She will drive a groundswell of change in India.

Dear Friends,

Our 2019-2020 grant year fully demonstrated our belief: “When she leads, change follows.”

From our Supports for Success program that educated girls ages 10 to 18 on their rights, to our Community Leadership Projects that empowered our Shadhika Scholars to carry out initiatives advancing girls’ rights in their communities, we witnessed what can happen when you unleash the power of a girl. Truly, the young women of Shadhika are creating a groundswell of change for girls everywhere.

In the past year, these Shadhika leaders have successfully blocked early, forced marriages, re-enrolled girls in school, advocated for enforcement of safety and anti-harassment measures, petitioned for additional public toilets, and ensured girls in their community were getting access to proper health and hygiene.

But their efforts have an even greater impact. Our reporting has shown that for each young woman leader Shadhika supported in the past year, she created a ripple effect across her community, empowering, on average, 112 other girls to become the change they want to see in India. Together, these young women are creating a culture shift of empowerment and leadership that starts in India and spans around the world. Yet this is only part of the story.

In the past year, Shadhika also launched the DAWN Initiative to End Gender-Based Violence in three rural villages in Uttar Pradesh. This project focuses on working with boys, men, and “gatekeepers,” such as elected officials, religious leaders, and police to educate and empower them to address sexual harassment and domestic violence. Because we know that advancing girls’ rights cannot be borne by young women alone – it must be a value we all share and advocate for.

As we ended our grant year in March 2020, our world was turned upside down by the Covid-19 pandemic. Like everywhere else in the world, our grantee partners and those we support in India were forced to take shelter in their homes, shuttered from school and our Shadhika programs.

In the face of these circumstances, we’ve now seen the true value and depth of Shadhika’s work over the years. For it has been these young Shadhika leaders, who have now stepped up to serve their communities in need. The skills they’ve gained as community leaders are now serving to help ensure families receive aid, food rations, and access to medical care.

As they step forward as leaders in this time of crisis, their presence is reshaping cultural perceptions of a girl’s value forever.

When she leads, change follows.

On behalf of all of us at Shadhika, thank you for your support this past year and your on-going commitment to Shadhika’s work. Never has that support been more important than now.

Sincerely,

Kim Burnett, President & CEO
Susan Herzig, 2019 Board Chair

A special acknowledgment to Susan Herzig, Immediate Past Board Chair, for underwriting this year’s Impact Report production costs.
Our world faces a myriad of challenges, and the stakes have never been higher. Study after study has shown that one of the best ways to address these challenges is to invest in young women. From adolescence to adulthood, Shadhika partners with local women-led organizations that support young women who face the highest discrimination in India.

Whether it is in rural Rajasthan, or migrant communities in Bengal, or Muslim communities in Mumbai, Shadhika is empowering young women leaders to address the systemic discrimination they face from their right to an education, and safety and mobility, and their right to avoid sexual harassment and child marriage. One young woman at a time, our bottom up approach is creating a generation of young women leaders, each of whom lifts a generation beside and behind her. Her success creates a groundswell of change that starts in India and ripples around the world.

She is facing gender discrimination around the world.
Our Mission

Shadhika exists to inspire a culture shift in India by ensuring every young woman is empowered to realize her full potential.
Our Strategy

1. **PROMOTE SUSTAINABLE CHANGE**

   Truly addressing gender inequality in India demands that we pursue strategies that create sustainable change so that future generations of young women are able to realize their full potential. To accomplish this, we pursue long-term initiatives that aim to change a culture that devalues young women and limits her future. Supporting young women from adolescence to young adulthood, our programs demonstrate what can be realized when you invest in a girl and shift her “economic value” from that of a burden to that of an asset. Her success unleashes the potential of a generation of other young women, each of whom lifts up a generation beside and behind her.

2. **INVEST IN LOCAL PARTNERSHIPS**

   For change to be sustainable, it must be led by the community it serves. This is why we partner with carefully chosen, locally-based, women-led organizations in India to design and carry out our strategies in a manner best suited for their local communities. These partners ground their work in a human rights framework, have a community-centered approach to their work, and a thorough understanding of how to implement effective, girls’ rights and leadership programs in their area.

3. **EMPOWER YOUNG WOMEN**

   Ultimately the change we wish to see is in the lives of the young women we support. Which is why we work with our partners to put the girls themselves at the center of our work. From the age of 10 to 24, we work together to ensure the young women we support are empowered to make their own decisions, succeed in school, contribute to the economy, and transform their communities. Because when they do, they become the change they want to see in India, championing the way for other girls.

4. **CREATE A GROUNDSWELL**

   We believe the groundswell starts when a young woman is empowered to make her own decisions, choose her own life, and stand up for her rights. When she is empowered, she passes it on to those around her, creating a ripple effect in the lives of other girls, their families, and their communities. For every 1 young woman Shadhika supports, she empowers, on average, at least 112 others. To be strong. To be powerful. To be change. Together they are creating a groundswell of change across India.
Our Impact

3619 girls served in 2019

82% of young women escape early, forced marriage

100% of young women complete secondary school

95% of girls receive passing grades in English courses

89% of scholars graduate from college or university

30 college scholarships awarded to young women in 2019

77% of graduates receive jobs or internships

90% of girls practice a gender-equalitable attitude

3,224 people impacted by Community Leadership Projects

93% of scholars report improved self-confidence

350 men and boys reached through DAWN Initiative

95% of young women report improved leadership skills
Where We Work

Locations as of March 31, 2020.
Our Partners

1. STOP India

STOP works to change the systems that oppress and enslave children and women and empowers survivors of sex trafficking to use their lives and voices in a meaningful way. Our support provides training on market-oriented handicrafts with the goal of teaching survivors how to reach self-sufficiency through entrepreneurship.

2. DOOSRA DASHAK

Doosra Dashak, located in rural regions of Rajasthan, provides life skills oriented education to harness the leadership potential of young women for social transformation. We underwrite the costs for a residential camp to re-enroll girls in school and to empower them to take on girls’ rights projects in their communities.

3. SAHIYAR

Sahiyr (Stree Sangthan), provides a safe space for women, awareness programming surrounding gender-based issues, and leadership development for adolescent girls. We are building Sahiyar’s capacity to deliver education and leadership development to young girls from marginalized sections of society through the use of a technology center.

4. VACHA

Vacha works in the slums around Mumbai to run after-school programs that teach girls their rights, support them to stay in school, provide them with nutritional and sex education, and expose them to life outside the slums. We support two of their after-school centers where girls receive secondary education, life-skills training, and advocacy training on women’s rights.

5. BAALE MANE

Baale Mane is a home for girls 8-24 years old who are orphans or have a single parent who is unable to care for them. Baale Mane provides comprehensive support, teaching young women how to overcome the oppressive roles and expectations of women in their community and equipping them to lead an independent life. We support life skills training for young women who are “aging out” of Baale Mane so they have the skills and rights-based knowledge they need to live independently.

6. MILAAN FOUNDATION

The Milaan Foundation educates, enables, and empowers adolescent girls to become change makers in their own lives and in the communities they come from. We support their Girl Icon Program, which delivers comprehensive life-skills based education and human rights training to carry out collective social action projects on issues that affect adolescent girls.

7. DAWN INITIATIVE PARTNERS

Direct Action for Women Now (DAWN), alongside Asian Bridge India, Grameen Punarnirman Sansthan, Lok Samiti, and Gramya Sansthan, our four implementing partner organizations, work together in three villages of the Varanasi district in Uttar Pradesh to engage men, boys, and community “gatekeepers” to systemically address gender-based violence.

8. UDDAMI

Uddami teaches computer and soft skills to enhance and support the potential of women and youth from low-income communities around Kolkata so that they can develop sustainable livelihoods. We provide support for Uddami’s English and Job Readiness programs.

9. JABALA ACTION RESEARCH ORGANIZATION

Jabala works with the daughters of sex workers in the red-light districts of Kolkata, as well as young women in the rural districts of West Bengal. Shadhika supports an after-school program for girls age 10-24, including tutoring in English and computers, rights-based education, sex education, arts activities, exposure visits outside of their community, and actions within their community that promote gender equity.

Partners as of March 31, 2020.
Our Programs

SUPPORTS FOR SUCCESS
We provide grants to local, women-led nonprofits to carry out after-school programming for girls from 10 to 18. As part of this program, girls learn about their rights and carry out community projects to advance their rights. They also receive educational support to help them stay in school until Class 12 and escape early, forced marriage.

SHADHIKA SCHOLARS
Shadhika provides college and vocational scholarships to young women who have demonstrated leadership on girls’ rights issues under our Supports for Success program. In addition to full tuition support, recipients receive English tutoring, computer classes, a laptop, and job readiness training. Each scholar is also paired with a U.S. pen pal as part of our Girls’ Writes program. As part of the scholarship, recipients carry out a community project to advance girls’ rights during their school year.

MAKING HERSTORY
Shadhika provides media internships to empower these young leaders to tell their stories firsthand. Through blogs, videos, photography, poetry, and social media posts, these young women leaders are sharing their personal challenges, strategies, and successes to advance their rights in their communities.

DAWN INITIATIVE TO END GENDER-BASED VIOLENCE
This year, Shadhika has launched a multi-year initiative in three rural villages outside of Varanasi in Uttar Pradesh that is working with boys, men, and “gatekeepers” such as elected officials, religious leaders, and police, to build awareness and understanding to mobilize action to prevent gender-based violence, specifically sexual harassment and domestic violence.

ALUMNAE NETWORK
After graduation, these young women leaders take a pledge to continue to “pay it forward” and mentor the next generation of girl leaders. Meeting annually, alumnae serve as advisors to Shadhika, helping us to improve our efforts in India.

LEADERS FOR CHANGE SUMMIT
Each year, Shadhika hosts our Scholars from across India for a four-day summit to learn new leadership skills, build a support network, meet with international women leading the work on girls’ rights in India and to collaborate on their community leadership projects. Scholars collaborate on best practices for their projects and support each other with their cause. During the summit scholars present on their project, they celebrate the scholars who are graduating from college with an award ceremony and explore the host city.
Meet Reshma
Shadhika Scholar at STOP India

Kendra Nicolai, Shadhika’s U.S.-based Program Officer, interviewed Reshma, a Shadhika Scholar and nursing student in Delhi.

Reshma, how long have you been a Shadhika Scholar?
I have offered 3 years of scholarship support and now I have completed 1 year in Shadhika.

Where are you studying, and what degree are you pursuing?
I am studying at Rufaida College of Nursing Jamiya Hamdard to earn my nursing diploma.

How has the Shadhika scholarship impacted your life?
I’m pursuing nursing – my family wouldn’t have done this for me. I have freedom, and my English has improved. I was afraid to speak to people but now I feel confident to speak to everyone. I am able to help others too.
If you didn’t have a Shadhika scholarship, what would you be doing now?
Maybe my education would have been stopped, as my family cannot afford it. So, I would likely be married to someone. But now I’m getting an education, and my parents are proud of me. I’m thankful to Shadhika for this.

What do your neighbors and community think of you?
Many neighbors also plan for their daughters to get married, but when they saw my nursing uniform and my improvements in education, they stopped their daughter’s marriages and encouraged them to do something like me.

I also give tuitions (ie. tutoring) for the students in my community and run health workshops for the community girls along with their parents.

Do you have a mentor?
Yes! Mallika and Mamta Ma’am, who work at the Jabala center in my community. They give suggestions to solve our daily issues and advise me in a friendly way. More than anything they listen to us.

Do you enjoy having a Shadhika pen pal?
Yes, my pen pal shares pictures and writes about her country, culture, and family. She asks me a lot of questions about my education. I like writing to her because it helps me to learn new words and improves my English.

What is your Community Leadership Project topic?
My project topic is Health and Sanitation, with an emphasis on the trash problem in my community.

What was the experience of surveying your community like?
I was a little nervous to talk to my neighbors, but they were very friendly. I started to meet different people. I did my survey on Sundays because other days I had to go to college.

Has the scholarship helped you have more confidence?
Yes! It has helped me to gain confidence and improved my communication too. More than anything it has given me an education. Before, my family was planning for my marriage, but now my family is very proud of me and supports me.

What does a typical day look like for you with your nursing studies?
I study at night until 1:00 am and again I start studying in the morning at 5:00 or 6:00 am. I go to college by 7 o’clock. We go for posting (ie. clinical nursing rotation) and come back by 1:30 pm for lunch time. After I join our classes.

Is your college near where you live?
It takes 20 or 30 minutes to get there. But we visit different areas for posting which can take more than 1 hour for traveling.

What’s been your favorite posting?
I have worked in every nursing area but my favorite posting is injections – for new born babies and immunization vaccines. We are observed by our teachers. They have a good opinion about me. I enjoy my work.

What area of nursing would you like to pursue?
Any area of nursing is good for me, but I really like immunization or psychology.

When you graduate will your father still arrange your marriage, or do you think your father would allow you to choose when and whom you want to marry?
I see changes in my parents now, and I hope one day they will completely change their minds. If not I will ask for more opportunities. I want to achieve my goals before I think about marriage.

What’s the experience of surveying your community like?
I was a little nervous to talk to my neighbors, but they were very friendly. I started to meet different people. I did my survey on Sundays because other days I had to go to college.

Reshma with friends from STOP India in their community.
How long have you been working with Jabala?
As a student, I have been with Jabala since childhood. I began working with Jabala as a teacher and mentor in 2016. I have worked with Shadhika’s Supports for Success program since that time as well.

What has your experience been working to implement the Supports for Success program at Jabala?
I like the way Shadhika thinks about mainstreaming all of the girls in the community by supporting their basic computer and spoken English training.
You’ve been a part of Jabala since childhood. What is your role at Jabala now as a teacher?

Primarily, I am a role-model and mentor for the girls in the community. I spend time at our centers daily and support the girls’ efforts with their homework. Many confide in me, and I often counsel them about any issues they are facing with their families or in the community.

Can you share an example of a time you coached the girls? What is your approach?

Growing up, I lived with my mother and grandmother. We did not have any support from a male. They continued my studies and they helped me receive admission to college. I go to the girls’ homes and speak with their parents. I often speak to the parents about delaying marriage—their education should be completed first. I also speak to the parents about how the girls should have the opportunity to choose when and if they want to pursue marriage.

Can you give us an overview of Supports for Success at Jabala?

Supports for Success enables Jabala to provide basic computer, basic math, and spoken English training to the girls. These are important skills that the girls will use for the rest of their lives, especially if they want to pursue higher education or a job in the formal economy. This training helps the girls to establish their future. The girls also learn about their individual rights and have a larger context for what is happening with girls’ rights around the world. This program helps the Jabala girls to establish themselves and access a brighter future.

What are some of the biggest achievements or outcomes of this program so far?

Our biggest achievement is seeing our older girls stand for their communities and raise their voices. Also, we have stopped almost all early, forced marriages and school dropouts in our community.

From the girls’ perspectives, why do you think they like attending Jabala’s programs each week?

Many of the girls experiencing difficulties in their families. At Jabala they can find calm and are able to learn new skills. They never want to stop coming to Jabala. The families notice how much their daughters learn at Jabala and are mostly supportive of the girls participating.

How have you seen the Jabala girls creating change in your communities?

Yes! There are two sisters, they belong to a Muslim family. Originally their father did not allow them to leave the house. One of the daughters reached class 10 and then her father decided she would not be allowed to go to school further. Her sister was in Grade 5. We spoke with the family, and the girls began coming to Jabala. The father was upset at first, and the girls were afraid of him. After participating in the sessions and classes at Jabala, they now negotiate with their father themselves. Now if we go to their home, the father doesn’t object to their participation at Jabala. He doesn’t say much, but he doesn’t object to their education. The oldest daughter is now in Grade 12 and will be taking her high secondary exam.

You have been part of Jabala over the years, since childhood. How has Jabala and the Shadhika program helped you?

Well, Jabala’s Bowbazar center is two houses away from my home, it is very close. My aunt was Jabala staff when I was very young, even before Grade 1. I would go with her to Jabala in the morning, then go to school, then go back to Jabala after school as well. After Grade 12, I began volunteering with Jabala. When I was in my first year of college, Baitali (Jabala’s Executive Director), encouraged me to be more involved as a mentor at Jabala. Before Shadhika came to support Jabala, I was not learning a lot about my rights and how to share those rights with other girls. With Shadhika’s support, I have spoken with Jabala’s stakeholders and know how to advocate for girls in my community. We have built a connection with the community, and they know I am someone in the community who can help them. I feel empowered.

How has Shadhika’s team been involved in strengthening Jabala’s efforts?

We like very much having Shadhika’s team involved in our work. Even when we may have to do a little bit more work for them, Shadhika’s team has always supported us. When the Shadhika board came to visit us, we felt very warm toward them. The staff is very helpful and always support us to answer our questions.

What is the overall experience as a Shadhika partner?

It is very, very good. At Jabala, we never thought we’d be able to serve this many girls. Every girl gets the same opportunity to enhance their skills, and we keep adding more girls to our programs. With Shadhika’s support, the girls are receiving degrees and certificates from well-known institutions. The girls know how to raise their own voices and express their rights. If they experience issues, they know we are here for them. The girls have a greater sense of community because of Shadhika’s partnership with Jabala.
The Leaders for Change Summit is an annual four day gathering for all the young women of Shadhika receiving scholarship support across partner sites in India. During the summit, scholars meet national and international women leaders and mentors, receive training on an array of skills including leadership development, community organizing, job readiness, human rights and advocacy, while collaborating with peers on strategies to advance girls’ rights. Scholars present on their efforts to advance girls’ rights in their communities, with the most innovative and effective strategies receiving awards. Each year, Shadhika hosts a graduation ceremony during the summit for all scholars graduating college and the Shadhika Scholars program. In addition, there is a Mobile & Mighty Challenge where the scholars use negotiation, technology, and collaboration to locate ten historical areas in the city of the summit.
1. Daivashala Giri conducted a workshop on traditional games that was a hit with the scholars.

2. The young women celebrate after the Mobile & Mighty Challenge.

3. The young women collaborate on their Community Leadership Projects in break-out groups.

4. Arifa and Farhana hang out during a tea break.
Our Staff & Board

KIM BURNETT
President & CEO
Denver, CO, USA

GILLIAN FORD
Marketing Manager
Denver, CO, USA

VAISHU MANJUNATH
Marketing Associate
Bangalore, Karnataka, India

KENDRA NICOLAI
Program Officer
Denver, CO, USA

UPASANA SAHA
Program Officer
Pune, Maharashtra, India

SABAH SIDDQUI
Donor & Program Associate
Mumbai, Maharashtra, India

Staff as of March 31, 2020.

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Board Chair

DIANE SIGEL
Vice Chair

ARUNA BELLARY
Board Treasurer

ANONDO STANGL
Board Secretary

NANDITA GEERDINK
Board Member

LISA ACREE
Board Member

MELODY JONES
Board Member

LATA MADIPATTI
Board Member

SIGNE KURIAN
Board Member

Board as of December 31, 2019.
**Our Financials**

*Audited, prepared by Taylor, Roth & Company, PLLC*

### STATEMENT OF ACTIVITIES

**Revenues & Other Support**

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**Expenditures**

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**CHANGE IN NET ASSETS**

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### TOTAL EXPENDITURES

- Programs: 81%
- Management & General: 8%
- Fundraising: 11%

### PROGRAM EXPENDITURES

- Supports for Success: 34%
- Girls’ Writes & Computers: 18%
- Shadhika Scholars: 22%
- Leaders for Change Summit: 11%
- Dawn Initiative to End GBV: 11%
- Advocacy: 4%

### Assets

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### Liabilities & Net Assets

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On average, every young woman of Shadhika empowers 112 other young women. Together they are creating a groundswell of change across India.
Our Community

Donors

OVER $10,000

Lisa Acree & Mark Selcow ◆
Artists for Peace and Justice
Bridgewater Fund
Kimberley Burnett & Anondo Stangl ◆
Direct Action for Women Now

Equinix ●
For Girls Sake ●
Global Giving Girl Fund Allocation ■
Janet Gray & Brad Rind ●◆
Susan Herzig & Paul Hertzmann ●◆
Signe & George Kurian ◆
Allison & Thomas Kurian
Suzanne LaFetra Collier ◆
Shatz Charitable Foundation

$5,000 – $9,999.99

Anonymous (1)
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Kathryn Boris-Brown & Greg Brown ◆
Nancy & John Cassidy ◆
Loretta Feehan

Inmaat Foundation
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Anjali Vishwanath
Milind Wagle

$2,500 – $4,999.99

Anonymous (1)
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Barbara Bridges Fund
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Nandita & Jochem Geerdink

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Lata Maddipati ◆
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Diane Sigel & Allan Steinman ◆
Linda Smith ◆
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Alice Turak ◆
Our Community

Donors

$1,000 – $2,499.99

Anonymous (2)
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Anita Chhabra
Salman Dasti
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Nilima & Piyush Desai
Carolyn & Terry Gannon
Girls’ Rights Fund
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Audrey Hargis
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Carolyn Mitchell
Suruchi Mohan & Prabhat Goyal
Letitia Momirov
Susan Moore
Prashant Motewar
Josetta & Bruce Owen
Juliet Page & Phil Hollander
Julian Parry
Paypal Charitable Giving Fund
Sang Phan
Marcia Pugsley
Ann Rando
Barbara Sachs
Kulbhusan Sareen
Rebecca Sayed
Philip Schreiber
Teena Sebastian
Mridu & Chandra Sekhar
Candace Shavit
Maureen Sheehan
Joydeep Shome
Debby Sigel
Vidhya Srinivasan
Srivats Srivats
Robin & Alexander Stuart
Monique Tuttle
Tara Risser Ulm
Amanda Vandenbark Wall
Susan & Mark Weiner
Sheila & Mark Wolfson
Our Community

Donors

$500 – $999.99

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Rosie Bailey ●
Thomas Banola
Jacquie Bayley
Cynthia Beard
Julie Biberstein ●
Patti & Michael Brawer
Jeffery Broderick
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Michael Chambers
Colorado Jewish Reconstructionist Federation DBA B'nai Havurah
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