girls from different locations. The participants shared their experiences and challenges during COVID-19 and we gave them an overview of FAT's response to COVID-19.

Through an online exchange learning meeting, we interacted with an organisation called Mahila Jan Adhikar Samiti. The girls shared their experiences, discovered common ground and discussed the different actions they had taken during this time.

CPC + IPC PANELS

Our Child Protection Committee (CPC) panel moved to leadership by our Champions who were trained by Arpan. Over the course of this year, we strengthened our policy and processes. We handled 3-6 cases under the CPC and addressed them with help of other organisations, focusing on legal requirements, organisational processes as well as children's safety.

Our Internal Complaints Committee (ICC) team in specific and the larger team at large underwent training in order to streamline our processes and better educate our communities. We made minor edits to our gender policy and shared it with the team. We also made posters to create awareness and we were able to complete our annual reporting in January 2021 with no cases.

ADVOCACY

Participants from FAT attended programs hosted by different organisations. For some of these events, participants from our YWLP program across geographies represented FAT.

EVENT/PROGRAM	PARTICIPANT'S NAME	AGE	DATE
Empower Leaders Lab	Geeta Chavan	21	07.01.2021
YuWaah - A UNICEF platform for empowering youth	Akansha Singh	17	20.01.2021
SAJHE SAPNE (One Year Residential Program)	Pramila	26	15.02.2022

For other programs, FAT team members participated and represented the organisation.

NAME OF ATTENDEE	EVENT	ORGANISATION	DATE
Lalita & Rekha	How we can explore the power of digital tools to continue learning for educators and learners.	EMpower	23.04.2020
Deepika, Simran & Jyoti	RTL - impact of COVID-19	Dr. Monica Sharma	27.04.2020
Rubi	Girl Icon Leadership Summit - Haq Hai Hausla Bhi	Milaan Foundation	08.10.2020
Ravindra, Jyoti & Riyanka	FCRA new rules and impact	Girls First Fund	30.10.2020
Gayatri Buragohain	Webinar on World Science Day for Peace and Development on 'Science for and with Society in dealing with COVID-19'	UNESCO	10.11.2020
Gayatri Buragohain	Science Sheroes / Women in Science	Dr. Monica Sharma	27.04.2020
Gayatri Buragohain	Science Sheroes / Women in Science	Sweden Alumni Network	12.12.2020
Gayatri Buragohain	Webinar on 'Bridging the Digital Divide'	Government of Bihar	22.01.2021
Vineeta	Celebration of International Women's Day Celebration at KTC (Kshamata Transformation Center)	KSHAMATA	12.03.2021
Priyanka	Education Webinar	Anaajoree	21.03.2021

Pravah conducted **5 sessions** on **Youth Development** for FAT participants.

20 participants shared learnings from their qualitative research titled "Study on Getting Insights from Girls who are Digitally Empowered" with **Center for Catalyzing Change (C3) and Digital Empowerment Foundation**

- FAT became a part of the **Pratigya Campaign Network** in September 2020. A resource person from the Network conducted a session for FAT participants on **Abortion Laws in India** and safe abortion.
- Around 30 of FAT's young women participated in **Haiyya's "Health Over Stigma Campaign"** and fearlessly shared their experiences with accessing sexual and reproductive health services as unmarried young women.
- **Nitisha**, a young feminist was invited to deliver a webinar on **Menstrual Hygiene Day**, where she spoke about menstrual hygiene and sustainable periods for the benefit of FAT participants.
- **Nagendra**, who runs a rights-based organisation in UP, educated our participants on their **constitutional rights**. This session was eye-opening for many of our participants who understood how their rights have been violated. They began questioning the social constructs that prevent them from accessing their rights.

FUNDRAISING EFFORTS

The focus of our year at FAT was building resilience and streamlining our processes. Our energy was overwhelmingly focused on COVID-19 and surviving the pandemic. Given this, our fundraising efforts were limited. While we did formulate general proposals, no major fundraising happened. The flexibility and support of our current donors proved crucial this year. With their understanding, we were able to change program funds to core funds and continue supporting our communities. Their understanding ensured that our participants and team survived through this pandemic year. Our gratitude to our donors for their consistent support!

DONORS

American Jewish World Service

American Jewish World Service-Covid 19 Response and Recovery Plan

Packard Foundation

CAF American Donor Fund

Girls First Fund

Global Fund For Women-Crisis Responses Grant

Kiran Anjali Project-Covid 19 Relief Fund

Salesforce CSR

The Empower Foundation-The Emerging Market Foundation-Emergency Responses

Women's Fund Asia-Kaagapay Fund

Amrit Corporation Limited

FUTURE PLANS

Over the next three years, FAT will transition to become a girl-led organisation. We will become a network of community collectives led by young women, working together for sustainable development, equality and equity in their communities, through a feminist approach to technology.

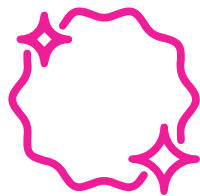
From April 2021 to March 2024, the goals for FAT include:



**ORGANISATIONAL SYSTEMS
& STRENGTHENING**



**PROGRAM IMPLEMENTATION
& GROWTH**



**NEW PROGRAM INITIATIVES
(COLLECTIVES)**



**STAFF DEVELOPMENT &
CAPACITY BUILDING**

The key principles at the heart of these future plans is the belief that the organisation is bigger than one person, that organisational needs take priority over team or individual needs, and that everything is team-based, with attention given to team autonomy and empowerment, and cross-team collaboration to achieve goals.

We also have a ten year vision of FAT as a collective community. This will include the transition of program implementation to girl- and community-led program implementation, transition of the headquarter into a secretariat, and transition of leadership to a community led governance structure with the support of experts from different domains.

Over the course of the next few years we hope to achieve our goals, transition, and further our commitment to girls in STEM.

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, 2021

LIABILITIES	AMOUNT (INR)	ASSETS	AMOUNT (INR)
CAPITAL FUND - Op. Balance	21,45,544	FIXED ASSETS	24,47,714
Addition during the Year	10,70,048	As Per Schedule 1 Attached	
Less : Depreciation	7,67,878		
	24,47,714	CURRENT ASSETS	
GENERAL FUND		Security-Rent and Other Advance	2,72,296
Op. Bal. As On 01.04.2020	13,36,992	Cash - in - hand	11,988
Add : Excess Of Income		With ICICI Bank FCRA A/C	1,81,35,928
Over Expenditure	1,09,338	With ICICI Bank Society A/C	13,96,357
	14,46,330		1,98,16,569
UNSPENT Balance - For Projects			
Op. Bal. As On 01.04.2020	1,57,22,066		
Add : Excess of Income Over			
Expenditure	11,09,138		
	1,68,31,204		
CURRENT LIABILITIES			
Sundry Creditors	15,39,035		
TOTAL.....(Rs.)	2,22,64,283	TOTAL.....(Rs.)	2,22,64,283

For FEMINIST APPROACH TO TECHNOLOGY SOCIETY

(Signature)
(Secretary)

(Signature)
(Treasurer)

Place : New Delhi
Dated : 23.10.2021

FOR MALHOTRA & ASSOCIATES
CHARTERED ACCOUNTANTS
FIRM REGD. No. - 011338N

(Signature)
(Ashok K. Malhotra)
Prop.
M.No. - 089905
UDIN No. - 21089905AAACW4236





FAT 
Feminist Approach to Technology