



ANNUAL REPORT

2021-2022

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MESSAGE FROM THE CHAMPIONS

Transition (n): The process or period of changing from one state to another

This year has been an important, interesting and exciting year for all of us Champions at FAT. It was the year we began the journey of FAT's transition and becoming the first generation to lead the organisation in this new phase. It was a year filled with learning and growth – of each of us personally, our skills professionally, and FAT as an organisation.

The principle of the transition is one close to all our hearts. For FAT to continue being a community-based, collective organisation, it is crucial that its leadership reflects the needs of our communities and collectives. It is important for our approach to grow and our perspectives to reflect the opinions of many, not just a few. It is vital that FAT reflects us – girls and young women from the very communities we work with.

While we all agreed that transition was important, implementing it

was challenging. This year has been one of steep learning for each of us. Professionally, we learnt how to lead programs, take responsibility for the organisation, talk to external stakeholders, write grant proposals, raise funds and so much more. Personally, we learnt to value multiple perspectives, gain confidence in public speaking, build strong relationships with our peers, and negotiate better with our families. We grew – as young leaders, young professionals, and young people. Some days were difficult but we supported each other and came out stronger.

As we come to the end of the first year of FAT's transition into a girl- and young women-led organisation, we are filled with hope. We want to build a sustainable model around leadership transition, so that other organisations can learn from us. We dream of our collectives growing wings all around the country and thriving under the FAT umbrella. We hope to become leaders who reflect the values and principles of FAT. This year was just the first, very exciting step. We cannot wait for what lies ahead.

ABOUT US

Established in 2008, Feminist Approach to Technology (FAT) is a non-profit organisation that envisions enabling every girl to reclaim her right to STEM (Science, Technology, Engineering, and Math) and harness it to foster collective leadership in their communities. At FAT, we firmly believe that, with access to education and opportunities, every girl can become an innovator and leader. Equipped with awareness of her rights, she can use her voice to challenge gender norms and advocate for herself and others.

At the core of our programs and initiatives is a deep understanding of the unique challenges and barriers faced by the girls in the communities we work with. We collaborate closely with the families and communities of our participants to dismantle gender-based stigma and stereotypes. Our efforts are focused on facilitating access to education and resources, while also mitigating societal expectations that limit their opportunities. We address social issues such as child marriage, early pregnancies, and unsafe abortions openly and regularly, and recognise that these are the realities that must be engaged with in our work towards empowering girls.

In the short-term future, we will grow into a girl- and young women-led organisation with a number of community-based collectives working under the FAT umbrella. This model prioritises the needs of each community and the leadership of young women. It enables us to be true to our feminist, decentralised ideals as we build an organisation that supports girls and young women in discovering STEM.

Our Identity

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

Our Values

-  Equality
-  Equity
-  Justice
-  Courage
-  Compassion
-  Inclusion
-  Integrity
-  Authenticity
-  Dignity
-  Creativity
-  Curiosity

Our Principles

-  Collective Leadership
-  Participatory
-  Acceptance
-  Scientific Inquiry
-  Innovation
-  Wellbeing
-  Joy
-  Solidarity
-  Responsibility
-  Accountability
-  Trust
-  Transparency

NEW BEGINNINGS



Kickstarting our transition into a girl-led organisation

As an NGO working to empower young girls by building STEM awareness and leadership skills, we always imagined that change would have a cascading effect. As we grew in size and reach, our goal remained – to transform into a girl- and young women-led community-based organisation where our participants drove the change they wished to see in their communities. We hoped that this decentralised approach with local leaders making independent decisions for their collectives would give rise to a network of collectives working towards a common goal – empowering girls and young women through STEM. This transition, planned over the next three years, will allow FAT to be a national organisation with a wide geographical footprint while remaining rooted to contextual, localised needs.

Our largest milestone this year was taking the first steps of achieving this goal. Our transition journey began in April 2021 during our retreat in Manali, India. All of us at FAT were gathered with an agenda to focus on the wellbeing of our team and celebrate our resilience over the last few years. The COVID-19 pandemic was difficult for all of us, and we wanted to start the transition with a commitment to prioritising our wellbeing.

During this time, we looked back at our journey, re-evaluated our vision and planned the path ahead. Our **new vision and mission** would need to act as the goalposts for this new era in FAT's history, reflecting the values and principles of our transition. At Manali, we came together to finalise our vision and mission. On this note, we began our transition.

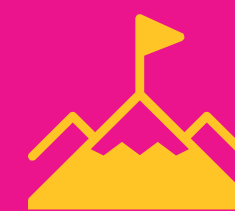
While the vision and mission helped set our organisational sights on the future and bring us all on the same page, it left us with the question of execution. The first step towards building our capacity to become a girl-led organisation was to create leadership from within. Gayatri, our Executive Director, took on FAT's **first batch of management trainees** to enable this. These trainees spent the year working closely with Gayatri to strengthen their management and leadership skills and adopt a 360-degree organisational perspective. Selected trainees will go on to be the first Management Committee at FAT, responsible for organisational management and decision-making.

VISION



Every girl recognises her right to STEM and uses it to drive collective leadership to build sustainable communities

MISSION



To build collective leadership of girls so they can use technical tools, STEM innovation and feminist awareness to bring sustainable change in their lives and communities

OUR FIRST BATCH OF MANAGEMENT TRAINEES!



JYOTI



LALITA



PRIYANKA



REKHA



RIYANKA



RUBI



SIMRAN



VINEETA

We also worked to strengthen our team of Champions, Coaches, and Counsellors. We appointed and onboarded new Coaches and Counsellors, and regularly hosted online training sessions for Champions. This new approach to organisational structuring strengthened and reinforced our ethos, values and vision, and we look forward to strengthening this approach.

Launching Collectivisation Initiative

This need to build leadership from within also spurred the **launch of our Collectivisation Initiative**. The Collectivisation Initiative brought together young women above the age of 18, mostly alumni of our Young Women's Leadership Program (YWLP, refer Annexure A for more details), and provided structured Level 3 leadership training so that they can drive our programs within their own communities. Through this initiative, we hope to build entrepreneurial mindset amongst the young women so that they can lead their own collectives in their communities to implement FAT's programs locally while gaining skills and values that are core to FAT.



This Collectivisation Initiative was launched against the background of significant shifts in participation in our programs. Due to the disruption caused by the aftermath of the pandemic, girls and young women began dropping out of Girls in STEM Program (GiSTEMP, refer Annexure A for details) and YWLP for a variety of reasons. Some got jobs to support their family, others got married due to familial circumstances, and in some cases, their immediate life goals no longer aligned with FAT's mission. In other cases, pre-pandemic Level 1 participants who wanted to continue engaging but had not received the required Level 2 training were also interested to enter Level 3. Recognising that addressing this gap was crucial to the success of the Collectivisation Initiative, we **launched a Bridge Course** for the first time to prepare them for the Level 3 Collectivisation Initiative. Following an assessment, 45 young women joined the bridge course of which 38 will begin the L3 program in April 2022.

This experience taught us that completing Levels 1 and 2 were no longer prerequisites to participating in the Level 3 journey if the young women were inspired and could participate fully in the bridge course. This was crucial learning, particularly in the context of the transition that is also expected to help us scale up our program reach.

Piloting Gender STEM Fellowship

Apart from the Level 3 Collectivisation Initiative, the GiSTEM program itself witnessed some shifts and changes this year.

Our experience so far led us to the understanding that we needed to strengthen our approach to partnerships. We realised that organisational

buy-in, both from leadership as well as employees of partner organisations, was crucial to the success of our programs. This year, with the support of EMpower, we were able to pilot a new approach that reflected our learnings. We **hosted the Gender STEM Fellowship** with 32 participants from five organisations. The Fellowship spanned training on the GiSTEM model and working at the community level. This pilot initiative, rooted in the principle of learning exchange, was a significant step in solidifying our revised approach towards partnerships that prioritised identifying organisations that aligned with our values and principles.



Launching our Community Engagement Portfolio

While the focus on strengthening programs and building leadership has been a significant part of the last year, we also realised the need to create organisational systems and processes that support this. FAT's growth into a girl- and young women-led organisation also meant that we needed to focus on the coordination and community building between these young leaders. The **Community Engagement Portfolio was launched** to enable this. Team members of this portfolio are responsible for strengthening internal communication, planning meetings, enabling community management, and enhancing community learning. This year, we were able to achieve significant progress in these goals.



Enhancing peer support & community learning

We encouraged peer support and community learning through a number of activities and initiatives this year. The members of this portfolio shared job opportunities with the wider community and led wellbeing activities for the larger community.

In specific, our '**Human Libraries**' initiative allowed young women to share their personal experiences and learnings with their peer network. Themes ranged from understanding sexual identities to overcoming familial challenges. It helped participants appreciate the complexities of others' experiences and develop a sense of community.



These are also complemented by our **peer support groups** that allow participants to reach out to each other for guidance and community in addition to professional counselling. Through this year, we learnt how people can volunteer to support each other in face of a crisis.

Reviewing organisational policies

We came together to review and **revise our organisational policies**, particularly focusing on our Child Protection Policy and Prevention of Sexual Harassment Policy. While these policies existed before COVID, we had been too occupied with other immediate and urgent commitments to engage with them meaningfully. This year, these documents were translated to be available in both English and in Hindi to ensure access. We worked with external experts to articulate policies regarding child protection, mental health, prevention of sexual harassment, and overall wellbeing. We strengthened our Internal Complaints Committee and formed a Child Protection Committee. Once the policies were in place, we trained the entire FAT team on all policies to make sure everyone was aware of their content.

Increasing outreach

We also leveraged social media to **expand our reach** and increase community awareness of our work. We realised that our English social media handles only reach a specific community and the language barrier meant that the content was inaccessible to the communities we

worked with. We decided, therefore, to keep our English handles focused on content consumed by our partners, funders and global followers, and launch **independent Hindi-based handles**. In August 2021, these handles went live. Don't forget to follow **@fatindiahindi!**

In October 2021, we also **launched FAT Khabar**, our video news bullet to showcase activities and life at FAT. Every month, the bulletin shared FAT's work, achievements and challenges. This helped not just spread information amongst our external stakeholder community but acted as an audio-visual archive of our work. FAT Khabar is anchored and presented each month by a different young woman leader of FAT, and is currently being scripted, filmed, edited by FAT's Champions from the Community Engagement team. We have published 5 bulletins this year.

[Check out our YouTube playlist here](#)



Focusing on wellbeing

Niswarth Sakhi Sahyog Fund

Enabling the wellbeing of our community was a key focus of this year. While we had provided financial support for rations, medicines and scholarships to those in need during the pandemic, we were clear that our focus had not changed. At heart, we are a rights-based leadership and movement-building organisation. Yet, our work does not exist in a vacuum. We work extensively in communities affected by poverty where women and girls bear the largest brunt. Their health, education, and livelihoods are often affected, and it was crucial that our programs acknowledge this. For us to build movements, we would have to ensure our communities' basic needs were supported.

We launched the Niswarth Sakhi Sahyog Fund (NSSF) to support the needs of our communities. The Fund is managed by our L3 participants and recipients of assistance can feed back into the Fund. This way, this Fund became a **vehicle to integrate our rights-based leadership-focused approach with the communities' needs.**



Access to healthcare

During our first in-person training of L3 participants in Giridih, Jharkhand in June 2021, we realised that many young women in our communities were struggling with health challenges like PCOD, irregular periods, pregnancy complications and mental health issues. These challenges had become increasingly difficult to handle during the pandemic, given the limited access to healthcare. We recognised that addressing these challenges was a crucial prerequisite to embarking on a leadership journey with FAT. For our leadership training to be effective, we would have to provide them financial assistance and support in seeking appropriate diagnostic services for their health problems.

We partnered with Digiswasth, an online health service provider, to offer virtual consultations. We also accompanied girls and young women to hospital visits through the pandemic for those in need. This access to medical care and diagnoses was crucial to **ensuring the physical wellbeing of our participants.**

We also offered wellbeing sessions and counselling to **cater to the mental health** of our participants. These sessions sought to build and strengthen the individual, collective and community resilience of all of us at FAT. Apart from conversations with professionals, we also encouraged open and vulnerable conversations among peers, helping destigmatise mental health and building stronger support systems for our participants.



A panel of 3 FAT counselors hosted a Facebook live event “Main Theek Hoon (I am Alright)” on World Mental Health Day (10th October 2021). The event, which saw participation from 150 young girls and women, was aimed at creating awareness on self-care and the importance of mental well-being.

OUR COVID UPDATE

Our campaign 'Corona Nahi, Karuna!' (No Corona, but Compassion) aimed at spreading awareness and accurate information during COVID. Our participants interacted with families in their communities to prevent the spread of misinformation and understand their needs. These conversations helped us arrange for necessary medical, psychosocial and ration relief support. The campaign began in March 2020 and saw about 50 girls taking action and mobilising community support for their immediate wellbeing. As a direct impact of their work, 100 members of the community got themselves vaccinated for the prevention of COVID-19.



Looking at the situation FAT team started a campaign.

Watch "Corona Nahi, Karuna!" now! Head to <https://tinyurl.com/3r5826nx>



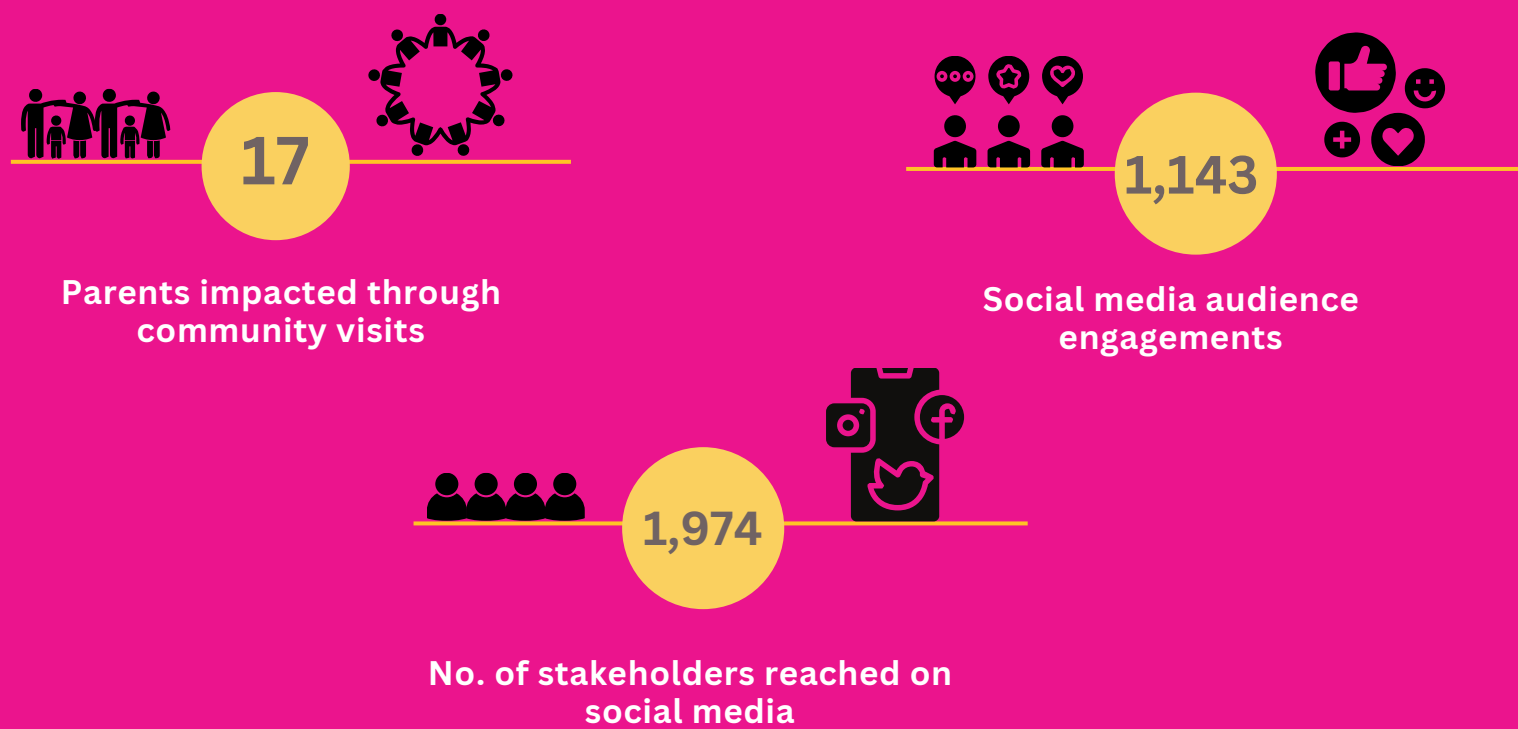
STEM & LEADERSHIP DEVELOPMENT



BRIDGE COURSE



COMMUNITY OUTREACH



FINANCIAL AID



OUR IMPACT IN STORIES

KUMKUM

(GiSTEMP PARTICIPANT SINCE 2017)

“I have been a participant of Jugaad Lab for the last five years. When I first heard about the Jugaad Lab in my school, I got so excited because I heard that they teach Math and Science in a very fun way through different types of games. When I went there for the first time, I filled out the form and joined the next day. We had to give our introduction the next day. Our teacher Monika asked me what I want to become in the future and I said I want to become a teacher. When I thought about why, I realised it was because I didn't know that girls could also be doctors and engineers. After coming to Jugaad Lab, I got to know that girls can be anything they want. I was always in an environment where I have seen girls only becoming teachers. I learnt so many new things related to Science and Math in Jugaad Lab. Once we got a chance to do a 3-month course of coding or electronics through GiSTEMP, I got interested in electronics and decided to be an electronic engineer. I chose electronics and took admission in a diploma in ECE after my 10th standard. Now, I am working in Nokia as a Diploma Engineer Trainee.”



AMRUTHA

(L3 COLLECTIVISATION INITIATIVE, PUNE)

“Before joining the Collectivisation Initiative, I was not allowed to go out much and could not participate in residential workshops. My family practised menstrual segregation and I had to sleep outside during my period. After joining the collectivisation initiative, I began negotiating at home. Slowly, I pushed back against the way things were done at home, and was able to stop the domestic violence against my mother and the menstrual segregation. Over time, I spoke to my family also about discrimination in the name of caste and religion, and they have started thinking about it too. Thanks to FAT, my communication skills have become more effective and I have grown in confidence. I studied in Marathi-medium but now, I've learnt Hindi and communicate confidently with friends. The wellbeing support and training in emotional resilience at FAT helped me overcome depression and now, I can face any difficulty that comes my way. I am even a leader of the Pune collective now!”



OUR IMPACT IN STORIES

POONAM

(L3 COLLECTIVISATION INITIATIVE, BIHAR)

"I was born in Buxar, Bihar, into an agricultural family. My sister and I had many household responsibilities and helped in the farm as well. All this hard work made me fall sick often but I was determined to join the Level 3 Collectivisation Initiative. I worked hard, often for eight hours a day, for the training but throughout the time, my family would criticise me for always being on my phone and ignoring my household responsibilities. They also wanted me to get married! I reached out to the FAT team for support and learnt how to negotiate with my parents, speaking about the importance of gender equality in household chores and the girl's consent in a marriage. Soon, I was able to stand up for not just myself but my sister and other girls in our community as well! Today, I earn money independently and am sure of my rights. My sister has joined the Collectivisation Initiative as well, and my confidence has helped me make changes in my community too. I speak about girls' education, domestic violence, and gender equality to everyone around me, and helped five girls enroll in school. I even explained menstruation to the local shopkeeper and negotiated the importance of selling sanitary pads. Now the local store stocks them!"



OUR IMPACT RECOGNISED



“
I have learnt how to use the computer, how to travel alone and how to negotiate with my family. Today, even my family has started thinking that women should be more independent.
”

GiSTEM Program featured in UNESCO's Women in Science report 'A Braided River' (Photographed by international photographer Lâm Duc Hiên). The FAT GiSTEM team attended the launch in Delhi.

Read the report here - <https://tinyurl.com/ms72dfp2>

LEARNINGS AND CHALLENGES



As a Coach, what I saw is amazing fortitude of the Champions. There is so much happening in everyone's personal life but they were able to go ahead with grit and gumption and not feel defeated at any point. It is amazing how everyone has just marched ahead no matter how many challenges come.

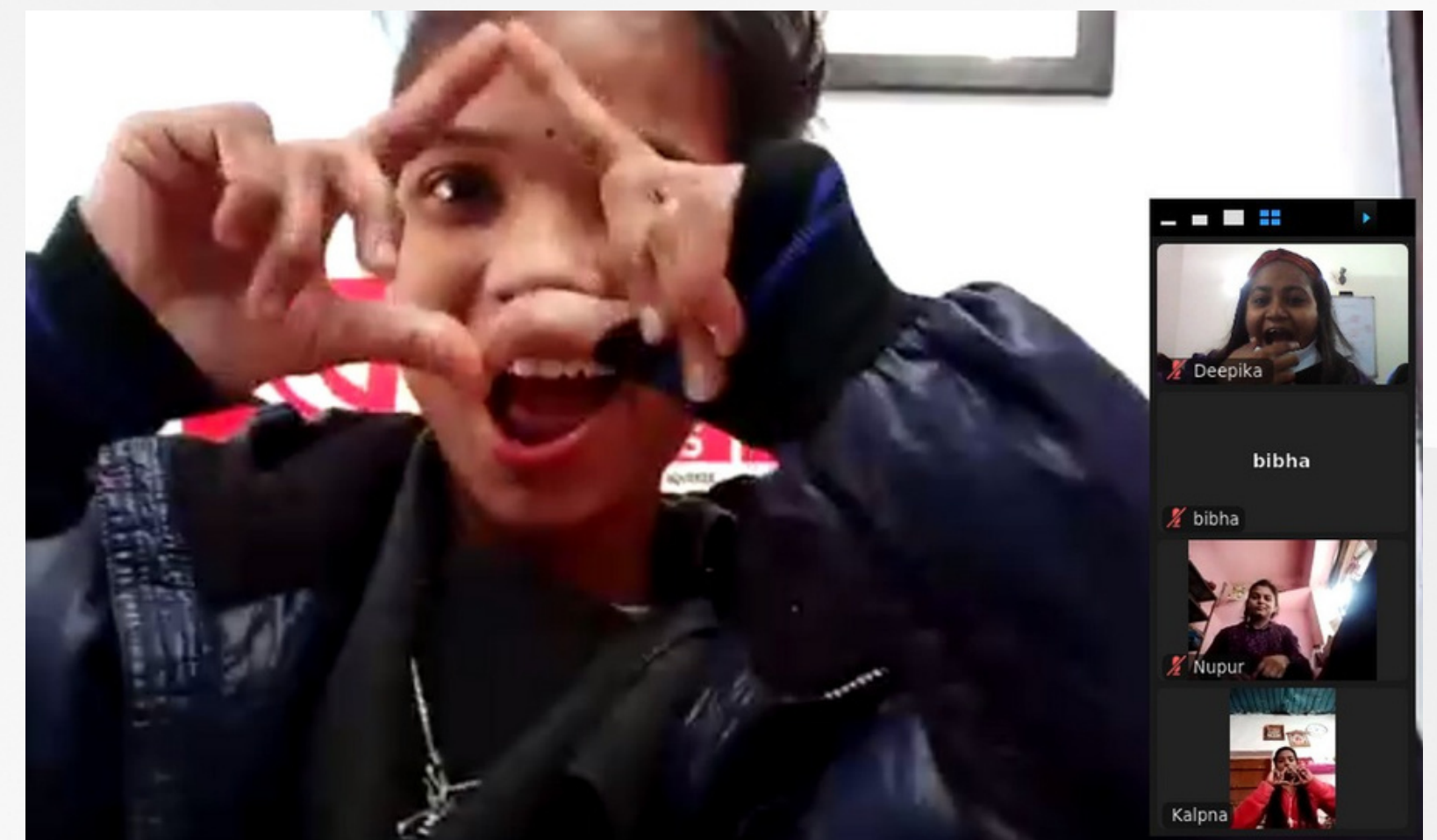
– Shilpi, Coach



Adopting a hybrid approach

While the last year saw many successes and milestones, there were multiple moments of learning and numerous challenges. In the aftermath of the COVID-19 pandemic, the most significant of these learnings was the realisation that FAT could not be effective through only a remote/online mode of functioning. However, in the world we live in today, we could not avoid online content either. We would **have to adopt a hybrid model** to achieve our goals while also staying true to our ethos.

Our way of doing this was to host online trainings but also have residential trainings for two weeks every quarter for our L3 participants. This way, we would be able to leverage technology to reach girls and young women across geographies while ensuring that there was a face-to-face component to the training. While we intended to host quarterly in-person trainings, we were only able to do so once in Giridih, Jharkhand.



We realised that it is expensive to bring all participants to a central location and we were not able to raise the funds needed to do this multiple times. Secondly, the logistical difficulties of finding dates that worked for all (or even most) was particularly difficult. In-person training also meant that our participants were sometimes forced to choose between their education and our programs, and we had to manage multiple exam schedules and timelines. This quickly grew to be a significant challenge. While we have always encouraged our participants to pursue their education, we realised that it was particularly **difficult to pursue education and livelihood growth simultaneously**.

Creating inclusive spaces

How can we build our spaces to be truly inclusive? This was one of the most challenging questions we were faced with this year. As an organisation that strives to be rooted in our communities, we realised it was **important for our spaces to be accessible by participants with varying needs**. How can we create spaces that support people with disabilities? Do our spaces cater to the needs of young mothers? If they bring their babies to our in-person trainings, are they able to participate fully? These are questions that we continue to engage with as we go into the next year.

Responding to community needs

Following the pandemic, we began to slowly reopen our MakerSpace and Community Jugaad Labs. While we made these spaces accessible to our participants, attendance was very irregular. When they did come in, there was a significant focus on exam preparation. The learning gaps and losses caused by the pandemic was putting **immense academic pressure** on the girls. In response to this, we began providing more educational support and exam preparation assistance. The MakerSpace and Jugaad Labs activities needed to be halted to address more immediate needs. Soon after, the third wave of COVID caused the closure of centres again. Meeting the intended purpose of the GiSTEM Program through these spaces remained a challenge this year.



Fundraising

As an organisation deeply rooted in our communities, fundraising is a function that has been a challenge for us. Most Champions do not have exposure to fundraising activities and expectations, and the FAT team was overstretched with programmatic responsibilities. To overcome this challenge, we sought to hire external expertise to lead this function. However, we have realised that external hiring or short-term consultancies prove challenging, since it often takes months for them to understand the ethos of FAT as an organisation. This time lag in communicating and internalising our values means that the **bottleneck of skills and time** continues despite external support.

Today, we are addressing this through a **combination of external partnerships and internal skill-building**. Our Coaches work closely with our Champions to build their capacity, and we hope to be internally led in our fundraising soon.

Monitoring & Evaluation

Another administrative function that has proven challenging to us is Monitoring & Evaluation. While we were able to hire a Coach to lead this function, it has proven **difficult to find Champions** to work with the Coach. Not only does this result in high dependency on the Coach, but it also proves a challenge to our goal of being girl- and young women-led. We continue to seek solutions for this.



OUR CHAMPIONS

Our Team



ALMAS NASEEM



DEEPIKA



JYOTI ARYA



KOMAL



MAMTA



POONAM



PRIYANKA



PURAN



RAVINDRA



REKHA YADAV



RIYANKA



RUBI



RUPALI RANI



SIMRAN



SINTI KUMARI



VARSHA



VINEETA KUMARI



LALITA

OUR EXTERNAL CONSULTANTS

Daaman Thandi | Debangshu | Meetu Kapoor | Phebe
| Shalu Tulsyan

OUR COUNSELORS

Chaitali Ipar | Deeksha Vig | Satjyot Gill | Vidhi Desai

OUR VOLUNTEERS

Aastha Thakur | Fabhia Khan

OUR TRAINEES



CHANCHAL



LAKSHMI



NEELAM KUMARI

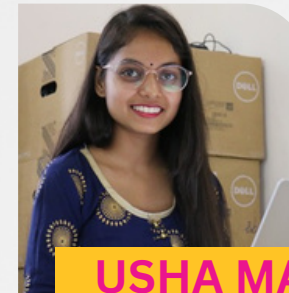
Our trainees are all alumni of FAT programs currently undergoing training to apply for the role of Champions at FAT.



RITAM PAL



SURBHI KUMARI



USHA MANDAL



AMITA ARYA



BHAVANA JAISWAL



GAYATRI BURAGOHEIN



KRITHIKA RAM

OUR COACHES



MUTHU KUMARAN



PRIYANKA SARKAR



RAM BISHNU SASMAL



SHILPI SHARMA



SUNIL SHARMA

Our Partners

FOR THE LEARNING COMMUNITY



GENDER-STEM FELLOWSHIP



ENGLISH CLASSES TILL 2022



CAPACITY BUILDING SUPPORT



Our Donors



THE UK ONLINE
GIVING FOUNDATION



MTCH INDIA
SERVICES

Financials

Balance sheet - INR

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, 2022							
LIABILITIES		AMOUNT (INR)		ASSETS		AMOUNT (INR)	
CAPITAL FUND - Op. Balance		24,47,714		FIXED ASSETS			
Addition during the Year		39,04,834		As Per Schedule 1 Attached		50,23,371	
Less : Depreciation		13,29,177	50,23,371				
CORPUS FUND				CURRENT ASSETS			
Op. Bal. As On 01.04.2021		95,000		Security-Rent and Other Advan		3,60,515	
Addition donation		56,000	1,51,000	Cash - in - hand		44,654	
				With ICICI Bank FCRA A/C		27,61,751	
GENERAL FUND				With SBI Bank FCRA A/C		1,00,97,355	
Op. Bal. As On 01.04.2021		13,51,330		With ICICI Bank Society A/C		18,08,088	1,50,72,363
Add: Excess of Income							
Over Expenditure		57,890	14,09,220				
UNSPENT BALANCE - For Projects							
Op. Bal. As On 01.04.2021		1,68,31,204					
Less : Excess of Expenditure Over Income		59,97,226	1,08,33,978				
CURRENT LIABILITIES							
Sundry Creditors			26,78,165				
TOTAL----- (Rs.)			2,00,95,734	TOTAL----- (Rs.)			2,00,95,734
For FEMINIST APPROACH TO TECHNOLOGY SOCIETY				FOR MALHOTRA & ASSOCIATES CHARTERED ACCOUNTANTS FIRM REGD. No. - 011338N			
(Secretary)		(Treasurer)		(Ashok k. Malhotra)			
Place : New Delhi				Prop.			
Dated :				M.No. - 089905			
				UDIN No. -			

Balance sheet - FCRA

MALHOTRA & ASSOCIATES CHARTERED ACCOUNTANTS				309, DELHI CHAMBER, DELHI GATE, NEW DELHI - 110002.			
FEMINIST APPROACH TO TECHNOLOGY SOCIETY :: NEW DELHI							
FOREIGN CONTRIBUTION ACCOUNT							
BALANCE SHEET AS ON 31ST MARCH, 2022							
LIABILITIES		AMOUNT (INR)		ASSETS		AMOUNT (INR)	
CAPITAL FUND - Op. Balance		24,10,073		FIXED ASSETS			
Addition during the Year		39,04,834		As Per Schedule 1 Attached		50,00,185	
Less : Depreciation		13,14,722		50,00,185			
GENERAL FUND				CURRENT ASSETS			
Op. Bal. As On 01.04.2021		1,68,31,204		Security-Rent and Other Advance		3,26,915	
Less: Excess of Expenditure				Cash - in - hand		36,497	
Over income		59,97,226		With SBI Bank FCRA A/C		1,00,97,355	
		1,08,33,978		With ICICI Bank FCRA A/C		27,61,751	
						1,32,22,518	
CURRENT LIABILITIES							
Sundry Creditors		23,88,540.00					
TOTAL----- (Rs.)		1,82,22,703		TOTAL----- (Rs.)		1,82,22,703	
For FEMINIST APPROACH TO TECHNOLOGY SOCIETY				FOR MALHOTRA & ASSOCIATES			
				CHARTERED ACCOUNTANTS			
				FIRM REGD. No. - 011338N			
(Secretary)		(Treasurer)		(Ashok k. Malhotra)			
Place : New Delhi				Prop.			
Dated :				M.No. - 089905			
				UDIN No. -			

Income & Expenditure

Income

Funder	Amount	Percentage of total
AJWS's Empowering Girls Through Technology	1,777,000	6.2%
EMpower - The Emerging Market Foundation	2,371,040	8.3%
EMpower - The Emerging Market Foundation	1,885,130	6.6%
Girls First Fund (GFF)	3,870,178	13.5%
Global Fund For Women - Crisis Responses	734,900	2.6%
Global Fund For Women	1,8442,50	6.4%
Microsoft Corp (I) P Ltd. - Young Women Leadership	3,858,729	13.5%
Salesforces CSR Grant	1,825,000	6.4%
The Kiran Anjali Project	1,589,164	5.6%

Income

The Kiran Anjali Project -Covid Relief	306,946	1.1%
UK Online Giving Foundation	10,143	0.0%
Women Fund Asia - Kaagapay	306,458	1.1%
Bank Interest - INR	47,780	0.2%
Bank interest - FCRA	572,607	2.0%
Donation Reciept for Corpus Fund	56,000	0.2%
Online Giving Foundation	3,350	0.0%
Society Donation - CSR	1,542,400	5.4%
Excess of Expenditure over Income (FCRA Fund)	5,997,226.31	21.0%
TOTAL	28,598,301	100%

Income & Expenditure

Expenditure

Funder	Amount	Percentage of total
AJWS's Empowering Girls Through Technology	31,026	0.1%
AJWS's Building Girl Leaders at the Community-Level and Within FAT	1,678,185	5.9%
CAF American Donor Fund & Trust -Core Support Grant	1,854,253	6.5%
EMpower- The Emerging Market Foundation-Learning Community	24,160	0.1%
EMpower- The Emerging Market Foundation-Gender STEM Fellowship Grant	1,304,096	4.6%
EMpower - The Emerging Market Foundation-Training in STEM	1,563,303	5.5%
Girls First Fund - Preventing and responding to child marriage and early unions	4,134,267	14.5%
Global Fund for Women - Crisis Responses	734,900	2.6%
Global Fund for Women - Core Support Grant	1,725,799	6.0%

Expenditure

Microsoft Corp (I) P Ltd. - Young Women Leadership Digital Literacy Program	3,858,729	13.5%
Oak Foundation-Adopting FAT's S&T-Adolescent Girls and Young Women	214,344	0.7%
Salesforces CSR Grant-GiSTEM Program	838,088	2.9%
The David & Lucile Packard Foundation - Young Women's Leadership in Bihar	7,478,701	26.2%
The Kiran Anjali Project-Covid-19 Relief Fund	192,436	0.7%
The Kiran Anjali Project-GiSTEM Jugaad Lab Project	828,573	2.9%
Women's Fund Asia - Kaagapay Fund -Capacity Building	487,911	1.7%
Society Expenditure	1,535,640	5.4%
Excess of Income Over Expenditure (General Fund)	113,890	0.4%
TOTAL	28,598,301	100%

ANNEXURE A: ABOUT OUR PROGRAMS

Girls in STEM Program

Girls in STEM Program (GiSTEMP) was started in 2015 with the goal of building interest and aptitude among girls for Science, Technology, Engineering & Mathematics (STEM). We not only engage with technical skills and tools to unlock their potential but also address societal barriers such as parental pressures, early marriage, lack of guidance & encouragement from teachers, and infrastructural support among many others, that have contributed to creating the gender gap in the fields of STEM.

Our community-run Jugaad (Innovation) Labs and Girls MakerSpaces are spaces where girls can work with tools, assemble circuits, do experiments, innovate, and develop an understanding of what makes the world around us tick. With a structured, level-wise approach, girls undergo technical exposure and training as they grow, helping them explore their interest in STEM and shrug off the misconception that “science is for boys”.

Girls in STEM Program Structure			
Initiative	Age group	Program level	Program components
Community Jugaad Labs	10-13 yrs	Level 1 (L1)	<ul style="list-style-type: none"> • Doing hands-on projects on Science and Math on concepts taught in Class VI, VII, and VIII • Role-modelling of women in science through ‘STEM aur Hum’ talks • Participating in exposure visits to museums, factories, and other places to observe STEM work and careers • Hosting community exhibitions to showcase the girls' learning in front of family and community
Girls MakerSpace	14-19 yrs	Level 2 (L2)	<ul style="list-style-type: none"> • Learning high level machinery and equipment • Designing and creating STEM solutions for challenges in the community • Participating in community engagement events like hackathons

Young Women's Leadership Program (YWLP)

The Young Women's Leadership Program (YWLP) began in 2010 as an effort to build agency and leadership among girls and young women between 14-19 years of age. The program focuses on facilitating an understanding of their gender rights along with building 21st century technology skills. With a formal curriculum that is relevant and intuitive, we encourage girls to connect with their family as well as community and use their technical skills and awareness to facilitate an intergenerational dialogue on life issues from the girls' perspective.

Young Women's Leadership Program Structure		
Age group	Program level	Program components
14-18 yrs	Level 1 (L1)	<ul style="list-style-type: none"> • Learning basic computer and internet skills • Understanding of feminist rights and their intersection with daily life • Strengthening social negotiation skills
16-19 yrs	Level 2 (L2)	<ul style="list-style-type: none"> • Using new media (films, radio shows, photo stories, songs, slogans etc.) as tools for community engagement • Learning to facilitate intergenerational dialogues on gender equality within their communities

ANNEXURE B: ACTIVITY LIST

April 2021 to July 2021	<p>School Education Support provided to GiSTEMP participants with help from 4 YWLP participants via online and offline modes as per COVID-19 mobility restrictions</p> <p>Impact: 57 participants, with 35 regularly in touch</p>
May 2021	2 Jugaad Labs and Girls MakerSpaces made available for participants to get support for Board Exam preparations
October 2021	<ul style="list-style-type: none"> • 10-14 participants visited MakerSpace regularly • English classes by intern from TISS • Classes in Science, Math and Social Science by L3 participants & FAT team • Introductory session on Oct 19 to connect L1 and L2 GiSTEMP participants with L3 participants • Session on Menstrual Health & Superstitions • Wellbeing session on handling exam stress attended for 18 L1 & 7 L2 participants
November 2021	<ul style="list-style-type: none"> • 11-17 participants visited MakerSpace regularly for exam support • 6 new participants oriented & asked to join from Jan 2022 • 4 home visits conducted by FAT team to reconnect with participants who had stopped engaging with GiSTEMP • Wellbeing sessions conducted on communication and conflict resolution • Children's Day celebrated with wellbeing session on pursuing dreams, impacting 18 L1 & 7 L2 participants • 11 L1 & 1 L2 participant worked on projects in MakerSpace on Nov 23rd with support of 1 L3 participant
December 2021	<ul style="list-style-type: none"> • 13 participants visited Jugaad Lab in KTC on Dec 1st and learnt basic English and importance of STEM • 5 participants visited MakerSpace on Dec 14th to learn about electricity • 3 participants worked on projects in MakerSpace on Dec 21st and interacted with FAT Counsellor • 15 participants benefited from session by L3 participant on mathematical concepts and adolescent health • Wellbeing session conducted on problem solving for 11 L1, 2 L2 & 2 L3 participants • 5 home visits conducted by FAT team to reconnect with participants who had stopped engaging with GiSTEMP, with FAT team counselling the family of one 17-year-old who was being forced to get married • School support continued as required

ANNEXURE B: ACTIVITY LIST

January 2022	<ul style="list-style-type: none">• Physical spaces closed once again due to COVID-19 alerts• 3 online wellbeing sessions on importance of vaccines, self-care, and unwinding through games• Online school support continued as required
February 2022	<ul style="list-style-type: none">• Physical spaces closed• 2 online wellbeing sessions to help unwind through games• Online school support continued as required
March 2022	<ul style="list-style-type: none">• Exam and academic support provided both online and offline• 1 participant worked on building digital clock• 2 wellbeing sessions on time management (for 15 L1 & 4 L2 participants) and consent (13 L1 & 4 L2 participants)

Bridge course for L3 Aspirants

The bridge course was introduced to help participants become ready for the L3 curriculum. The course included the following sessions:

Changemaker attitude building	<p>Weekly sessions conducted covering the following topics:</p> <ul style="list-style-type: none"> • Who is a changemaker? Why do I need a changemaker attitude? What are the qualities of changemakers? • What is the difference between a group and a collective? • Evaluating about the life of a woman worker and challenges in growing as a leader • Personal challenges in leadership journey and ways to overcome them • Discussions on FAT's Vision and Mission • Understanding collective leadership • Discussion on the statement "Personal is Political" • Developing creativity as a leader • Peer support and identifying challenges in the group • Integrity as a value for leaders • Discussions on attraction, sex, love & marriage • Discussions on religion and gender equality
Basic STEM learning	<p>Sessions conducted covering the following topics:</p> <ul style="list-style-type: none"> • What is STEM and why is it important? • STEM in everyday life • Intersectionality in STEM
Technical skill building & training	<p>Sessions conducted covering the following topics:</p> <ul style="list-style-type: none"> • Using computers, internet & phone • Slack • Using Emails (basic setting) and writing professional emails • Google Drive on phone/laptop/desktop • Google Calendar on phone/laptop/desktop • Google Docs, Sheet and Slides on phone

Bridge course for L3 Aspirants

The bridge course was introduced to help participants become ready for the L3 curriculum. The course included the following sessions:

STEM Aur Hum Talks	<ul style="list-style-type: none">• Alisha, Project Associate, MeitY Project on Data and AI (July 2021, 28 participants)• Darshana, Founder, Vighyan Shala (August 2021, 78 participants)• Sue Black, Professor of Computer Science and Technology Evangelist, Durham University (November 2021, 100 participants)• Gayatri Buragohain, Executive Director & Founder, FAT (March 2022, 50 participants)
Basic STEM learning	<p>18 group wellbeing sessions on:</p> <ul style="list-style-type: none">• Self care• Relationship management• Interpersonal skills• Counselling and its importance <p>2 group therapy sessions and multiple individual counselling was also conducted during our 2nd residential workshop</p>

Meraki & Inlingua sessions

27 participants went through a course called Meraki to learn the basics of coding and how to type without looking at the keyboard. These sessions were conducted by a partner organisation, Navgurukul.

31 participants also benefited from basic English sessions by Inlingua, sponsored by Amrit Corp in four batches conducted between September 2021 and January 2022.

Community Meetings

9 community meetings were held between August 2021 and March 2022 between young women creating the new FAT community of leaders

- 45 participants from Bihar, Pune, Jharkhand, and Delhi joined
- Shared information on L3 selection process, whistleblower policy, phone recharge policy, and using Slack and email for efficient collaboration within the group

Human Library sessions

These sessions provided a platform for girls and young women to share life struggles with the larger FAT community. 10 young women shared their life stories this year.



Social media live events

When	Platform	FAT representatives	Content	Reach
Jun 12, 2021	Zoom	Guest speaker: Junned Khan, Child Rights Activist	Life experiences rescuing & rehabilitatig child labourers Laws on child labour in India	
Sept 7, 2021	Facebook	Priya Kumari - Jharkhand, Anjali Kumari - Jharkhand, Kriti Kumari - Jharkhand, Rupali Rani - FAT Champion	<ul style="list-style-type: none"> • What is young women's leadership? • What is the YWLP? • The changes they underwent as they grew as Young Women Leaders • Their change actions and future plans of collectivisation 	1,974 people reached 143 engagements 801 views 133 comments

When	Platform	FAT representatives	Content	Reach
Sept 21, 2021	Instagram	Geeta Chavan - Pune, Kalpana Chawla - Bihar, Roshni Kumari - Jharkhand, Kayenat Fatima - Bihar	<ul style="list-style-type: none"> • Problems faced during COVID, myths and rumors surrounding COVID • How #CoronaNahiKaruna by FAT helped them, through phone recharges, news analysis, wellbeing support, relief fund support, inspiration through Human Library, scholarship support • Change actions they took to help and support themselves and their community a vaccination drive for their community • Need for sustainability and role of L3 of collectivisation 	~200 views
Oct 10, 2021	Facebook	Wellbeing panel called “Main Theek Hoon” (I am Alright) with 3 counsellors & 2 guest speakers	<ul style="list-style-type: none"> • Awareness on & importance of self-care • Stigma around counselling & mental wellbeing 	150+ participants



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