SHADHIKA

IMPACT REPORT

2018-2019
DEAR FRIENDS,

At Shadhika, we say we invest in the “whole girl.”

By that we mean we don’t just focus on one component of her life - like her education - or one moment in her life - say, elementary school. Rather, support her on her life’s journey from the age of 10 to 24, from puberty to independence.

We provide resources for her to learn the skills and tools she’ll need to become a successful leader: English and computer classes, life skills, leadership development and human rights training, job readiness and placement support, and scholarships to underwrite the costs of her education up through college.

We do all this because we know that a girl living in poverty in India has the odds stacked against her - without outside support to complete this journey.

That otherwise her story more probably would be one of marriage before she reached 18, followed by motherhood soon after.

But we also do this because we know that when a girl is given the opportunity to succeed, she becomes a powerful role model and leader for other girls.

The 2018-2019 grant year was a watershed moment for Shadhika. It marked the graduation of our first class of Shadhika Scholars. With Shadhika's support, these young women became not only the first ones in their community to graduate from college but also the first ones to get jobs in the formal economy.

As we celebrate their personal achievements, we also are profoundly moved by the groundswell of change they have created in their families, their communities, and other girls.

When their mothers now say “let her work” rather than force her into marriage, when fathers in other families are sending their daughters to school based on their example, when younger girls are coming to them for guidance on how to prepare for college or get a job, we know these young women leaders are changing how India values girls and women.

So the 2018-2019 grant year did not just mark an important programmatic milestone, it also served as a critical “proof of concept” for Shadhika:

*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 model of “wholistic” change. We could not have gotten this far on the journey without you.

Kim Burnett
CEO & President

Susan Herzig
Board Chair
“After level 10, they started to find a groom for me. If I wouldn't have received this scholarship, then I would be married by now and may have been a mother of a child.”

-Pooja, 17-years-old, Shadhika Scholarship Recipient
YEAR AT A GLANCE

$185,000 in grants awarded
1,975 girls and young women served
100% of Shadhika Scholars graduated college
98% of young women escaped early marriage

100% of young women completed secondary school
34 Shadhika College Scholarships awarded
515 boys and young men served
86% change in girls' attitudes on gender equality

89% received passing grades in computers
91% change in boys' attitudes on gender equality
55% placed into internships and jobs
87% received passing grades in English
2018 marked the graduation of our first class of Shadhika Scholars. Since graduation, these 11 young women have now gone on to begin their careers in finance, nursing, education, and management.

Every young woman who receives a scholarship from Shadhika creates a groundswell of change in her community. Our research has shown that for every scholarship awarded, at least three other young women are subsequently given the opportunity to go to college.
"Usually a scholarship is just paying college fees and only a little bit extra. Shadhika gave us an actual fellowship - not just because of our good grades but also because of our active role in the community. Today, I am about to complete a special course by The Bombay Stock Exchange (BSE) to train in investment banking. I am fully aware that this happened because of Shadhika’s support at the crucial time when I completed high school.

"Ours is a very conservative community. My sister and I are the first college graduates in it. Now my uncle, my father’s brother, has also admitted his daughter to college. He no longer believes a college girl goes astray. Shadhika has remained in touch with us all throughout and that has kept up our morale. They also conducted a graduation ceremony of Shadhika fellows. Our parents were overcome and wept. They have made us promise that our first salaries will go towards supporting a girl in need."
OUR PROGRAMS
Many of the girls and young women Shadhika supports are orphans, abandoned, or come from poor families that earn less than $1.50 a day. Because of this, most of the schools these girls attend are sub-standard and they do not receive the 21st Century skills that they need to be successful at college or at jobs in the formal economy. Shadhika’s Supports for Success program addresses this gap by providing supplemental education for at-risk girls and young women age 10-24 in the areas of English, computers, and life skills.

Participating grantees: Baale Mane, Jabala, and Vacha.

The Shadhika Scholars Program provides financial support to young women who are leaders on girls’ rights issues in their communities. Candidates are nominated annually by Shadhika’s partners and selected in a competitive process. Scholars receive full or partial scholarships of up to $2,000 per year for one to three years of study at a college or vocational school.

Participating grantees: Baale Mane, STOP, Uddami, and Vacha.

Because their parents are primarily day laborers or domestic workers, the young women we serve have little to no understanding of what kinds of jobs are available to them, how they would find a job, or how to comport themselves in the workplace. Shadhika provides job readiness training for young women up to age 25 to help them overcome these obstacles, get placed into jobs, and ease their transition into the formal economy.

Participating grantees: Baale Mane, STOP, and Uddami.

The success of Shadhika hinges on the success of our grantee partner sites. Each year, we hold a 3-day retreat where senior staff from each site come together to learn new skills, share best practices, and collaborate on common issues.

Participating grantees: Baale Mane, Equal Community Foundation, Jabala, STOP, Uddami, and Vacha.

Improving outcomes for women and girls will not come solely from investing in girls’ advancement. To this end, we support programs that teach boys and young men between the ages of 10-24 to respect women and girls through leadership development, and training on human rights, anti-violence, and sex education.

Participating grantees: Equal Community Foundation and Vacha.
WHERE WE WORK

Delhi - STOP, India
Kolkata - Jabala and Uddami
Mumbai - Vacha
Pune - Equal Community Foundation
Bangaluru - Baale Mane
STOP's mission is to stop trafficking and oppression of women through education, legal movements, and providing a safe space for survivors to heal. Shadhika's funding helps provide training for survivors of trafficking on market-oriented handicrafts with the goal of teaching these survivors how to reach self-sufficiency through entrepreneurship.

**STOP**

**Uddami** is a computer-training center that teaches technical knowledge and soft skills to young women and girls from low-income communities. Their education leads to delayed marriage, self-sufficiency, and improved self-esteem. Shadhika's grant underwrites the cost of their English and Life Skills programs to help students prepare for jobs in the formal economy.

**Jabala** works to empower and educate daughters of sex workers in red-light districts. Shadhika's funding supports an after-school program that tutors young women between the ages of 14 and 18 in English, computers, and math to help them complete their education. With their education as a stepping stone, we hope to break the cycle of sex trafficking at its core.

**Baale Mane** provides a safe home to girls between the ages of 6 and 18, who are orphans or have a single parent who is unable to care for them, with the mission to equip each girl with the necessary skills to lead an independent life. Shadhika's support helps them achieve this goal by underwriting programs that help these young women transition from their Baale home to independent living and finding employment in the formal economy.

At **Vacha**, girls living in 'bastis', or slums, receive secondary education, nutritional and sexual education, life-skills training, and advocacy training on women's rights. Shadhika's support funds two of Vacha's seventeen after-school centers. The centers work to empower their students to develop and implement advocacy campaigns to address issues in their communities, becoming agents of change at home.

At the **Equal Community Foundation**, a critical piece of changing gender inequality is addressed by focusing exclusively on in-depth education to boys and young men. Shadhika's support of ECF has funded the establishment of an after-school center for up to 50 boys and young men which helps to raise their awareness of gender-based violence and sex discrimination.
“I am feeling very anxious about my future,” Pallavi* confesses. A journalism major graduating this year, she wants to get a job at a news station. However, like all of us, she knows that such an opportunity will only come through her personal networks and leads.

For many of the young women Shadhika supports, this is the challenge. As the first in their community to go to college, their social networks are limited, so finding out about job openings or having someone personally vouch for them is difficult. Because of this, developing strong job placement networks in India has become a priority for Shadhika.

But even on her own, Pallavi is finding ways to move past this issue. She’s talking with other students who have already graduated to see if they can help. She is also considering enrolling in classes at a nearby news station as a way to make herself known.

Still, without networks or role models, Pallavi faces what can sometimes seem like an insurmountable challenge.

Yet she remains undeterred in face of these odds. "When I get discouraged," Pallavi shares, "I say to myself, 'You can do this. Remember - you're almost a college graduate!'"

This resilience in the face of challenges is Shadhika's true legacy. In the end we know that, like Pallavi, the brave young women we support will have to find their own way in the world. The most we can do is work to ensure that they have the tools and confidence they need to navigate their way, whatever challenges might lie in their path.

*name changed for security reasons
### Financial Highlights

#### REVENUE
- Contributions & Grants: $487,352
- Special Events, Net: $11,887
- Interest Income, Loss: $224
- Other: $506
- In-Kind Contributions: $5,950

**TOTAL REVENUE:** $505,471

#### EXPENDITURES
- Program Services: $354,780
- General & Administrative: $55,581
- Fundraising: $20,920

**TOTAL EXPENDITURES:** $431,281

#### CHANGE IN NET ASSETS
- $74,190

#### ASSETS
- Cash: $475,605
- Pledges: $127,194
- Other Assets: $7,924
- Prepaid Expenses & Deposits: $13,234

**TOTAL ASSETS:** $623,957

#### LIABILITIES & NET ASSETS
- Liabilities: $8,362
- Net Assets: $615,595

**TOTAL:** $623,957

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#### Breakdown of Total Expenditures
- Programs: 82%
- General & Administrative: 5%
- Fundraising: 13%

#### Programs
- Shadhika Scholars*: 43%
- Ready for Work: 24%
- Supports for Success: 21%
- Strong Orgs for Strong Girls: 6%
- Boys for Girls: 6%

*Includes Rabia Khatoon Computer Fund and Girls’ Writes Initiative
Rabia was the director of Uddami, Shadhika's grantee partner in Kolkata. Like all of the teachers here, she too was a product of Uddami. Found on the streets as a child and taken to an orphanage at an early age, the orphanage stopped her schooling at class five, saying it was more important for her to learn the skills of being a wife and mother than to go to school. But Rabia had a fire in her for learning.

One day the founders of Uddami came to the orphanage, looking for students. Rabia fought to get herself seen for this opportunity and eventually convinced the headmaster to enroll in classes. She thrived in Uddami’s courses, her flame inside fully ignited. She eventually became a teacher there and later, took over as its Director.

Rabia’s story in and of itself has always been inspiring, but what made it even more so was how, with every accomplishment she attained personally, she reached back behind her and pulled others like her up too. She helped so many complete their education, learn computers, get their first jobs, escape from child marriage, and more.

Rabia had big dreams for Uddami and Shadhika is proud that our 15-year partnership helped her realize some of those dreams. Together we added a spoken English course and a Life Skills course to Uddami’s computer curriculum, which is helping students get the skills they need to secure jobs in the formal economy.

Yes, her light went out too quickly, but luckily for us, she passed her flame onto thousands of others over her short, amazing life. She will be forever in our hearts.

In 2018, Shadhika established the Rabia Khatoon Memorial Computer Fund in her honor. The program will provide laptop computers to 2nd year students attending college. In its first year this fund provided laptops to seven young women.
EQUINIX GIRLS’ WRITES PROGRAM
In 2018, Shadhika teamed up with the Equinix Women Leaders Network (EWLN) to launch the Girls’ Writes Program, which provides funding for English tutoring courses at Shadhika sites. As part of the program, EWLN members exchange pen pal letters with students, helping them to practice their English writing and comprehension.

GLOBALGIVING GIRL FUND
Competing against a global field of over 200 organizations, over 450 donors came together to help Shadhika become 1 of 6 organizations selected for the 2019 GlobalGiving Girl Fund. The Fund, which supports community-led organizations dedicated to providing opportunities for girls around the world, will provide continuous funding throughout the year.

OUR SUPPORT
We all know it takes a village to raise a child. At Shadhika it is no different.
NETWORK

We salute these amazing networks that continue to provide support to our work.

SCHOLARSHIP CIRCLE
Over 30 donors have come together to form the Scholarship Circle, underwriting the costs of Shadhika’s Scholars program. Making a 3-year financial commitment to support the cost of sending at least one student to college, circle members meet annually to review applications and select finalists as well as monitoring recipients’ on-going progress.

GIRLS OPPORTUNITY ALLIANCE
Also in 2018, Shadhika was accepted as a member of the Obama Foundation’s Girls Opportunity Alliance. The alliance provides funding, networking, and skill-building to nonprofits working to advance girls’ education around the world.

LARRY ROSS MEMORIAL SCHOLARSHIP
After the untimely death of Larry Ross, a founding partner at Bader Martin, a Seattle accounting firm, his colleagues worked with Shadhika to set up a memorial scholarship in his honor. In 2018, the fund helped support 8 young women who were pursuing degrees in Accounting and Commerce.
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Thank you for your continued support of Shadhika. We can't wait to see what next year brings.