



**KALINGA
FELLOWSHIP**

Enhancing the safety of all
woman and children globally

IMPACT REPORT 2017-18

KALINGA FELLOWSHIP





FOREWORD

SIMON (MAC) MCKENZIE,
BRIDGE INSTITUTE

In March 2017, The Bridge Institute, in partnership with Kalinga Institute, Prajwala and FXB, committed to a ten-year programme to combat gender-based violence in the world. We are two years into this journey, and the purpose of this report is to set out the impact made to date.

To start, I would like to share two statistics:

- Global statistics on violence against women show that, on average, 35% of women have experienced either physical and/or sexual violence¹. Whilst some countries are attaining lower and lower levels, it is a global phenomenon that needs attention everywhere.
- It is estimated that 71% of the 40.3 million people in modern slavery are women and girls.

Violence is unfortunately part of the human condition. Cross-country evidence suggests large variations in the prevalence of different types of violence. Some countries are more able to “ensure stable and peaceful societies” than others. Time series evidence from high income countries also shows that the prevalence of all violence has declined. Thus, it is potentially possible for countries with currently high levels of violence to reduce these levels.

Cont.

FOREWORD

When legal changes are made (e.g. criminalising rape within marriage) and the legal systems runs counter to social norms, the reform often appears to have a limited effect on changing practices. A deeper underlying question is therefore how social norms and attitudes can be changed. This is something we are particularly interested in at the Bridge Institute – how do we catalyse large scale mindset change that can impact millions of people.

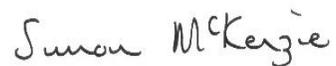
Gender-based violence is undoubtedly an alarming aspect of our world that needs urgent attention – and so it is why we have committed to combatting this global challenge.

I would like to mention that through this work, we have been able to partner with truly remarkable people and institutions, who are courageously making the world a safer and fairer place. For instance, the Kalinga Fellowship has catalysed Telangana Social Welfare Residential Educational Institutions Society's (TSWREIS) work on enabling progress on Sustainable Development Goal 5, Gender Equality, village by village, in the State of Telangana. Dr RS Praveen Kumar, Secretary, TSWREIS, Government of Telangana, was a 2017 Kalinga Fellow. He is amplifying across his organisation's impact and reach, such that the message of Kalinga Fellowship is resonating at the last mile in villages like Kadpal.

This ripple effect impact could not have been achieved without the game-changing institutional push and leadership provided by Dr. Praveen Kumar. He has ensured that all 268 TSWREIS institutions emphasise the Kalinga Fellowship message on women's rights and gender equality. He has empowered the 12 Regional Coordinators (RCOs) and 33 District Coordinators (DCOs) of TSWREIS, all of whom also hold the post of Principal at a social welfare school or college, to monitor and sustain continuously the communication and implementation of strategic initiatives designed in the 2018 Kalinga Fellowship. In this context it is important to note the RCOs and DCOs were represented in the Kalinga Fellowship and actively participated as Fellows.

These people and stories are truly inspiring – this report aims to share their work and the impact of the Kalinga Fellowship to date.

Thank you,



Simon McKenzie
Director, Bridge Institute

1. Source: 2013 analysis conducted by WHO with the London School of Hygiene and Tropical Medicine and the South Africa Medical Research Council
2. Source: International Labour Organisation, September 2017.

268

residential educational institutions in Telengana, India transforming students from disadvantaged communities into young changemakers

150,000

Swaeros (mnemonic description for students from TSWREIS institutions) mobilised each year since 2017 to campaign for and be advocates of Gender Equality in their communities.

160

leaders from Government, Business & Non-Profits enhanced their skills as Changemaking Kalinga Fellows

500,000

people in Telengana State annually sensitised and made aware of SDG5/Gender Equality issues since 2017

30,000

students from K.I.S.S. – the world’s largest residential University exclusively for Tribal Children – annually engage with 100,000 tribal elders in community discussions on Gender Equality issues, including their parents, across tribal communities in Odisha State, India since 2017

20+

News articles written about Kalinga

10,500

In 2018 each of the 15 TSWREIS Student Kalinga Fellows on an average provided peer to peer training and gender sensitisation learnt during Kalinga Fellowship to 700 students on SDG5, reaching a cumulative total of 10,500 young advocates of Gender Equality in the society, force-multiplying the impact of the Fellowship

IMPACT AT A GLANCE

The Kalinga Fellowship is a global programme that brings together the most progressive leaders from business, government and civil society to facilitate a breakthrough in thinking and strategy on Sustainable Development Goal 5, Gender Equality, **impacting millions of lives**. The theme of Kalinga Fellowship is building societal leadership on SDG5. Each year we focus on a specific issue within the broad theme of Gender Equality.

2017 – Odisha, India

Combating sexual harassment at the Workplace & Breaking the Conspiracy of Silence in Families, Communities and Societies on gender based violence)

2018 – Telengana, India

Empowering women and girls to speak up against gender based violence, hold perpetrators accountable and establish mechanisms to support survivors

2019 – Delhi, India

How can the senior leaders of government, business sector and civil society come together to combat trafficking of women and children globally?

Future...

To apply for the 2019 Kalinga Fellowship please contact
secretariat@kalingafellowship.org

A SELECTION OF PARTNERS AND STAKEHOLDERS



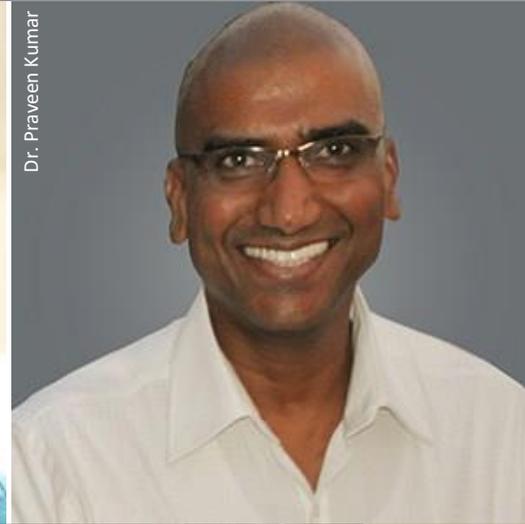
Dr. Ranganathan Malini



Katherine Woods



Dr. Sunitha Krishnan



Dr. Praveen Kumar



Dr. Achyuta Samanta, Founder of KITT and KISS and Member of Parliament



Dwiti Vikramaditya



Mamta Borgoyary



Ruchira Bhardwaja



Jane Craig

A SELECTION OF OUR FELLOWS



Harshit Gupta, Founder
Womenite



Dr. Divya Singhal, Goa Institute of Management



Saumya Sindhvani, India School of Business



Richard Cockett, The Economist



Dr. Mamatha Raghuveer, Founder, Tharuni



M. Mahender Reddy,
Director General of
Police - Telangana
State



Aparna Ghose Adhikari, COVA Network



Dr. Harihar Sahoo, Office of the Additional
District Magistrate (NW), Government of
NCT of Delhi



John Rajah, Sudara Inc.



STORIES OF PERSONAL IMPACT

A selection of stories from
fellows and stakeholders.



DR. RS PRAVEEN KUMAR

Telangana Social Welfare Residential Educational Institutions Society (TSWREIS)

To understand the impact of Kalinga Fellowship on the ground, it's important to understand the changemaking effect that Dr. RS Praveen Kumar unleashed through institution he leads. Dr. RSPK is Secretary, Telangana Social Welfare Residential Educational Institutions Society (TSWREIS). He is senior Indian Police Service officer who chose to "give back" to the underprivileged community to which he belongs.

As a senior government officer in Telangana state, Dr RSPK manages and governs 268 residential educational institutions (from 5th standard to Undergraduate level) imparting English medium education to more than 150,000 students.

Dr RSPK was a 2017 Kalinga Fellow and in 2018 he was one of main organisers of Kalinga Fellowship in Hyderabad, Telangana. The government organisation he heads, TSWREIS, was one main partners of Bridge Institute for Kalinga Fellowship 2018.

As a Kalinga Fellow and one of the most outstanding Change Leaders in India at the moment, Dr RSPK has put on record the contribution Kalinga Fellowship made in sharpening the game-changing initiatives of TSWREIS.

"no empowerment of women is complete without educating men about gender and empathy. And this must start early."

In an interview to Bridge Institute on April 9, 2019 Dr RSPK shared his thoughts on why he wants to “give back”.



“The change should start from the school itself and it should always be a bottom-to-top approach. Leaders should work towards solving problems at school level in a collaborative manner and creating more leaders within the school. The Society identifies and grooms promising marginalized students for leadership roles.”

Dr RSPK on Young Leaders

This is how Dr RSPK describes the impact Kalinga Fellowship had on him and on TSWREIS.





RUTH SIDDANKI , SUPRALAYA PASHAM AND MANASA POTHUGANTA

Ruth, Supralaya and Manasa were Kalinga Fellows, 2018. All three of them are from Telengana Social Welfare Residential College, Warangal. They have secured admission in very highly rated institutions/universities in India and they mentioned Kalinga Fellowship in their application forms. They say that Kalinga Fellowship transformed them into articulate problem-solving leaders with the courage to speak up on gender equality issues. They hold monthly evening seminars in their college on gender equality issues. They mentor their peers and their juniors and teach them the skills they learnt during the Kalinga Fellowship.

They have impacted a college ecosystem of 700+ students and teachers. This is confirmed by their college Principal and Vice-Principal. Photographs of them holding seminars further reinforce the direct impact of Kalinga Fellowship on 714 students, approximately 1,500 parents and teachers and several hundred people at the village level.

“I conducted a leadership session with 100 newly appointed lecturers on why it’s important for lecturers to ensure they create a non-discriminatory environment in class.” Supralaya

Ruth talks about how she campaigned on women's rights and equality issues in her community and how she raised these issues within her family and in her neighbourhood.



Manasa talks about her journey from being an introverted person to a leader. She talks about her efforts to spread awareness of the 'Jogini' system prevalent in some parts of her state.

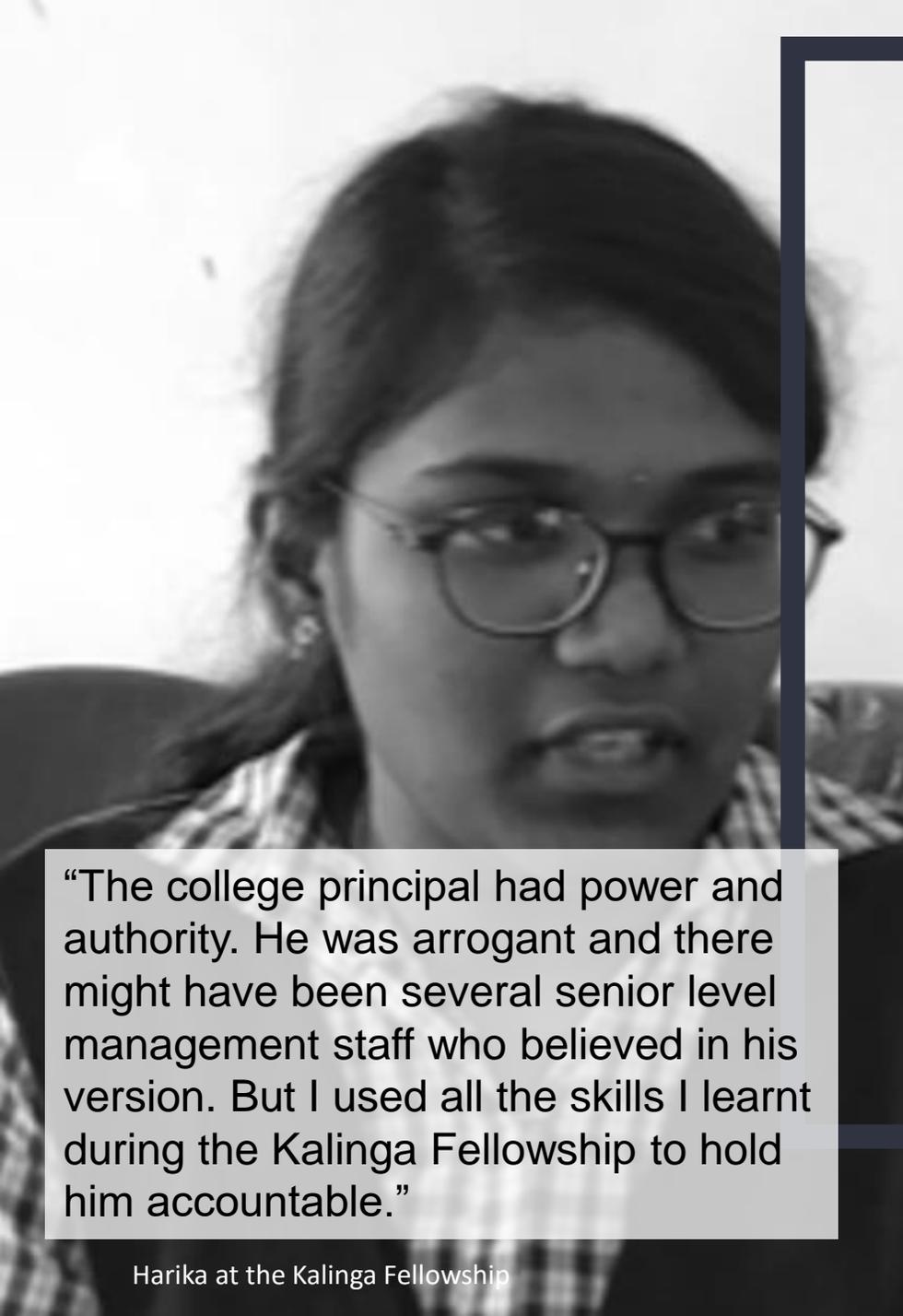


Supralaya talks about how her natural trait of being a curious person was strengthened and that she has more self-belief and confidence after the Kalinga Fellowship experience.



“When the Kalinga Fellows returned to college, we spoke to them. They said they got an opportunity to learn how to represent effectively and articulate the voice within them and speak out. We can say with certainty that their leadership quality and abilities have increased significantly. They are now role models in our college.”

G. Shankarnath, Principal, Telengana Social Welfare Residential Degree College for Women, Warangal West



“The college principal had power and authority. He was arrogant and there might have been several senior level management staff who believed in his version. But I used all the skills I learnt during the Kalinga Fellowship to hold him accountable.”

HARIKA

Harika, Kalinga Fellow 2018 and final year BSC Microbiology student, Telengana Social Welfare Residential Collage (Girls), Medak, Telengana, talks about the impact of Kalinga Fellowship on her.

Harika has secured admission in Tata Institute of Social Sciences for her post-graduation – MA/MS in Sustainable Livelihood, Natural Resource Management & Governance. She influenced 650 students after her return from Kalinga Fellowship 2018. She conducted seminars for her co-students and she set up discussion forums. She discussed the key themes of Kalinga Fellowship with her family, friends and in her neighbourhood.

She mobilised all the 650 students in her college and teachers to take action against the college principal to hold him accountable for complaints.

Harika talks about the impact of Kalinga Fellowship on her, her transformation as an activist on a range of women's rights issues and leading change within her community.



"I spoke to the principal just as Abi would. I was firm and composed. The principal would target some girls who could not speak up. He would abuse their families. He would make them fearful by claiming he had the power to manipulate their exam results. He would ask the girls to accompany them to his room. I led a movement against him and the entire college went on strike demanding action against the Principal. We informed the TSWREIS authorities. We gave the college principal – the perpetrator – an opportunity to defend himself."

Harika on confronting the principal

Harika says that she better understood her responsibilities as her College Captain after experiencing Kalinga Fellowship. She describes in detail how she created awareness within her college community on various themes of sexual assault against women and children.





“The Kalinga Fellowship has given me more courage to stand in the public domain and I can completely come out from stigma. I'm really very thank full to the Bridge Institute family for organising such a wonderful event.”

POOJA GOPAL

Survivor of trafficking

“Arriving at the Kalinga Fellowship was very frightening for me, because I was holding the fear that I am a victim of trafficking and the rest of the participants were from very good backgrounds – and that I would be accepted. However, with the help of Ms Naomi, I felt very relaxed by the end of first day.

In the programme, I got the chance to open up about myself, and then I realized that many people are not aware about the problems of trafficking. When they realised the scale of the challenge, they really wanted to help the survivors.

Before the programme, I was too scared to talk in the public domain but the Kalinga Fellowship has given me the courage to speak. This has really been a really great opportunity for me to prove what I am capable of. After the presentation to the government, many people came to me and shared their appreciated about my presentation.

With the inspiration of the Kalinga Fellowship, I gave a presentation to the prestigious Young Presidents' Organization (YPO) in Delhi and received a standing ovation by the 60 delegates. It was an unforgettable moment for me. It has shown to me that people can be accepting of the survivors of trafficking. It was all because of the Kalinga Fellowship.”

“The Kalinga Fellowship has been one of the most remarkable, meaningful and inspiring experiences of my life. Rarely have I returned from a programme which has continued to stay with me for a long period and challenged my thoughts to such a deep extent. I feel immense pride and satisfaction to know that the young girls are poised to take charge of their world with courage and determination.”

Ruchira Bhardwaja, Chief Human Resources Officer, Future Generali India Life Insurance

“Thank you Bridge and the Kalinga Fellowship for transforming me and my world, to embolden me enough to dream big and to believe that 'It' is possible. I am so glad that a platform like the Bridge Institute exists that brings people together to connect, bond and then join hands to selflessly work with mind and heart towards a larger goal.”

Mamta Borgoyary, CEO, FXB India Suraksha

“The Kalinga Fellowship in my opinion is a game-changer in the social transformation space, It is a unique opportunity for each one of us global citizens who believe in a safe world, but do not know not how to bring that change. Here is our chance to become a change agent!”

Dr. Sunitha Krishnan, co-founder of Prajwala and human rights activist

“Women’s rights are in a state of emergency and for the world to realise this we need something to stir up the collective conscience around us. Revolutions have been brought about by a single person, so imagine the force of power that 80-awakened change-makers hold, to give girls and women the equitable and safe world that is their right. This Fellowship has the potency to become that force and create long standing tremors in a complacent world.”

Megha Sharma Bhagat, Co-founder of Project Defy and survivor of misogyny, sexual abuse and assault



STORIES OF SOCIETAL IMPACT

A selection of stories showing the societal impact the Kalinga Fellowship has had on local communities.



CO-CREATING CHANGE WITH OUR KEY PARTNER

To understand the impact of Kalinga Fellowship on the ground, it is important to understand the Changemaking Effect that Dr. RS Praveen Kumar unleashed through institution he leads.

Context and background

Considering socio-economic and educational backwardness of the Scheduled Caste (SC) communities the erstwhile government of Andhra Pradesh convinced that starting separate schools for these communities with no economical burden on them was the right measure to provide better access to quality education. Against this background, in the year 1984, the government established Social Welfare Residential Schools in areas predominantly populated by the SC communities.

The vision is to build an outstanding government educational institution which provides high quality holistic and value based education to marginalised children on par with the other advantaged children in the country.

The mission of the TSWREI Society is to promote a wide range of curricular and extra-curricular activities beyond the confines of classrooms to create a vibrant teaching and learning environment and help marginalized students realize their full potential in every sphere of life in the 21st century.

E. Sheela, Vice Principal talks about impact of Kalinga Fellowship on her students who participated as Kalinga Fellows and the larger impact on the college.



“There has been a remarkable shift in their ability to articulate and speak-up on gender equality themes. The Kalinga Fellows from our college hold meetings every month to engage all the 714 students and discuss issues related to gender equality. We also notice the enhancement of their leadership skills and confidence levels. They are able to frame their views and articulate effectively. They have also volunteered to mentor and teach the juniors in the college and this has inspired other senior students in the college to emulate them.”

E. Sheela on Kalinga Fellows

G. Shankarnath, Principal comments on the leadership growth and increase in confidence in all the students who participated as Kalinga Fellows.



A LAST MILE STORY FROM KADPAL VILLAGE

The Ripple Effect Impact of Kalinga Fellowship is visible at the last mile in Telengana because of the enormous institutional push and leadership provided by Dr. Praveen Kumar. He has ensured that all 268 TSWREIS institutions emphasise the Kalinga Fellowship message on women's rights and gender equality.

Kadpal is a sprawling village of 3,000 houses in Sanga Reddy district of Telengana. This village send more than 100 students to the Social Welfare Residential Schools. The joint Bridge Institute and TSWREIS impact assessment team spoke to several students who were at home for the summer break.

Clearly, TSWREIS is building a change momentum, village by village, in Telengana. A significant part of this changemaking is in on SDG Goal 5, Gender Equality. This is the core message of Kalinga Fellowship as well, which TSWREIS led by Dr RS Praveen Kumar is amplifying across its organisational and institutional reach. That message is resonating at the last mile in villages like Kadpal.

From May 13 to 16, 2019 a joint Bridge Institute and TSWREIS Team travelled nearly 800 kilometres across the Telengana state to assess the impact on ground of Kalinga Fellowship 2018. The team travelled to the districts of Warangal Rural, Nizamabad, Medak and Mahabubnagar and ventured to the villages to meet TSWREIS students and their families. The team interacted with the local communities in this this region.

The video shows the tremendous impact the Kalinga Fellowship has had on this village.



“Our teachers talk to us about gender equality. We have the same right as boys and are equal to them.”

J. Sony, Student, Telengana Social Welfare Residential College (Girls), Medak, Telengana



IMPACT BY SECTOR

- Business sector
- Social sector
- Mobilising 8-million people in an anti-trafficking campaign
- Urban community
- Police and judiciary
- School sector

BUSINESS SECTOR

One of the recommendations of Kalinga Fellowship 2018 was to encourage business to adopt zero tolerance towards gender discrimination and violence. The group of Kalinga Fellows who looked at what business can do came up with the following recommendations.



1. Put in place a policy on zero tolerance towards sexual violence

John Rajah, one of the 2018 Kalinga Fellows strengthened his resolve to deepen his company's existing policy on zero tolerance towards sexual violence. As Director of India Operations for Sudara, a certified B-Corp, he carries forward with intense commitment his company's mission to create jobs and provide skills training for women in India who are at the highest risk or survivors of sex trafficking. Every purchase on www.sudara.org supports living-wage employment and skills training for 2,000 women in India who are at a high risk or survivors of sex trafficking.

2. Ensure awareness and sensitization at all levels (employers, management, family)

At Sudara, John was able to sensitise the organisation at all levels on various aspects of Gender Equality. He also addressed two seminars organised by the Confederation of Indian Industry in Chennai, South India. Sudara and International Justice Mission, a non-profit campaigning against trafficking and rescuing trafficked women and children worldwide, are engaged in a discussion on how best to sensitise business. This is a part of a larger strategy to develop an original idea incubated in Kalinga Fellowship 2018 of G Corp certified corporates – business entities that are sensitive to issues related to Gender Equality.

3. Make gender policy visible (e.g. posters, taglines)

John has initiated a sustained campaign against patriarchal mindsets and social inequalities in his organisation. For instance, Sudara strives to make its gender equality orientation clear to the partners it works with in India. The company pays equal wages to women and men for the same work and pay women survivors of trafficking more than market costs. They are also provided meal allowance and conveyance. Their emotional needs are also taken care of by setting up on-site counselling facilities.

John is advocating for companies to uphold the following standards.

- A zero tolerance towards gender discrimination and violence
- A safe working environment
- A minimum proportion of women employees at various levels (mandatory)
- A minimum proportion of women employees trained in self-defence
- A minimum no. of Awareness Campaigns
- Documented impact/interventions/campaigns

SOCIAL SECTOR

In 2017, Dr. Sunitha Krishnan, a renowned social activist, founder of an impactful anti-trafficking non-profit organisation - Prajwala, and recipient of Padma Shri (one of India's highest civilian awards) described the first edition of Kalinga Fellowship held at Bhubaneswar, capital of Odisha State, India as follows: "The Kalinga Fellowship in my opinion is a game-changer in the social transformation space. It is a unique opportunity for each one of us global citizens who believe in a safe world, but do not know how to bring that change. Here is our chance to become a change agent!"

Given this context, the Kalinga Fellowship, 2018, held at Hyderabad, capital of Telengana State, India witnessed a team of Fellows immersing themselves in learning from her 22 years of activism at Prajwala to stop sex trafficking and sex crime. The Kalinga Fellows met the programme staff and trafficked survivors to learn, research and understand the pioneering work and experience of Prajwala on prevention, protection, rescue, rehabilitation and reintegration of trafficked women and children.

The 2018 Kalinga Fellows working with Dr Krishnan's team at Prajwala came up with the following solutions which were implemented through the school system:

1. Change traditional mindsets about women and sex and the place to begin that change is with the family

This insight developed by Kalinga Fellows was turned into a massive awareness campaign under the leadership of Dr. RS Praveen Kumar, Secretary, TSWREIS, Telengana Government. He further developed the insight into a paradigm - "Large scale changemaking happens at two sites - at home and in the classroom."

This paradigm was put into practice by fine-tuning a mass awareness programme initiated by Dr. Kumar in 2017 after his stint as a Kalinga Fellow. In the summer of 2017 150,000 students connected with their parents and community elders to discuss Gender Equality issues. During the 2018 summer break this mass awareness programme was during into a summer project, inspiring 150,000 TSWREIS to engage their parents and communities on discussions related to themes, such as - 'girls and boys are equal'; 'speak up against gender based violence'; 'say no to domestic violence'. Educating families through community outreach has been one of the stellar contributions of Kalinga Fellowship

The impact stories of 2018 Kalinga Fellows - Harika, Ruth, Supralaya, Manasa - how they assumed leadership to solve problems in their college are evidence of the transformative power of Kalinga Fellowship.

2. The school community - teachers and parents - to change society mindsets

Dr RS Praveen Kumar has acknowledged the role Kalinga Fellowship played from 2017 onwards in helping him enhance and enrich the Gender Equality programmes he had initiated. He said the 2017 Kalinga Fellowship helped him develop the proposition that "change should start from the school itself and it should always be a bottom-to-top approach. Leaders should work towards solving problems at school level in a collaborative manner and creating more leaders within the school. The Society identifies and grooms promising marginalized students for leadership roles."

He acted on this insight by improving the design of #Voice4Girls and #Vocie4Boys programmes to impart critical knowledge to adolescent girls and boys from poor and disadvantaged backgrounds on issues like reproductive health, hygiene, safety, women rights, puberty, body awareness, spoken English, leadership and negotiation skills. In 2018 these programmes reached 3,820 students across 239 schools.

MOBILISING 8-MILLION PEOPLE IN AN ANTI-TRAFFICKING CAMPAIGN

One of the big outcomes from Kalinga Fellowship 2018 was the participation of Inspector General of Police, P. Vijayan. Just as the participation of Dr. RS Praveen Kumar in the 2017 Kalinga Fellowship helped transform the Fellowship in 2018, the participation of IG P. Vijayan has already transformed the 2019 Fellowship to be held from December 9 to 13 in Delhi.



Ahead of the 2019 Kalinga Fellowship, IG Vijayan is launching a massive India-wide campaign against Trafficking of Women and Children. The plan is to mobilise 800,000 students, each mobilising 10 adults – so net mobilisation of 8 million adults, 800,000 students and 8,000 schools. This will probably set the record for the single largest country-wide campaign against trafficking ever, anywhere in the world. He has already convened the first meeting of various stakeholders to discuss the campaign – UNICEF, International Justice Mission and State Government of Kerala, India, Bureau of Police Research and Development under the Ministry of Home Affairs, Government of India.

This campaign is a direct spin off from the Kalinga Fellowship 2018. On February 6, 2019 IG Vijayan emailed a note to Bridge Institute: “Dear Jane, Mac & Fredrik, Trust all going well at your end. We are fully engrossed in our activities. Most our efforts are getting wider acceptance even from unexpected corners. I feel that a conspiracy is being hatched by the Universe to cherish our dream of “unleashing the human potential of all.” Shashi is absolutely right that after our interaction with Bridge team at Hyderabad, a quantum leap in our ambition and action has taken place. I was truly inspired by your commitment, enthusiasm and professionalism.”

Over the last few months since February 2019, Bridge Institute has played a significant role in helping IG P. Vijayan structure and build the foundation for a national and international movement, named, ‘Mission for Better Tomorrow’ (MBT). The vision of MBT is helping build “peaceful, productive and progressive societies” through the purposeful agency of the youth. IG Vijayan is an influential and transformative leader in the Government. He has acknowledged on record Bridge Institute’s role in helping learn the power of Tri-sector Collaboration in building ‘Societal Leadership’, which is one of the two pillars of Bridge Institute’s vision. He is keen to use Bridge’s #SDG17 proposition to build out ‘Mission for Better Tomorrow’ as a global mission, with particular focus on Climate Change.

Mr. Vijayan has an incredible record as a change leader and his innovative initiatives have national and global recognition. He has given presentations at the United Nations and has worked with police agencies across the world, including in UK, to share his experience of leveraging the police force to do good in societies.

URBAN COMMUNITY

The Kalinga Fellowship worked with one of the urban communities in Hyderabad.



A team of 2018 Kalinga Fellows worked with one of the urban communities in Hyderabad, Balapur, to jointly co-create a roadmap of solutions.

Ms V. Kalpana, Vice-President, Swaero Circle Society, Hyderabad confirmed that two of the solutions have been fully implemented.

1. Balapur Arts Club was proposed as a solution to empower children by bringing them together to be gender sensitive and consciously work towards helping them positively address the issue of caste discrimination they encounter. The Kalinga Fellows recommendation that the existing Swaero Community Clubs that are used by children as a space for everyday study and extra-curricular activities could also be leveraged to set up Arts Clubs. "This idea was implemented by the Balapur Swaero Circle," said Ms Kalpana.
2. Kalinga Fellows recommended that the Balapur Swaero Community Club reach out to all children in Balapur by decentralising its activities. Ms Kalpana informed Bridge Institute that "it reached maximum extent."



POLICE AND JUDICIARY

The Hyderabad police through its 'Bharosa' and 'SHE Teams' programs have fulfilled the Kalinga Fellowship recommendations of creating 'awareness' on sexual harassment and gender-based violence, sensitized various stakeholders in the community, government and amongst citizens and has stepped up its law enforcement vigil.



Inspector General, Women's Safety, Swati Lakra was closely involved in supporting the 2018 Kalinga Fellowship. She has said on record on July 21, 2019 that gender sensitisation of special police units called 'Safety for Her Ensured' (SHE Teams) have been completed. In impact assessment meetings with Bridge Institute, she referred to the original report and confirmed that the recommendations will be implemented.

On August 18, 2019 M. Mahender Reddy, Director General of Police, Telengana, has stated on record that 'women's safety is No. 1 priority for police'. It is clear that IG Lakra has proactively enhanced the response of the police department on women's safety issues.

As per the statistics put on public record by IG Lakra, the awareness campaigns initiated by Bharosa and SHE Teams has reduced the percentage of young offenders involved in gender-based violence from 80% to 20%.

One of the key recommendations of Kalinga Fellows was integration of Bharosa Centres with SHE Teams. Based on this SHE Teams have been trained in soft skills to ensure that these teams are able to put victims at ease and give them the trust and confidence to talk about their ordeal and trauma. The SHE Teams have reported that this has made victim testimonials more robust, which has helped them to identify the offenders and bring them to justice. It is clear that the SHE teams are not only well known to citizens and but have been seen taking a proactive stance.

The procedures at Bharosa Centres have been improved so that they seamlessly function as a one-stop facilitation centre for women and children who are victims of abuse. The skills of the staff at these centres have been enhanced to ensure that all the procedures are followed with care - from medical examination to recording of statement by the magistrate - without the victim having to spend time in courts and hospitals.

The Kalinga Fellows noticed that several cases did not reach the Court because victims often want the police to resolve the offence without their involvement. So under IG Lakra's leadership police have not started suo moto (acts on its own cognizance) registration of cases. Victims can also file complaints through Facebook, Twitter, Whatsapp and/or call the emergency number 100. Since there is cultural stigma and fear attached to filing complaints in a police station, SHE Teams have set up its centres in office buildings to make it easier for victims to approach them.

Kalinga Fellows recommended robust use of technology in crime prevention. IG Lakra has publicly stated that "technology driven techniques have brought down crimes against women."

Finally, the 2018 Kalinga Fellows recommended recruitment of more women in the police force. On March 31, 2019 IG Lakra was quoted in the newspapers as follows: "It would be ideal to have more women police in all the police stations so that a woman would not have to scout for a police station to file a complaint.

SCHOOL SECTOR

Telengana Social Welfare School for Boys, Chilkur & Telengana Social Welfare School for Girls, Narsingi

Students from these schools are able to express their views and concerns very clearly on gender based violence. The school management including the Principal and Teachers have committed to work with the students to create an environment where they could enhance their leadership skills to speak out.



Dr RSPK interacting with students at Narsingi

The Principals and Teachers of both schools showed significant awareness of their roles as educators in tackling the problem. They clearly felt the impact of the Fellowship at a personal level. They said that as a result of the Fellowship they had started telling stories at the start of many classes using topical media articles.

These schools introduced Healthy Tuesdays, where every Tuesday there is a focus on physical and mental health for all students.

One of the recommendations of 2018 Kalinga Fellows was to consider mixed gender schools (at present the schools are exclusively for either girls or boys). At this stage there are only two mixed schools (one being a music school) and further creation of mixed schools requires a government policy change. They are, however, considering ways of “mixing” students via some event/programme.

Government of Telengana appointed 20 new psychologist counsellors, 7 men and 13 women, meaning that each counsellor has approximately 13/14 schools in their care. Training of these counsellors has been completed and they have been deployed. These counsellors will provide life skills teaching/skills to teachers and students. It is anticipated that this will also help increase gender sensitivity and equity amongst the students.

The participation of students and teachers from Telengana Social Welfare Institutions in the 2018 Kalinga Fellowships has had two clear positive outcomes.

1. All students reported increased confidence, awareness and empowerment. They affirmed that the Fellowship changed their lives for good, for the better. Their collective vision of making a difference remains strong.
2. Independent assessment of the impact they have made on the peers, show that they have certainly transferred their confidence, awareness and empowerment to many of their fellow students.

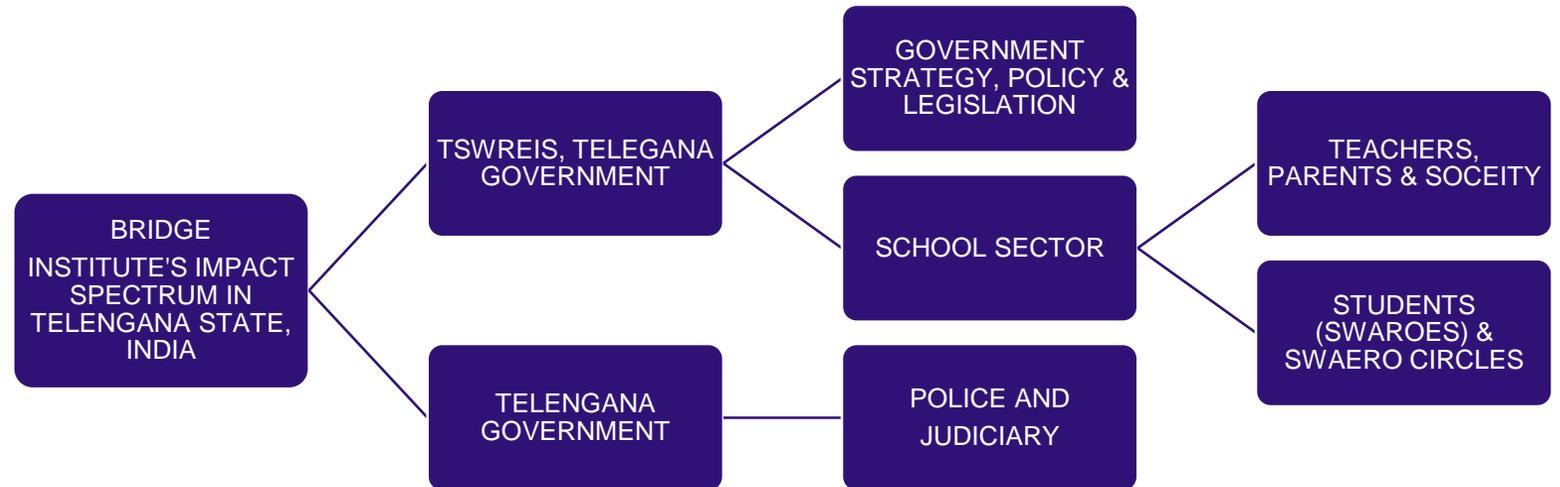
Telengana Social Welfare department has ensured that post-Fellowship training has been developed and is being delivered into schools dealing with sex education and education around Gender Equality. This training will clearly contribute to the desired changes.

BRIDGE INSTITUTE IMPACT SPECTRUM

Bridge Institute's impact on significantly improving Gender Equality in Telengana State, India during the assessment period 2018 - 2019 is affirmed by variety of stakeholders as mapped above. One significant sign of impact is that every stakeholder has reiterated the trust and respect that each of them developed with the Bridge Institute. This has created two clear expectations or demands on Bridge:

1. To help deliver the strategies developed during Kalinga Fellowship more effectively by securing jointness and coordination between/amongst various agencies and actors.
2. To commit resources or help generate resources for implementation of key strategic recommendations.

Kalinga Fellowship's work on Gender Equality - SDG5 - is complex and the problem is addressed by different constituencies. Naturally, some are making more progress than others and the coordination between them appears low.



KALINGA FELLOWSHIP IN THE NEWS

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ice to produce him in Kutch district. errified, he recog-uested the Gujarat application," said nd Muna will reach

dent Naveen Minister Narendra ir Pradesh and ef Minister called m for the BJP's Jttarakhand ster's Office said.

Report

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Kalinga Fellowship Concludes

SIX day Kalinga Fellowship workshop on 'how can business, Government and NGOs work together to prevent and redress sexual assault on girls in Odisha' concluded today. Six ideas emerged from the fellowship which has been presented to govt. of Odisha in this regard. This fellowship will continue for one year. To create awareness for zero tolerance towards violence on girls in Odisha, the mentors from 40 countries and participants from India of various sectors discussed on the role of family, how govt, business, civil, and NGO leaders work together for this social issue, to make online match making platform, breaking the deliberate, conspiracy of silent, creating a concrete collaboration between govt, NGO and corporate, creating a corporate movement, using media to be a force for hood etc. The participants and mentor were divided in groups and discussed on each aspect of this issue. To achieve zero tolerance towards violence on girls in Odisha by 2020 each and every stake holders including Govt, NGO and corporate should work together. To achieve this goal empowerment of girls through education is need of the hour. Govt should play the leadership role to create a match making platform between Govt, NGO and corporate. Creating a corporate

movement is very essential. Corporate should make it a part of their CSR agenda. Corporate should use resources meant for CSR activities for this agenda. Involvement of SHGs is also very important. Joining as the Chief Guest of the valedictory session Vishal Dev, Commissioner-cum-Secretary, women and child development, govt of Odisha said, various policies and laws are there for prevention and protection of violence on girls are there. But due to poor implementation of policies and law women are becoming the victims of the sexual violence. He also assured that, the programmes of the govt. of Odisha for women and girl will be linked to Kalinga Fellowship programme.

Among others Dr. Achyuta Samanta, Founder, KIIT & KISS and Simon Mckenzie, CEO, Asia Pacific BRIDGE Partnership were also present.

The fellowship is imparted by BRIDGE in association with FXB India, Ashoka Foundation and Dasra through Kalinga Institute of Social Sciences (KISS). The main objective of the Kalinga Fellowship is to bring together key stakeholders to facilitate a breakthrough in thinking and strategy to answer the question: How can business, government and NGOs work together to prevent and redress sexual assault on girls in Odisha.

Kalinga Fellowship to create zero tolerance to sexual assaults on girls



WORKSHOP ON SEXUAL ASSAULT ON GIRLS AT KIIT

The workshop on sexual assault on girls at KIIT was held on Friday. The workshop was organized by the Kalinga Fellowship in association with BRIDGE, FXB India, Ashoka Foundation, and Dasra through Kalinga Institute of Social Sciences (KISS). The workshop was attended by participants from various sectors and mentors. The workshop focused on creating a corporate movement to prevent and redress sexual assault on girls in Odisha. The workshop was a success and the participants were able to create a concrete plan of action.

