



The Naz Foundation (India) Trust (April 2016 – March 2017) report

Introduction

The Naz Foundation (India) Trust is a Delhi-based organization that has pioneered solutions and systems-change for people living with HIV/AIDS.

With focus on ensuring rights, equality, and citizenship, Naz has ensured access to treatment and care services for people living with HIV and adolescent girls; and mitigated stigma and built agency among individuals from underserved and marginalised groups, and their families who face multiple socio-economic challenges owing to their HIV positive status, sexual orientation and gender identity.

Over two decades, Naz has innovated, delivered and mainstreamed critical programs and services for people with HIV/AIDS. It has served as a springboard for the LGBTQIA+ movement in India, by focussing attention on sexual minorities and creating new engagements, support groups and collective efforts for this segment. The case against article 377, filed by Naz India, has become the cornerstone for India's fight for full citizenship and rights for its sexual minorities.

Naz's key programs fall in four categories:

Support services for People Living with HIV

-) Naz India runs a home in New Delhi for 25 children Living with HIV.
-) Naz provides counselling services for Men who sex with Men(MSM).

Building Capacity

In addition to provision of direct services, Naz builds capacities of diverse stakeholders in the thematic areas of sex and sexuality, counselling and testing, care and ethics, MSM, sexual health and human rights. It sensitizes and trains the following segments of individuals and institutions to ensure time services and dignity:

-) Peer educators that attached to NGOs and institutions - to disseminate awareness and knowledge on sexual health, sexuality, gender based violence and HIV/AIDS.
-) Police cadets - to sensitise them to gender and sexuality.
-) Childcare institutions and orphanages on care giving – to provide children living with HIV with a childhood with care and dignity.

Advocacy

Naz pioneers a rights-based approach to equality and end-of-decriminalisation as it secured access to medicine, education and a dignified life for children living with/affected by HIV and persons from sexual minority communities, who identify within the LGBTQIA+ spectrum.

-) Naz has challenged Section 377 of the Indian Penal Code.
-) Naz has stood up for Children Living with HIV not to be discriminated against under the Right to Education Act.

Goal

Using the power of play, Naz India uses Netball to transform adolescent girls and young women from resource poor communities to experience personal, social and economic empowerment. This approach to empowerment works on the preventive end of the continuum – equipping participants with key life skills: self-confidence, communication skills, health and hygiene and financial literacy. These skills, together with mentorship, launches young role models and leaders within communities who can negotiate key decisions related to their gender, education, health and sexual health.

April 2016 – March 2017

Naz organisational

Naz India has implemented a number of activities to strengthen its organisational capacity.

-) Naz's Core Team (leadership team) has been put in place and is functional with clear personal and organisational goals, strategic discussions and decision making.
-) Performance assessment has been enhanced by improving performance management and employee appraisals.
-) A salary benchmark process has been finalized successfully.
-) A streamlined recruitment process has led to an improved and faster (re) filling of key positions in the Partnership Team, Communication/fund raising Team and Impact Team. These teams have been put in place and are functional.
-) Training and mentoring of leaders at all, but especially at secondary level, and the Impact Team has been successful and resulted in improved communication and clarity on roles and responsibilities.

-)] Tools have been created that have streamlined the development of financial budgets, allowing Naz to create a 3-year financial plan. Naz received FCRA (renewal) confirmation for the next five years (2017 – 2021) and the transparency accreditation Guide Star.
-)] Naz continues working on strengthening the board and governance: two board members have left the board and a new member has joined. Communication to and active participation from the board has improved.
-)] Naz has reassessed the organisation's Mission and Vision to align the Mission and Vision with the current and future strategy.

Naz's Vision and Mission (2017)

Naz' Vision

To create a just and equitable society by transforming individuals from socially and economically excluded communities into agents of change.

Naz' Mission

To build vibrant ecosystems that:

-)] Energise and enable individuals from excluded communities to realise their potential and act as change makers/agents of change.
-)] Expand partnerships, networks and linkages to catalyse a critical mass of such leaders.
-)] Engage and influence governments, businesses and other stakeholders to take this movement to scale.

Naz' Values

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

Highlights

Naz India was awarded the Major Dhyan Chand award for the best non-profit organisation promoting sports in India.

Anjali Gopalan, Executive Director of Naz was offered an Leaders' Quest Open Quest scholarship with support from the The Rockefeller Foundation. Leaders' Quest exists to develop wise, compassionate and adept leaders who are capable of leading in fast-changing, disrupted environments with competing priorities and interconnected challenges and who are committed to building a more sustainable, inclusive world. Anjali participated in a week-long programme in Israel-Palestine giving her first-hand experience of the region's political, economic and social

complexity by travelling across Israel and the Palestinian Territories and meeting a fascinating mix of Israelis and Palestinians, both religious and secular.

Naz's programs

Support services for People Living with HIV

Naz Care Home

Naz India runs a home in New Delhi for 25 children with HIV. The orphaned and vulnerable children, benefited from the education and skill development programme. The older children from the care-home have also participated in regular counselling sessions with the mentoring officer. Particular attention has been given to those who have just started working full time jobs. The Child Welfare Committee has commended this mentorship programme as a best practice, recognizing that transitioning children in care facilities into employment is challenging. They acknowledged Naz's achievements with young people living with HIV to continue their education and/or retain their jobs as a huge success. 2 of the older children have been placed in jobs. 4 young adults transitioned to independent living.

Home Based Care Programme

The Home Based Care Programme for Children Living with HIV worked with 197 children and 161 families. The programme was discontinued in July 2016.

Support services for Men who sex with Men (MSM)

Naz's history and its achievements in reducing stigma and discrimination and the case against Section 377 of the Indian Penal Code has made Naz one of the organisations that responds to questions and calls from distressed men who have sex with men. On a regular basis, people have made use of Naz's counselling services and anonymous telephone help line.

Building Capacity

Adopting the Rights Based Approach for Children Living with HIV and AIDS (CLHA) project

In the reporting period Naz implemented the last year of the 'Adopting the Rights Based Approach for Children Living with HIV and AIDS (CLHA)' funded by Adoptionscentrum. Naz worked with childcare institutions and orphanages in Bihar and Odisha. Staff in organisations

were trained in providing children living with HIV with good care to enable to live their childhood in dignity. Young people who are attached to NGOs of living in childcare institutions were trained as peer educators. They were trained to disseminate awareness and knowledge on sexual health, sexuality, gender based violence and HIV/AIDS to their peers. This 3 year program came to an end in March 2017.

The results at the end of the three year period were:

-) 127 Peer Educators from 22 Child Care Institutions were trained
-) The training resulted in improved conditions of the orphaned and vulnerable children (OVCs) as the institutions also have a better understanding of the rights based approach.
-) Staff mentioned that they have adopted alternative disciplinary Methods, child participation has increased.
-) The self-esteem of the Peer Educators has increased. Peer Educator's knowledge levels have improved and they have developed strong facilitation skills. They have become role-models for other children and they have a better understanding of issues of stigma and discrimination around HIV and AIDS.
-) Capacity of the organisations has been built. They are also willing to accommodate children living with HIV if the need arises.
-) The Advocacy Workshop for the stake Holders brought government and NGOs together in a platform that helped establishing linkages and improved communication and rapport with the Government agencies.
-) Children reunited with families or placed in an alternative family through adoption.
-) Every Child Care Institution displays the Child line number 1098, an increased number of children have been enrolled in the schools.
-) Most of the centers have now active functional children's committees ensuring children's participation.
-) Interest for the Rights Based Approach for Children Living with HIV and AIDS (CLHA) was created among Governing Board members, members of the Child Welfare Committees (CWC), Members of the Juvenile Justice board, members of the child line, Government servants from social welfare department, state AIDS control societies etc.

An external evaluator concluded 'that the *Adopting the Rights Based Approach for Children Living with HIV and AIDS (CLHA) project* has been effectively implemented and that the project goal to train peer educators has been successful but that the cascading model on which this entire project has been based, could not be achieved as envisaged. Therefore the project was reduced to onetime training exercise albeit very effective one. It was observed that Naz enjoyed great rapport with the target groups and continue to do so even today.

Sensitizing service providers and other stakeholders

Naz carried out 44 workshops and meetings in various institutions such as police, Universities etc. on LGBTQ, HIV awareness and prevention and gender issues with more than 1300 participants. 40 service providers from Dr. Lal's Path Lab Ltd in Delhi were trained on pre and post-test counselling. Although the funding for the programme ended in December 2016, Naz will continue providing these trainings when there is an identified need.

Advocacy

The legal battle against Section 377 of the Indian Penal Code to de-criminalise homosexuality continued with one hearing in 2017.

Naz has sought and received direction from the government to ensure that Children Living with HIV and AIDS (CLHA) are not discriminated against in schools and are allowed to continue their education as provided to all children under the Right to Education Act.

Goal

Naz India has been running the Goal Programme (Goal) since 2006. Goal uses sport (netball) and life skills education to transform the lives of girls and young women. By providing a safe space to play, it provides a reason to attend sessions and learn from peers. The life skill education sessions empower girls and young women from underserved communities to make their own choices. Most adolescent girls from disadvantaged families lack adequate information and equal opportunities. They have limited understanding of how to protect themselves and manage the outside world. This makes them vulnerable to a range of health issues, including HIV infection and abusive sexual relations.

Goal ten-month programme

Over the last year, Goal has reached out to over 22,000 adolescent girls and boys across India. 10,097 participants successfully graduated from the programme after completing the full ten-month Goal programme. Goal also designed a Theory of Change for the programme. Girls progress is monitored based on the outcomes and goal of the Goal Programme. The internal evaluation showed that by the end of the programme, 9 out of 10 girls

-) Are confident to ask for support when they need it
-) Consider themselves as leaders
-) Know a place in their community where they feel safe.

The change percentages of Goal as calculated are nearly similar as 2015 – 2016 change scores. This indicates that the quality of delivery of the programme is stable and of high quality.

Goal Camps and Events

5,831 participants engaged with the Goal programme through short-term interventions. Using a combination of netball and life-skills through four distinct modalities, the Goal programme has expanded the geographical outreach of its programme to include Odisha, Madhya Pradesh and Rajasthan with Goal Camps (a combination of life skills and netball training with a focus on the latter) in addition to the existing areas Delhi, Mumbai and Chennai. Goal Events have been implemented with 3,005 participants with the highest number of participants in the Sarva Shiksha Abhiyan Kishori Manch training in Delhi with 19 government schools in Delhi.



By the end of Sarva Shiksha Abhiyan Kishori Manch

-) 99% of the girls said that the sessions had been useful
-) 90% of the girls said that they now know how to keep themselves healthy during menstruation
-) 93% of the girls know how to protect themselves in case they are physically harassed

Partnerships

Goal has also expanded its partnerships in Tamil Nadu. Manitham (Manamadurai) and SNEHA (Nagapattinam) both started implementing the Goal ten-month programme with 297 new participants.

The internal evaluation of the partnership model showed the following that partners have a positive view about their partner relationship with Naz:

-) Partners value the programme as an approach to reach out to adolescent girls as well as build good will in the community and the capacity of their own organisation.

- Partners are content with the financial processes and the communication about the day-to-day activities.
- Partners score Naz high on the values (respect, shared values, equality, trust, commitment and transparency).

'Having worked with several donors, we well appreciate our partnership with Naz to be one with freedom, dignity and integrity'.



Youth leadership: Community Sports Coaches (CSCs)

Across India, Goal recruited and trained a cadre of 68 young women who interned with the Goal programme as Community Sports Coaches (CSCs) and supported Goal Coaches in session delivery across 44 sites. The 18-month CSC life-cycle model has also been reviewed and now four distinct phases time frame, which focuses on skill development, programme delivery and facilitation, mentoring and career counselling and career assessments and planning. This review aligns

directly with the Theory of Change that was reviewed and re-developed in June 2016 for this group.

For the first time an external evaluation was conducted to measure impact of Goal on the lives of the community sports coaches. The researchers concluded that the Goal Programme has played a significant role in enhancing self-esteem, leadership and communication skills of participants, peer leaders and community sports coaches in the Goal Programme. The researchers acknowledge that netball is a crucial component of the Goal Programme and an efficient tool to achieve development outcomes among adolescent girls. The report confirms that sport increases opportunities for girls and challenges gender stereotypes. The respondents show an increase in knowledge and attitude on gender issues while 61% of the community sports coaches have taken action on Gender Based Violence. Read on

'When I joined the Goal Programme, I could not look strangers in the eye. Now I train 100 adolescent girls.'

Youth leadership: Peer leaders

353 newly recruited peer leaders were involved in induction trainings across Delhi and Mumbai where they were introduced to their roles and responsibilities on how to assist CSCs and coaches with crowd management, the child protection policy and reporting incidents/sports injuries. The life-cycle for this group too has been systematised and this year in addition to induction training the peer leaders were involved in career guidance and personality development sessions. By the end of their period as peer leaders the girls report the following:

-) 80% says that they have improved their leadership skills
-) 91% think that they are role models for other girls
-) All girls report an increased level of self-worth

Goal netball clubs

In 2015 Goal started netball clubs for Goal graduates. During the reporting period five Goal netball clubs 229 players have been active in five clubs in Delhi. Goal staff have trained the club players in netball- and life skills trainings. Slowly the players are taking up ownership over their club. Players have taken up the responsibility for security/cleanliness of their field. They have negotiated with their community about the use of another sports ground, extra playing time and girls have organised International Women's Day events for their communities. Some players have

started coaching their club mates on advanced netball skills based on their practices in the Naz India Goal Club.



Goal netball league

The 2016/2017 Goal netball league was played, once per month, in Delhi with twelve teams: seven netball club teams and five school teams, with a total of 120 players. Aali Netball club was the winner of the 6th Goal Delhi Netball League 2016 – 2017. Khadar club won the fair play trophy. They both celebrated their successes with a self-organised event for all players and parents.

One Nation Netball Cup

The 4th Annual One Nation Netball Cup (ONNC) 2016 was a resounding success with 140 participants from 14 states participating at the event. The ONNC is a unique event where both boys and girls come together and play netball on equal footing in the spirit of fair play. The minister for education Manish Sisodia and the deputy high commissioner the Australian High Commission Chris Elstoft presented trophies to the winners of the tournament team Chakan from Maharashtra.

Links and media

- Goal first bi-annual newsletter -
<https://drive.google.com/open?id=0Bwx7X8nluwM2aW5NZ3E3R0hSTTISb2NmQ01Fam5QVXJwMHJr>
- Goal second bi-annual newsletter -
<https://drive.google.com/open?id=0Bwx7X8nluwM2UU5FUTh4Q0NHMjA>
- Goal qualitative evaluation report
<https://drive.google.com/open?id=0B9HzXWoNjXPbdExoYTB1NkhIVUk>
- Goal 2016-17 impact report (participants) -
<https://drive.google.com/open?id=0B9HzXWoNjXPbb3dQUUlwOW5Kb3c>
- BACI – Impact assessment report –
<https://drive.google.com/open?id=0B9HzXWoNjXPbdzJ1allNM1pJTVU>

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