PUKAR

75-20

Annual Report April 2021 - March 2022

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Front and back page photo credits:
Architecture x Placemaking
Youth Fellowship group (2021-22)

Partners

NATIONAL

Azim Premji Foundation (APF)

Rohini Nilekani Philanthropies

Cummins India Foundation (CIF)

Centre for International Development Services (CIDS)

Rise Up

Dhola Infra Projects Ltd.

INTERNATIONAL

EMpower—The Emerging Markets Foundation

Stichting Daida

National Science Foundation

India Development Service, USA (IDS)

Shabnum and Sunil Sanghvi Charitable Gift Trust

VALUES
COMMUNITIES
ORGANIZATIONS
TEAMS
LEADERS

A Palimpsest

As we all celebrate seventy-five years of Independence of our beloved country, we at PUKAR are adding a tiny spec to that joy by celebrating twenty years of PUKAR's existence.

Born out of the passion and imagination of the professorial duo, Late Carol Breckenridge and Arjun Appadurai, PUKAR began its life as a think tank, to bring all the people related to the cities on one platform. This Avatar of PUKAR continued till 2005. In 2004, Rahul Shrivastava, then the Executive Director, created a brilliant program called "Tarunai" for the community youth, based upon Professor Appadurai's essay of "Right to Research". Tarunai metamorphosed into the now famous program called The Youth Fellowship that I launched as my very first project when I joined PUKAR in 2005.

From 340 million people at the time of Independence, our country progressed to 1.4 Billion in 2022. From 6 Team members in 2005 when I joined, PUKAR progressed to 49 in 2022. Not as huge a jump like that of our country but enough to reach out to more than 1 million people through various projects that brought a few significant changes in the lives of community members. From one vertical of Youth and Urban Knowledge Production, we expanded to 3 additional verticals including governance, social determinants of health, and gender. Under each of the verticals, many action research projects have been completed, anchored in strong research ethics and uncompromising rigor. Documenting and archiving through audio-video interviews of more than thousand people, conducting enormous surveys, mapping, creating massive data sets on slum health or village populations that have informed best practices and policies.

We have a Khazana of more than twenty-five thousand images of vanishing mill-chawl culture of Mumbai along with video-recorded interviews of 260 chawl dwellers, and three separate websites depicting the mills and the chawls of Girangaon that once enriched this city. Any sociologist or anthropologist's dream to dig in!!!!

Our supporters have spread across the globe, from Ford Foundation, Rockefeller and University of Chicago to Azim Premji Foundation, Tata Trust, Rohini Nilekani Philanthropies and EdelGive Foundation! We would like to believe that all these philanthropists trusted our capacities to bring changes in some of the most marginalized communities we helped to bring changes in... over the years! Construction workers who could bring water to their basti, rag pickers who won the best youth award, LGBTQ communities who raised their voices, rural Adivasis who benefitted from various schemes for them, adolescent girls from the slum communities who became leaders and boys who understood the benefit they will receive through their gender responsive behaviour, they all have been our partners in this fabulous journey.

The transformation that we have seen in thousands of youth who have participated in various projects over the years has been heart-warming. Barefoot Researchers, Change-makers, Youth Leaders, Sehat-Sevaks, E-Sevaks, Alu-Mentors, everyone who transformed their lives, career choices, futures and communities. They gained confidence to voice their feelings, they accessed a safe space for themselves in the community through PUKAR's initiative, learnt to articulate their concerns and have a dialogue with local community leaders, policy makers, police, thus creating safer, cohesive and sustainable communities. In the eyes of their parents, and their community people, many of them gained respectful leadership space. A huge achievement for these marginalized and neglected youth, the future leaders of our country.

This expedition of 20 years has been an exhilarating as well as challenging for PUKAR Team members who went through heartaches and struggles to become better facilitators, better communicators, leaders and managers. This process led to our own intellectual growth, more nuanced understanding of communities, the sharp differences between the economic priorities and cultural ethos of rural and urban India, and youth and their priorities. We immersed ourselves deep into critical analysis of the strengths and weaknesses of the mainstream pedagogy and the pedagogical system of Community Based Participatory Action Research (CBPAR) that we so painstakingly developed, refined, and used very successfully in every project we executed.

We all went through new leanings and unlearning to develop capabilities necessary for this voyage. It was a gut wrenching yet heart-warming, intimidating yet illuminating experience at the same time. The result of this journey has been overwhelmingly positive with PUKAR being looked upon as an organization to go to for the 'Training of the Trainers'(ToT) for execution of CBPAR. Many prestigious academic institutions as well as many civil society organizations are now desirous of learning this enriching and transformative experience.

As India and PUKAR begin walking towards the next 25 years, we will face even more difficult challenges, climate change being the worst, that has the capacity to upend life as did the pandemic. And today's youth needs to play a critical role in the mitigation of this problem in order to save their future as well as the future of this planet. PUKAR wishes to contribute to that effort through our partnerships with youth.

As we start our journey of the next 25 years, PUKAR hopes that all individuals, institutions, collaborators, Barefoot Researchers who have been with us through the past 20 years, will continue to be with us. But most of all, we hope that the Barefoot Researchers and the Communities would remain our most significant partners, partners who with their passion, vision and enthusiasm, inspired, innovated, illuminated and led this endeavour.

Dr. Anita Patil-Deshmukh
Executive Director and Principal Investigator

PUkAR

means a clarion call

लहरों की तरह उभरे हो तुम
इस नील के गहरे सागर से
और गूंज उठा है अर्षे बरीन
पुरजोश धमकते नारों से

...

तुम जिस लम्हे मे जिंदा हो
वो लम्हा तुमसे जिंदा है
ये वक्त नहीं फिर आयेगा
तुम अपनी करनी कर गुजरो
जो होगा देखा जायेगा

फ़हमीदा रियाज़

Celebrating
MENSTRUAL
Health
Day

Gender

Where patriarchy and life changes are viewed through the lens of adolescent girls and boys and transformative attitudes are inculcated in order to help create gender-responsive communities.

Inculcating Gender Transformative Attitude in Adivasi Children: Parivartan

ABOUT THE PROJECT

With support of Rohini Nilekani Philanthropies, PUKAR made a foray in to the Ashramshalas (Residential Schools) for Adivasi girls and boys of Palghar, one of the largest tribal districts of Maharashtra. This project "Inculcating Gender Transformative Attitudes in Adivasi Boys" (IGTA) aims to work with Adivasi students of grade 7-8 in 7 Ashramshalas of Palghar, encompassing about 600 boys and 200 Girls. Interactive modules were prepared after studying and researching many global activities on the subject and creating modules that would be appropriate for the ethnic and cultural practices. To conduct these activities, we recruited and trained a Team of Adivasi youth, 6 women and 4 men. All 4 boys and 2 girls are alumni of the Ashramshalas themselves, making this process of training very inclusive and unique.

The project started by conducting Gender Attitude survey followed by interviews of 30% children related to their gender attitude. Teachers and Principals of the schools were taken onboard with discussions and dialogue.

Each module starting out with simpler subjects like Nutrition and moving slowly to body changes is discussed in an interactive format every week in each school and revision is done before the new model is inducted. The children seem to enjoy this new way of learning process where their opinions are asked, their views are considered, and their voices have values. We are looking forward to this deeply satisfying process.

Activity within the team to break gender barriers

Training of the team on body mapping

Mentor taking a session with the students on body mapping

Children with hat activity

Team capacity building

IMPACT SNAPSHOT

7
Ashramshalas have been partnered with

3
Blocks have been covered (Palghar, Vikramgad, Wada)

831
Students enrolled in the program

407
Girl students enrolled

424
Boy students enrolled

Journey Towards Dignity (JTD)

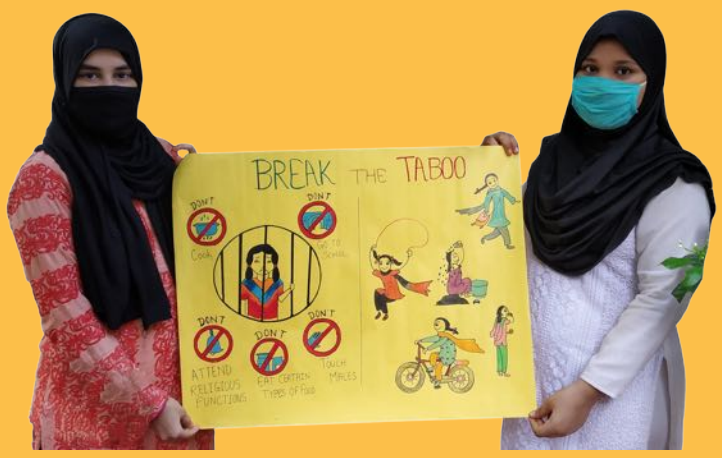
ABOUT THE PROJECT

JTD had a very busy year with 2 new collaborations with distant organizations both supported by EMpower. Both collaborations led to acquiring new techniques by the mentors that would help the adolescent girls to deal with their health as well as that of their communities.

Learning Sessions

Sessions about growing up and body mapping were conducted with girls, boys and parents. All participants were very happy to receive this critical information.

Learning about gender roles



International Menstrual Hygiene Day campaign on 28 May 2021

Menstruation Hygiene Day Campaign

Girls created posters around the taboos and exhibited it around their communities to raise awareness.

Creating Scientific Temper

The girls were taken on exposure visit to Nehru Science Center in order to raise their awareness about science and how it runs the life on the planet.

Engaging with interactive tools in Nehru Science Centre, Mumbai

Graduation Ceremony

The graduation ceremony of the girls who graduated in December 2021 was held in 2022 due to COVID restrictions on gathering. This was held in Nehru Science Centre

Smiling faces on the steps of Nehru Science Centre, Mumbai

Preparation for the new cycle

Outreach was conducted mostly through communities with the help of JTD's alumni and a new community, Annabhau Sathe Nagar (ABS), a Dalit Basti was included in the current list of work area.

Speaking to boys in Annabhau Sathe Nagar, Mumbai

Learning from our past experiences the parents' meetings were conducted first before enrolling their children in order to gain their support.

We totally enrolled 324 girls and 100 boys from three communities- Mandala, ABS, Kaula Bandar. The boys seemed very curious about "What the girls are learning and why we are not being included" Hence they enrolled in large numbers.

The girls have learnt not only about menstrual health and reproductive health but also about gender-based violence and child sexual abuse. They have started opening up and sharing the abuses they face at home and many of the girls have started sharing their learning with their mothers and other relatives. Many mothers are so impressed by this knowledge that they are requesting the Team to start such sessions also for themselves.

Girls' Voice Initiative

ABOUT THE PROJECT

Adolescent girl leaders from Dharavi conducted research on sexual harassment they faced in the dark areas, presented their data to the local policymakers and succeeded in getting street lights and CCTV cameras in the dark areas. 10000 women and girls in the community benefitted from this simple activity.

Community event in Dharavi

Adolescent young leaders in Kaula Bandar during a public event with police

Adolescent girl leaders from Kaula Bandar conducted research on sexual harassment they faced near the public toilets, presented their data to the local policy maker and succeeded in getting public toilets windows and doors repaired. This has led to reduction in stalking. Cameras have also been installed around dark areas of the railway station which helps to commute safely.

Adolescent Girl Leaders in Mandala researched on the issue of 'Girls' Drop Out'. The results revealed that 60% of girls wanted to continue their education but were not allowed by the parents. The Girl Leaders presented that data to the community folks through a public event that was attended by many parents. After hearing their daughters' plea, 50 parents agreed to let their daughters continue their education. PUKAR thanks Rise Up and Cummins India Foundation for supporting this program.

An excerpt from a handout used to share research findings

Girl leaders performing a street play depicting societal gender suppression

Girl leaders speaking to a journalist

Girl leaders visiting Nehru Science Center - building a scientific temperament

Collaborations

Learning Community (LC): Leadership Building in Adolescent Girls

PUKAR was invited to join 9 other organizations that work with adolescent girls and leaderships. 10 alumni from 2 communities of PUKAR's Journey Towards Dignity Program were selected.

LC program involved girls designing and executing a research project based upon the community issues they faced. The girls chose the topic of sanitation issues related to toilets. They learnt research ethics, survey and mapping techniques and conducted the research. This data and the actions planned were presented at the final event of LC.

Girl leaders were eager to work on a leadership-building program

Collaboration with Kolkata Sanved For Dance Movement Therapy

12 members of PUKAR participated in ToT

Oct, Nov 2021- Kolkata Sanved conducted Self-Care Training for Team PUKAR over 5 days. This was done online due to COVID-19. 12 members of PUKAR Team participated in this training on the basis of Training of Trainer (ToT) Program. After initial sessions the participants were given tasks to practice their learnings in the communities till next training session.

Governance

Where documentation becomes intervention, and research-based advocacy leads to demand for distributive justice and good governance from citizens thus changing their lives.

Strengthening Local Democracy (SLD)

23 TRIBAL VILLAGES IN PALGHAR DISTRICT

Navigating COVID-19

In its 6th year of research-action, the SLD team remained very busy through the COVID lockdown, distributing ration, masks, oximeters, thermometers, mapping the health care facilities, creating modules of process to access various schemes and handing over that information to various Grampanchayats. This was intended to help Grampanchayat folks to help villagers access these schemes when PUKAR Team exits from the villages.

Handing over a informative document to the Grampanchayat.

Helping villagers access food under the Khauti Yojana

Social Security

Khauti Yojana that gave people access to extra food was implemented by PUKAR Team, going door to door, filling out the forms and helping people to actually receive the benefits.

Funders Visit

The Program Officers from Azim Premji Foundation (APF) visited the project and were very pleased with the interaction they had with the beneficiaries. This led to their recommendation to scale the project in the block of Vikramgarh.

Program Officers from APF interacting with the villagers

Mask distribution to ASHA workers and Aganwadi Sevikas

Screening of new government schemes during COVID-19

Grain distribution during COVID-19

IMPACT SNAPSHOT

2962
Khauti Yojana beneficiaries

23
Villages selected

17
Gram panchayats selected

5128
Total households

25440
Total population

22710
Total ST population

2210
Children (0-6) given food

302
Lactating mothers given food

136
Pregnant women given food

38
ASHA workers given an oximeter, thermometer and mask

44
Anganwadi workers given an oximeter, thermometer and mask

Healthy Cities, Wealthy Cities

Where research based community interventions help change health seeking behaviours of the most disenfranchised, creating healthier citizenry and wealthier communities.

Healthy Cities, Wealthy Cities (HCWC)

HEALTH RESEARCH

With a very long standing, rich and varied experience of all research instruments like interviews, life story interviews, participatory observations, surveys, census, coding and mapping, the Healthy City Wealthy City Team has been in demand.

Impact on Health of Slum Dwellers due to 'Legal Exclusion'

The Healthy City Team remained occupied with the project exploring the topic shared above. In its final year, this project in collaboration with North Eastern University, Tuft University and National Science Foundation (USA) was conducted in Kaula Bandar, Mandala and Dharavi Slums. The team has completed close to 1000 Participatory Observation in the three communities.

Team members in Kaula Bandar

Slum Rehabilitation Authority (SRA)-Slum Dwellers-Policymakers

In another project the Team focused on exploring the differences in the behaviour of the officers/ local policy makers towards the slum dwellers versus those inhabiting the SRA buildings 40 lengthy interviews, 20 of the slum dwellers and 20 of the SRA residents were conducted by the Team successfully in Shivdi, Parel and Sathe Nagar SRA communities and nearby slums.

Team members conducting an interview with a SRA resident

Youth & Urban Knowledge Production

Where youth power gets channelized through participatory action-research for creation of evidence based knowledge that results in self and community transformation.

Youth & Urban Knowledge Production

RIGHT TO RESEARCH

The Youth Fellowship Program (YFP) is rooted in the concept of Right to Research and Community Based Participatory Action Research (CBPAR). The pedagogical practices include multiple interactive workshops, conducted by resource persons with domain expertise, games to enhance the understanding of CBPAR and research instruments.

The community-based youth, 'Barefoot Researchers' conduct participatory research on the problems of their community and based upon the evidence collected they plan and execute the action.

In its 17th cohort, the program and its variants created the following impact:

IMPACT SNAPSHOT

149
Trained with CBPAR skills

28
Workshops conducted

10
Research projects completed

1000+
Indirect beneficiaries of the programs

30
Different communities reached

Karke Sikho

149 young leaders /barefoot researchers gained knowledge about CBPAR "Karake Sikho" that would benefit them in their future educational and livelihood opportunities.

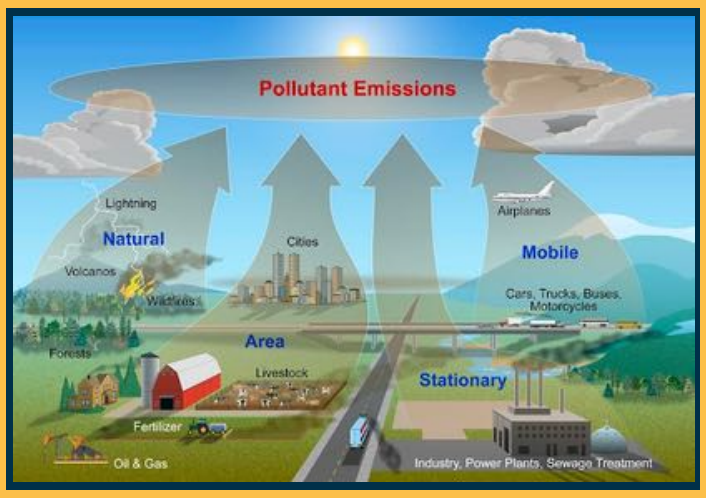
Team Building Activity-Barefoot Researchers Learning through Action

Understanding hierarchies through role plays

Young leaders; our Barefoot Researchers understood the intersectionality of caste, religion, patriarchy, power dynamics and privileges bestowed under these titles, and the role media plays, in enhancing these divisive aspects of our society.

Young leaders, understood the constitutional values which would encourage them to mediate in conflicts to maintain peace and harmony in society.

Urban governance workshop



Source of pollutants

Young leaders, learnt the devastating impacts of air and water pollution and SDGs through digital technology created by PUKAR.

Young leaders benefited from employability skills recommended by the World Economic Forum. Included were communications, problem locating and problem-solving, critical and creative thinking, analytic thinking, teamwork, consensus building and conflict resolution and time and money management.

Problem location-problem solving skills

Understanding research ethics and communications through community-role play

Young Leaders learned the importance of advocacy as intervention in their own communities, thus creating action projects based upon the research they conducted and they learned to execute it with the help of their community partners.

Young leaders became conscious and responsible citizens through these activities.

Intervention built by the Barefoot Researchers in their community-based upon their research

Request from Civil Society Organizations and Educational Institution related to CBPAR

- The Youth Fellowship (YF) Leads conducted multiple dialogues with CSOs like Ibtada, Medha, Bright Future, and Magic Bus for training their youth leaders and staff members in implementing the CBPAR tool in different settings.
- Team is in the dialogues with other organizations.

Networking with Educational Institutions and CBO's:

- 45 students from Psychology Department, Mumbai University interacted with our Barefoot Researchers and understood the concept of CBPAR.
- Higher educational Institutions such as Ruparel College sent their student groups as participants in the YFP.
- The YFP Leads reached out to build connections with several CSOs such as YUVA, SNEHA, Antarang, Prayas ek Koshish, Kashtakari Kamgar Sanghatana (Ulhasnagar), SHARE, HALWA, NAAZ, Blue Ribbon Movement, Vacha, Bhartiya Mahila Muslim Andolan, Quest Alliance, Sprouts, Apanalaya, Jeevandharam, Bright Futures etc.
- One of the YF Leads presented her research experience working with migrant communities at the Youth Meet organized by Calcutta Research Group at Darjeeling.

Collaborations

Adolescent girls from Ibtada, Rajasthan learned how to engage in the community through the method of research and they want to learn in detail the CBPAR.

Young leaders from Medha organization learned to recognize their privileges and power dynamics. They learned the importance of research ethics and are keen to implement the research knowledge in their communities.

Vacha's 30 adolescent girls were trained in the skills of research instrument of Survey including ethics, framing survey questions, and conducting survey in their communities.

Institutional Ethics Committee

We are very proud to host the Institutional Ethics Committee (IEC) which approves every health-related project conducted by PUKAR in collaboration with national and international academic institutions.

For papers based on our research to be published in 'Peer Reviewed International Journals', it is mandatory to have approvals from the IEC/IRB.

Hence, an IEC was established in PUKAR in 2010. With the help of its eminent members, it has been functioning effectively and approving projects as per the requirements not only for PUKAR but also for other organizations.

NAME	EXPERIENCE	EXPERTISE
Dr Perianayagam Arokiasamy	Professor Chairperson IEC (Professor in the Department of Development Studies at IIPS)	Demography / Public Health / Epidemiology / Biostatistics
Dr Nayreen Daruwalla	Program Director at SNEHA	Psychology / Community-based work in marginalised communities / Women's health
Smruti Koppikar	Journalist, Comment writer, Columnist with Hindustan Times, Associate Editor & Bureau Chief Outlook	Community Journalism
Dr Satishchandra Kumar	Head & Associate Professor, Department of Applied Psychology & Counseling Center, University of Mumbai	Psychology / Education
Dr Nerges Mistry	Director, Foundation for Medical Research	Laboratory Medicine & Medical Technology
Dr Anjali Monteiro	Professor, Centre for Media and Cultural Studies, Tata Institute of Social Sciences, Mumbai	Social Sciences / Community-based work in marginalised communities
Dr David Osrin	Welcome Trust Career Development Fellow, UCL Center for International Health & Development	Clinical Medicine / Women's Health / Children's Health
Dr T.V. Sekher	Professor and Head, Dept. of Family and Generations & Head, Centre for Ageing Studies, International Institute for Population Sciences (IIPS)	Demography / Public Health / Epidemiology / Biostatistics / Social Sciences
Dr Ramnath Subbaraman	M.D. Research Advisor at PUKAR and NIH Fogarty International Clinical Research Fellow 2011-12	Clinical Medicine / Social Sciences
Advocate Tina Patel	Practicing lawyer. Expertise in women and children's issues. Focuses on civil society organizations	Legal
Dr Anita Patil-Deshmukh	Executive Director, PUKAR	Public Health / Social Sciences

Administration and Finance

NEW POLICIES CREATED:

Conflict of Interest Policy
Diversity and Inclusion Policy

POLICY RENEWALS:

Child Protection Policy by including POCSO component into it

FCRA:

- A new bank account opened with State Bank of India (SBI) New Delhi, to receive Foreign Contributions only under FCRA as mandated by the Ministry of Home Affairs- FCRA department.
- Application for renewal of FCRA registration submitted July 2021

MANDATED REGISTRATIONS/ RENEWALS:

- Renewal of 12A
- Renewal of 80G
- CSR-1 registration with Ministry of Corporate Affairs
- System for Award Management, USA.
- Renewal of registration with the Office of Human Resource Protection (USA) for PUKAR's Institutional Ethics Committee

PRACTICES RELATED TO COVID-19

COVID Vaccination Drive and COVID Specific Health Insurance for every Team member supported by Azim Premji Foundation (in addition to the routine health Insurance)

Best Practices

CREDIBILITY ALLIANCE

PUKAR was accredited by Credibility Alliance (CA) in February 2018 under 'Desirable Norms' for a period of 5 years until February 2023. Credibility Alliance is a consortium of Voluntary Organizations (VOs) committed towards enhancing Accountability and Transparency in the Voluntary Sector through Good Governance.

ROBUST FINANCIAL SYSTEM

- Uploading of FCRA quarterly receipts and annual accounts to FCRA website and PUKAR website
- Audited Accounts is being submitted to Charity Commissioner every year
- Change reports are being submitted to Charity Commissioner as and when required
- Internal audit is being conducted every three months
- Statutory audit is being conducted once a year
- Transparent salary parity
- Trustees receive no remuneration from PUKAR.

GENDER RESPONSIVE WORKPLACE

PUKAR strongly believes in Gender Equity and we strive to execute that principle in every action we take. Gender friendly work place is the Mantra at PUKAR. From the percentage of women as team members and team leaders to giving equal opportunities for capacity building, to having a strong POSH committee, young women have as much say in every activity. Best part is the 6 months of full paid Maternity Leave and 30 days of full paid Paternity Leave that team members enjoy and help build a strong health foundation for the newcomer of the house. This policy has been executed in PUKAR since 2005. We also disclose our gender-wise salary distribution.

SOCIAL LOCATIONS

We disclose the social locations of our staff and strive to ensure that members from marganlised communities are hired across positions and are among the ones taking key decisions.

POSH COMMITTEE

Bearing in mind the increased incidences of violence against women, nationally and globally, and the #MeToo campaign, PUKAR formed its own POSH (Prevention of Sexual Harassment) Committee in 2017 and it has been functioning regularly as per the mandates. Because of the activeness of POSH committee and regular awareness sessions, PUKAR witnessed ZERO case of sexual abuse this year.

CHILD PROTECTION COMMITTEE

Since PUKAR's work involves a great deal of engagement with children through their older siblings and the mothers, it was essential to have clearly delineated Child Protection Policy that was created, understood and accepted by everyone in the Team.

Best Practices

COVID-19 RELATED CHANGES

Updated HR and Child Protection Policies to address the challenges posed by COVID-19. Specifically, we made changes based on the the new mode of conducting sessions or activities and restrictions imposed by the Government. This was to ensure the safety of all the beneficiaries/participants. We sought to communicate clearly and ensure our internal systems were compliant and smooth.

PARTICIPATORY BUDGETING

PUKAR has been practising Participatory Budgeting for many years where the Teams themselves are responsible for creating their own budgets that get submitted to the funding sources. It includes the salaries of their own Program Team and the Admin Team. This has led to a true sense of ownership by all Team members. In PUKAR no one is an EMPLOYEE. Everyone is a team member, a stakeholder.

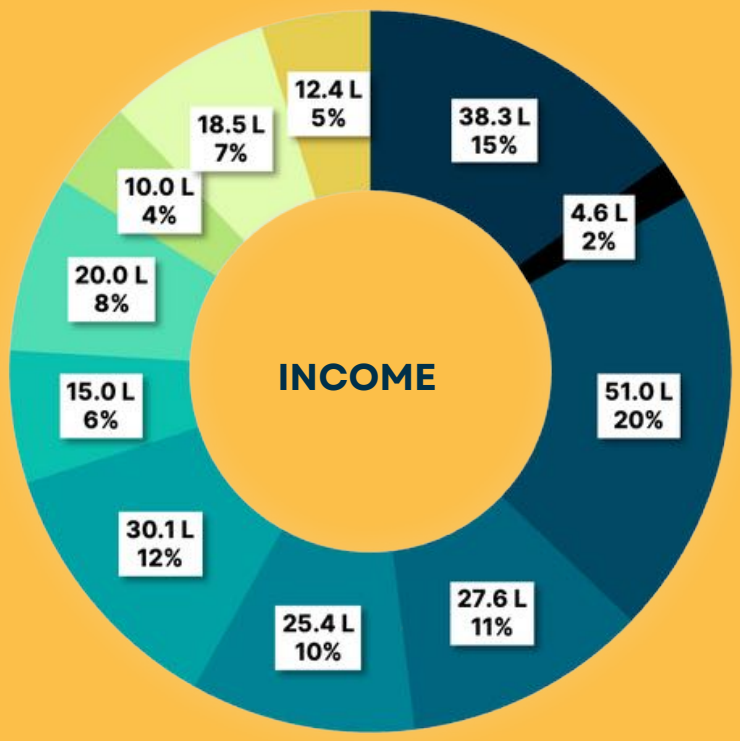
Social Locations and Salary Parity of Our Team

BREAKDOWN OF GENDER AND MONTHLY SALARY

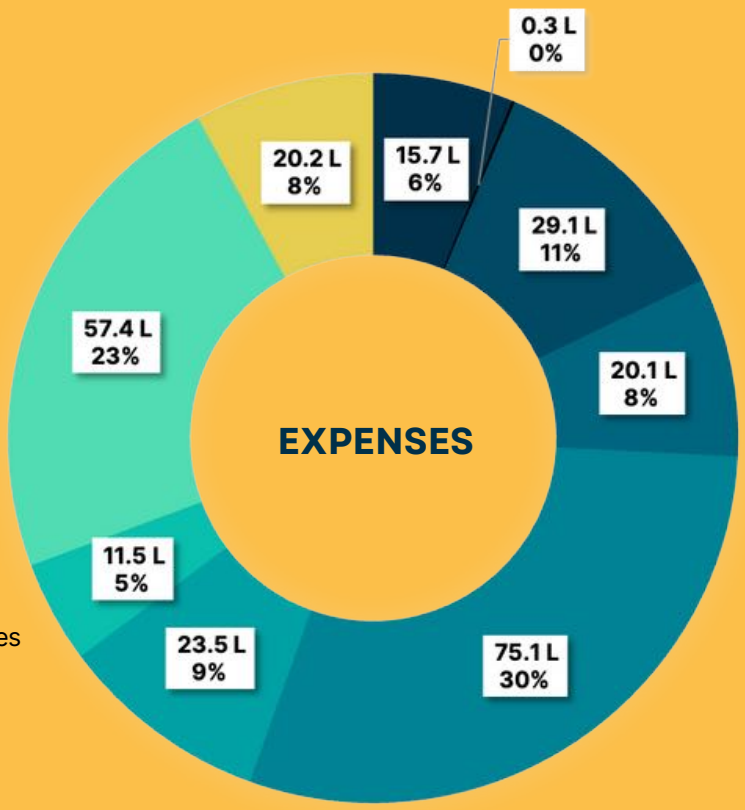
BREAKDOWN OF SOCIAL LOCATIONS

**as of March 31, 2022*
***people from minority communities have not been added to the General category*

Snapshot of Finances



- Youth Fellowship
- Study of the Effects of Housing on Dignity
- Journey Towards Dignity
- Ethnographic Study of Indian Slum Community
- Strengthening Local Democracy
- Girls' Voice Initiatives
- Parivartan
- Skill Development and Sustainability of Org
- Interest income
- Donations and Other Income
- Transferred from Previous Year Fund



- Youth Fellowship
- Study of the Effects of Housing on Dignity
- Journey Towards Dignity
- Ethnographic Study of Indian Slum Community
- Strengthening Local Democracy
- Girls' Voice Initiatives
- Parivartan
- Expenses in support of programs/project activities
- Transferred to Grants fund for future activities

Figures and percentages are rounded off
All numbers are in INR lakhs

The Team Behind it All

FOUNDER PATRON

Carol A Breckenridge (1942 - 2009)

FOUNDER TRUSTEE

Arjun Appadurai

TRUSTEES

K. M. S. (Titoo) Ahluwalia,
Shyam Benegal,
Nandita Das,
Sheela Patel,
P. K. Shajahan

ADVISORS

Abhay Karandikar,
Arjun Appadurai,
Rahul Mehrotra,
Zia Modi.

TEAM

Shahazade Akhtar, Nileema Ambekar, Vaishali Barad, Divya Bhojawath, Baliram Boomkar, Ashvini Bukale, Suvarna Bukale, Munni Devi Chaubey, Puja Dukale, Shubhangi Gaikwad, Shweta Gaikwad, Vinod Gavali, Pranjali Gharat, Rahul Jadhav, Ravish Kadav, Sheeba Khan, Sagar Kudu, Shrutika Kudu, Nilesh Kudupkar, Dilip Makwana, Sonam Maske, Rupesh Mhase, Anita More, Medhavinee Namjoshi, Mahesh Nanarkar, Vishal Patel, Deepali Patil, Shweta Patil, Rahul Patil, Utkarsha Patil, Kajal Patil, Dr. Anita Patil-Deshmukh, Arvind Sakat, Kiran Sawant, Abhishek Shah, Nagma Shah, Nizamuddin Shaikh, Ruman Shaikh, Afsana Shaikh, Simran Shaikh, Pratiksha Shitole, Shrutika Shitole, Tejal Shitole, Ishvar Solanki, and Bhai Vangad.

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