REALITY **GIVES**

Making Quality Education a Reality

ANNUAL REPORT

2020–21

CONTENTS

Dear All,

This is without doubt the most heartfelt Annual Report we have written to date, a true testament to the resilience of our team, students and communities during the Pandemic. Every word and image carries incredible depth and meaning for all of us.

Just a few months earlier we were celebrating our 10th Anniversary all together, making plans for the future of the organization. Then March 2020 arrived and with it the global outbreak of Covid-19. I still vividly remember forming an emergency Whatsapp group called "Covid-19 Task Force", with colleagues from both Reality Gives and our sister organisation Reality Tours and Travel. Nobody knew what we were dealing with, but between us we were clear: our priority was to protect our communities and support any effort to slow down the potential spread of the virus.

Reality Tours and Travel stopped all their tours and we closed both our School and Youth Programs. We would have never imagined that these would not be just temporary measures, but would last for the entire year. Our social business model – with the tour company providing 80% of their profit to sustain Reality Gives' educational program – was suddenly disrupted. Many in our communities lost their jobs, struggled to access food, and had to face lockdowns in extremely small households and densely populated neighbourhoods. By May, Dharavi became India's Covid-19 hotspot. Many families fled back to their villages in rural India taking their children back with them.

With cases rising, the sudden loss of financial support from Reality Tours, the majority of our team living in the heart of the pandemic, schools closed, and students dispersed between urban and rural areas, the situation was unprecedented.

But it was at this time of crisis that the values and spirit instilled in the organisation took shape as strong as ever. Every single person rose to the challenge: the team, the founders, the board, our existing donors, Reality Tours and Travel's guests, new supporters, our students and their parents. I realised that we have truly built a Reality community ready to be our backbone through the storm. I never felt we were alone, and this was essential in navigating through this challenging time.

In the initial phase of the pandemic, my team was clear: we needed to continue providing learning opportunities to our children and youth more than ever, no matter what. We felt strongly that this dramatic health crisis would soon turn into an educational crisis too if we did not act quickly. Within a few weeks, the team created online versions of our programs, launched new fundraising campaigns, connected with all our incredible donors, got proficient in zoom calls and started what would become the new normal: providing online education to vulnerable students.

In a roller coaster of trial and error, the team's enthusiasm was often met with the harsh reality of the situation: our students had a lack of access to digital devices and the internet and they often faced a very fragile home situation with many of their families struggling to survive. But this, along with our students' request for education, motivated us even further. The team continued to work hard, adapt and find innovative solutions, backed by donors that helped us access vital funds and technology like tablets, laptops and phones.

In the end, we were able to deliver over 20,000 hours of online education to our children and youth regardless of their location, ensuring they would not miss out on essential learnings, and most of all, keeping them safe and emotionally strong during lockdowns, being such a long time away from the classroom and their friends. To see our students actively and happily participating in whatsapp groups and Google Meet live classes was our daily fuel to keep going.

None of this would have been possible without the commitment and drive of everyone in the team at Reality Gives, without the support of precious partners, and without the emotional and financial support of each of our donors from India and abroad. You have been incredible. Thank You!

I also would like to salute India's Civil Society that rose up in the face of Covid-19. We became one, we shared knowledge, learnt from each other, joined hands and provided a lifeline to the country's most vulnerable, while all struggling ourselves to stay afloat.

As I write this, the future for Reality Gives and the world is still uncertain, as waves of Covid-19 continue to shake the world. But what I know is that as an organisation and a community of people, we will continue our journey to ensure access to inclusive and equitable education for all, no matter what!

We are all in this together and will make a difference!

Krishna Pujari
Founder, Reality Gives

REALITY GIVES

Reality Gives is a community-based educational NGO founded in Dharavi (one of Asia's largest slums and home to over a million people), Mumbai, and we are also active in Sanjay Colony, a slum community in New Delhi. We believe education is the most powerful tool people can use to break the cycle of poverty. Through our programs, Reality Gives has provided inclusive and equitable education to over 10000 children and young adults since 2009.

OUR VISION

We want a world where all communities have equitable access to opportunities and resources.

OUR MISSION

We provide young people from underprivileged communities in India with quality education to enable them to maximise their potential.

OUR GOAL

To increase access to quality education for 5000 youth and children by 2025 in urban and rural India.

THE REALITY MODEL

Reality Gives is not just an NGO. We are the proud sister organisation of Reality Tours and Travel, an award-winning sustainable tourism business that invests 80% of its post-tax profits into our community programs. As a group, we believe that tourism can and should be a force for local development, a source of inspiration for travellers to do good and a way for people from different backgrounds to meet, share and learn.

REALITY TOURS & TRAVEL
TAKES YOU ON AN EDUCATIONAL SLUM TOUR

80% OF THE PROFIT
GOES BACK TO THE COMMUNITY THROUGH
REALITY GIVES PROGRAMS

This unique social business model has allowed Reality Gives to grow as a non-profit and drive meaningful change in the communities of Dharavi, one of Asia's largest slums, and Sanjay Colony for years. Unfortunately with the onset of COVID-19, since March 2020 Reality Tours and Travel stopped all its tours. If on one side this was extremely challenging both for the company and Reality Gives, on the other side it became a testament to the strength of the Reality Group model: people from all over the world, including those who had been on a tour with us, reached out to support Reality Gives' communities and its children and youth! Reality Tours will be back and together we will continue to create positive change!

**VIRGIN HOLIDAYS
WORLD RESPONSIBLE TOURISM
AWARD WINNER 2012**

**TO DO!
SOCIALLY RESPONSIBLE TOURISM
AWARD WINNER 2015**

**WORLD TRAVEL & TOURISM COUNCIL
TOURISM FOR TOMORROW
AWARD WINNER 2015**

**TRIP ADVISOR
CERTIFICATE OF EXCELLENCE
2011–2019**

**IRTA
BEST URBAN TOURISM OPERATOR
WINNER 2018**

> *The impact of Covid-19 was very hard on us. We immediately stopped our tours to protect our community and team members. Many previous guests from around the world reached out, as they were worried for us and our communities. They supported us by providing food kits, masks, and sanitisers and by donating towards Reality Gives' programs. We never thought this would last so long and we hope the tourism sector will be back to normal soon!*

Krishna, Reality Tours and Travel and Reality Gives Co-Founder

DHARAVI, Mumbai

Contrary to its reputation as Mumbai's 'Shadow City', Dharavi is vital to the day-to-day functioning of the city. It is a slum unlike any other, recycling 80% of Mumbai's plastic and home to an industrial sector that produces around thirty billion rupees (six hundred and sixty-five million dollars) of goods annually.

Dharavi's residential sector is home to people from across India – a population that speaks 30 languages and practices more than 6 different religions. Dharavi comprises over 80 settlements across 2.16 km² and is home to an estimated 1,000,000 people. This makes it 20 times denser than the rest of Mumbai, which is already one of the most densely populated cities on the planet.

During the first wave of the pandemic, Dharavi became one of India's Covid-19 hotspots, due to the obvious challenges of adhering to social distancing. However, Dharavi's people soon displayed their ingenuity and were praised by the World Health Organization as a virtuous example of how to break the chains of transmission through community engagement and the basics of testing, tracing, isolating and treating all those that are sick.

- **2.16** km²
- Approximately **1 million** people
- Recycle **80%** of Mumbai's plastic waste
- **15,000** hutment (signal room) factories
- Around **US$ 665 million to US$ 1 billion** of goods produced anually
- More than **5,000** businesses
- Over **30** languages
- **6** religions

OUR COMMUNITIES

DHARAVI

06

> "The pandemic has taught me a great lesson. All the challenges I faced during lockdown made me a strong person. Today, I feel that we are united as a community, as a state, as a country. We can overcome any difficulties in life!"

Ayesha, mother of Abzur, Reality Gives School Program, Standard 2 Student, Dharavi

SANJAY COLONY, Delhi

Sanjay Colony is a small slum built on 25 acres (0.1 km²) of land near New Delhi's Okhla Industrial Area. It is home to approximately 50,000 people in a city where more than 45% of the population live in slums.

Although it is much smaller than Dharavi, the same widespread spirit of determination to break the cycle of poverty exists. Though the community faces many challenges, its flourishing clothes recycling and manufacturing industry stands out among a variety of enterprises and small-scale businesses – with few resources available, Sanjay Colony has developed a successful micro-economy. Reality Tours and Travel began offering tours in Sanjay Colony in 2016, which allowed Reality Gives to expand our mission and open a Community Centre at this second location. The response has been positive and since then we have welcomed Sanjay Colony residents at our centre, with a special focus on the youth. This expansion reaffirmed our belief that there are still so many urban and rural communities in India that don't have access to quality learning opportunities for their young people. Hence, inspired by our second-community expansion, our endeavour is to help more communities in India where Reality Tours goes.

- Founded in **1969**

- Over **45%** of Delhi's population live in slums

- Estimated **45,000** to **50,000** people

- Area of **0.1 km²**

- Average of **10** people per home

- Rent costs from **Rs 1,500** per month

- Daily Labour Wages – From **Rs 200** for **8 hours** work

OUR COMMUNITIES

08

> **"** *During the pandemic we struggled for food and medicine and were scared here in Sanjay Colony. We did not know how to face this big challenge, but after a few months I realized we need to accept and fight it. With Reality Tours and Travel and Reality Gives we distributed food kits to those in need in our community and beyond. I felt really proud of being part of the Reality family!*
>
> **Saurabh, Reality Tours and Travel Tour Guide, Sanjay Colony** **"**

OUR PROGRAMS

OUR APPROACH

As a community-based NGO, we witness first-hand the negative impact that a lack of access to quality schooling options and development opportunities have on children and youth living in urban slum communities. Their self-confidence, future choices and livelihood are put at risk just because of where they live. Through our School Program and Youth Program, we want to turn that around and provide them with the tools that they need to thrive. To ensure quality and sustainability, our programs are designed with the three pillars below in mind.

TEAM FROM COMMUNITY

The majority of our team, especially teachers, is hired from the community, as this enables us to better understand beneficiaries' needs, create a sustainable model and empower local leaders.

CONTEXTUAL CURRICULA

All our curricula are developed to be relevant for our learners, hence they are based on real-life situations they might encounter and deal with.

TEACHER TRAINING

Our teachers are provided with in-house or external training on a regular basis, exposing them to the latest education best practices and techniques to ensure we deliver a well-rounded education.

> " The year 2020 will go down in the annals of history as the pandemic year! Our first job as a Program Team was to stay positive and reach out to our teachers. Priority went towards organising training to strengthen their emotional resilience, as well as tech savviness, both crucial to keep going during these challenging times. We moved all our programs online and the fear that there would be a gap in children's learning was mitigated due to the rigours of all the online classes we deployed! "

Lakshmi, Reality Gives School Program Leader

REDMI NOTE 9 PRO
48MP QUAD CAMERA

2020/12/1

THE PROBLEM:

In poor urban communities, teenagers have often had less access to quality schooling options as younger children and therefore face a huge skills gap when they grow up, particularly with English, Computers, and basic soft skills. This impacts their future education and career opportunities, as well as their sense of confidence and self-worth, making them unable to break out of the cycle of poverty. Currently, there is an entire generation of young people that are struggling because of this and they need our support.

OUR SOLUTION:

Reality Gives feels very strongly that these young men and women, underserved by their school education, simply because of where they were born, should still have the chance to fulfil their potential. Our Youth Program reflects this belief, and whether it's a young person wanting help finding a job, a teenager wanting to learn English, or a woman wanting to improve her standing within her family, our aim is to prove that second chances do exist.

OUR BENEFICIARIES:

The youth we support are predominantly first-generation English learners. Their motivations for enrolment usually centre around three main issues: they drop out of school at an early age and struggle to find a job, or they want to go to college but their English and self-confidence are not strong enough, or they are women taken out of school by their families who want to gain back some form of education to prove to their families that they also have a voice, as well as to assist their young children with their homework.

OUR PROGRAM:

The Program provides Level 0 to 3 English classes (Basic to Advanced), computer classes, and special activities such as group discussions, movie screenings, and development workshops by sector experts. It is designed to equip the student with the abilities they need to follow paths in life from which they were previously excluded.
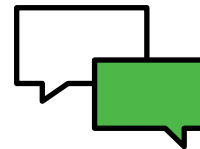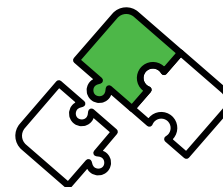
English Classes
Speak, listen, read, and write in English to use in daily life, for work and casual conversations.

Computer Classes
Learn how to use MS Office and the internet in order to access better work opportunities and to perform well at school.

Special Activities
Develop life skills and personal awareness through workshops whilst practising English communication skills.

ACTIVITIES 2020-21

With the outbreak of the pandemic in March 2020, we had to stop all our ongoing classes and activities and close both our Community Centres in Dharavi (Mumbai) and Sanjay Colony (Delhi) to protect our students, team and communities. It was the first time since 2009 that we found ourselves without a space to deliver our English Classes, Computer classes and Special Activities. The Youth Program teams in Mumbai and Delhi joined forces and together we rethought how we could deliver the three components of the program online. It was challenging given the limited time, resources and experience in online education.

The first priority was to look at the core program component, our **English Classes**. The team quickly adapted the curricula to enable them to be taught online and on May 26th we launched our first asynchronous online English Classes.

The team kept working on improving the program, drawing insights from daily feedback by teachers and students. We knew we had to move to synchronous classes soon. We further adapted the teaching material and by October 2020 we launched our first lot of Google Meet English classes!

Jessica Conway, a 14-year experienced trainer in Teaching English as a Foreign Language, provided precious help in strengthening the quality of the classes. She trained the team on the latest techniques to deliver effective Google Meet and WhatsApp classes, using software and games to make lessons more dynamic and she suggested ways to provide specific support to each student on their online learning journey.

YOUTH PROGRAM

After kicking off online English Classes, the team looked at how to deliver **Computer Classes** remotely. Between July to September we selected from our existing computer course a series of topics that could still be covered online and using smartphones. An asynchronous, whatsapp-based 1.5-month course on the basics of MS Word, Excel and Powerpoint was tested over 4 batches starting from October 2020. However it proved not effective enough and we decided to discontinue online IT teaching. In February we were able to reopen the centres for a short while and run 2 in-person IT batches, following all safety precautions and government guidelines.

Without our centres being open, running **Special Activities** also proved difficult, but we wanted to provide emotional support to our alumni to cope with the impact of the pandemic on their lives. We partnered with MPower who delivered seven webinars around mental health as well as Rashi Saini, an IT professional, who did one on internet safety.

To help the Youth Program team during such a probing time we provided them with 28 hours of **Team Training** by internal and external experts, backed up by weekly online meetings to monitor their well-being and need for support. The training would vary from technical lessons for teachers focusing on online teaching techniques and software, to others such as coping with stress and using mindfulness, as well as creative sessions on drawing and singing such as the ones delivered by the Rotary Club of Mumbai Kalakar. Public speaking classes were organised by the Australian Consulate General - Mumbai. Having been working from home for such a long time, these sessions were very much appreciated as a time to pause and learn.

Access to technology and Internet for students, as well as their ability to regularly attend classes remained a struggle throughout the year, with ups and downs based on the pandemic waves and lockdowns. However, we feel that being forced to move the program online provided us an incredible opportunity to reach out to students beyond our two communities, and for students from different slums to get to know and support each other during such an emotionally trying time.

306
YOUTH

39
ONLINE ENGLISH
& IT BATCHES

2532
ONLINE TEACHING
HOURS

14

> *During the various waves and lockdowns, our students faced different struggles such as loss of jobs, being locked down in tiny overcrowded households, or being completely alone with no income to even pay the rent. Providing them access to learning, along with regular emotional support was the best way to help them shift their mindset from the negativity of the pandemic to using this time for personal growth!*

Ravi, Reality Gives Youth Program Manager, Dharavi
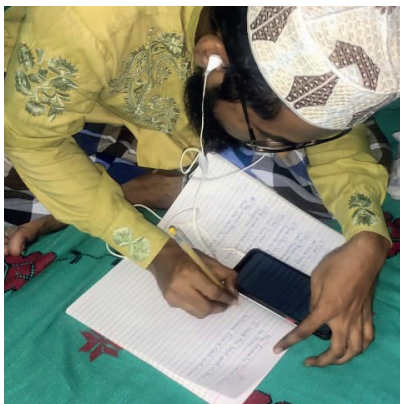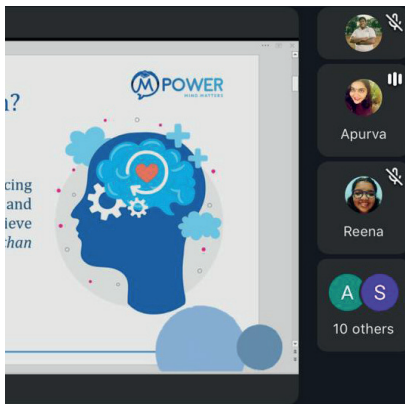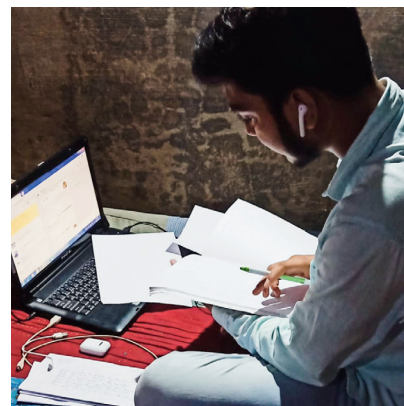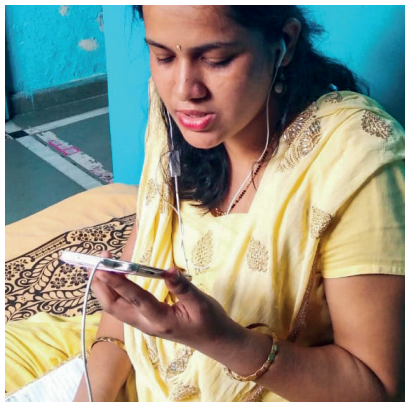
THE PROBLEM:

The majority of children living in poor rural or urban communities in India have access to inadequate schooling options. Schools are characterised by the high child-teacher ratio (50:1), use of the rote-learning method, corporal punishment, poor infrastructure, high drop-out rates and no extra-curricular activities. Teachers are often underpaid, untrained, and not motivated to teach. This undermines the child's potential to learn and to challenge the socio-economic conditions they are born into.

OUR SOLUTION:

By working with the youth from Dharavi who went to substandard schools, Reality Gives collected first-hand information on how negatively this impacted their future career and education opportunities. To tackle the issue, we joined hands with a low-income school to support them in developing a quality school in the heart of the slum where children can achieve their full potential regardless of their circumstances.

OUR BENEFICIARIES:

Our children are at the heart of what we do at school and our focus is to ensure they become independent learners and can choose their life path. The program also is a rare opportunity for employment and empowerment in an area where gender inequality is still widespread, as all the teachers are women hired from Dharavi and trained by our education experts to become "Champion teachers". Last but not the least, working at the school allows us to engage and support the parents' community at large.

OUR PROGRAM:

In 2013 we started our School Program in Dharavi, now delivering English medium holistic education to students Nursery to Grade 4. We hired qualified school leaders and a higher number of teachers, we used academics, values and exposure as the three pillars of our approach, and we introduced activities such as art, IT, wellbeing, and exposure visits. We deploy regular Teacher Training and development workshops for the parents in our community. Through these activities, we are observing a positive change in the students' learning outcomes and attendance.

Academics
Academic knowledge of core subjects including literacy and mathematics are needed to succeed in school and the work environment.

Values
At every stage, we ensure values are incorporated into the teaching and learning experience, to ensure our children grow into confident, caring and empowered individuals.

Exposure
We focus on knowledge and skills that are outside the scope of our students' daily lives, to help them identify their goals and how to get there.

17

ACTIVITIES 2020-21

On that day in March 2020, when we closed our School Program because of the Covid-19 outbreak, we could have never imagined what was about to come: a global pandemic, school closures for the entire year and the education system having to quickly reinvent itself.

Our students were due to finish their 2019-20 academic year in a few weeks and we did not want to let them down. The School Program team took action and organised the students into WhatsApp groups grade-wise.

The teachers were able to connect with the children and parents, provide homework and feedback as well as information about Covid-19. This not only ensured students finished school but helped them to stay positive, understand Covid-19 best practices, and avoid going outside into the community where social distancing was challenging.

The lockdown continued into May 2020 with Dharavi becoming one of India's Covid-19 hotspots. Many residents lost their jobs and fled back to their villages in rural India with their children, including some of our students.

The challenges in front of us were many: the new academic year 2020-21 was about to start, schools were still closed, students were spread out between Dharavi and rural India, and our teachers and students had limited access to computers and the internet.

In addition, our teachers, all women from Dharavi and nearby communities, were heavily impacted by the pandemic.

SCHOOL PROGRAM

18
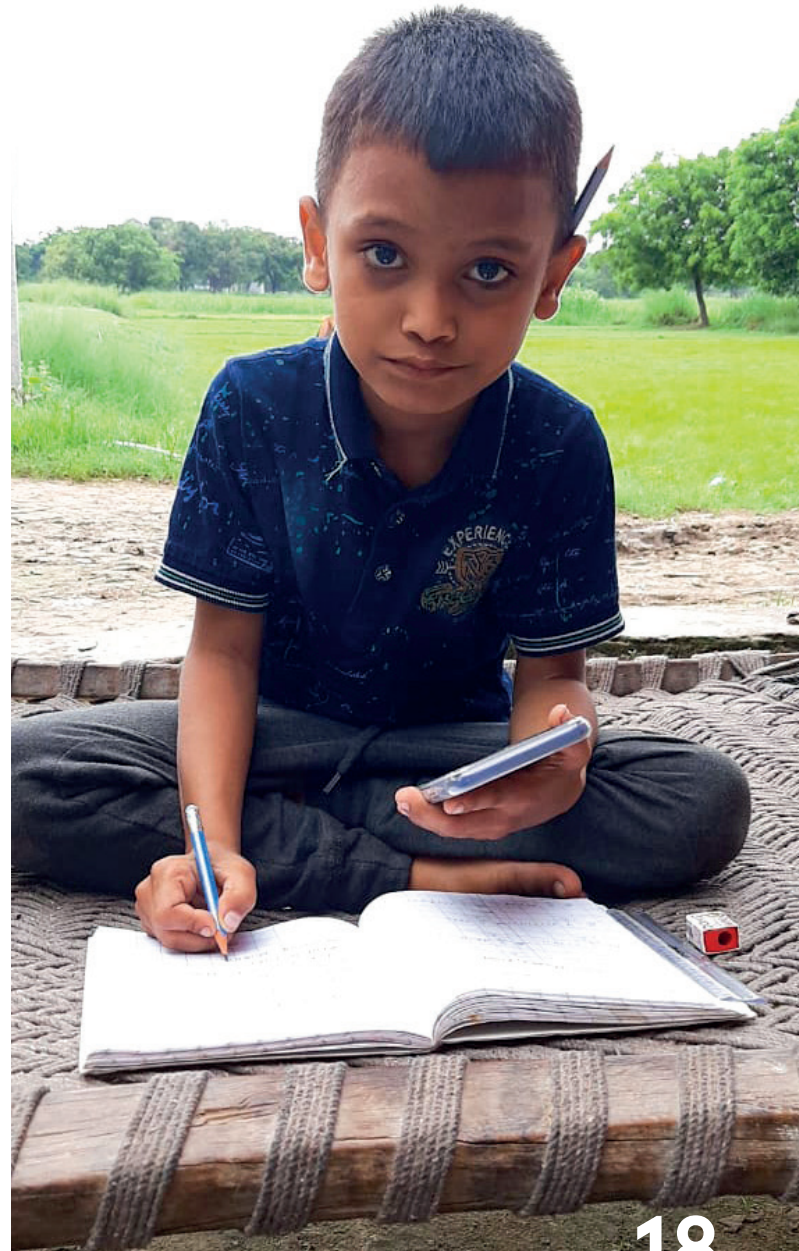
However, everyone stepped up as we knew it was crucial to enroll students in the new academic year, to mitigate the risk of many dropping out of school and losing out on essential learning. We had never run an entire **school online** but in the months that followed we made it happen!

The first step was a massive **outreach campaign** between May and July, via hundreds of messages and phone calls to parents, finding out their location, explaining that school online will be the new normal and assessing who had smartphones and internet connectivity. It was a huge task but we managed to enroll over 300 students into school.

The second step was to **convert all our systems** to function **online**, such as tracking attendance and performance, and creating lesson plans and timetables.

The third step was to recreate **virtual classrooms**. In April at the start, we used WhatsApp groups as teachers, students and parents were able to use these easily. In October we launched Google Meet live classes for all our Senior Kindergarten to Standard 4 students, while Junior Kindergarten remained on WhatsApp throughout the year. Access to devices was scarce, affecting attendance levels, but thanks to a partnership with Amazon India, we distributed 150 tablets, which along with some of the parents' devices, helped to sustain this first year online.

In addition to Marathi, EVS, Maths, Hindi and English, we used Art to provide students with a creative outlet and **Wellness Saturdays** (yoga, in-door physical exercise) to support their mental well-being. We also did Project Day on "Humans of Dharavi" to allow for research and exposure. Separate groups were also created for slow learners to provide additional support on literacy and maths.

Over 50 hours of virtual **Teacher Training** were provided to support our teachers during these extremely tough times. Sessions would vary from techniques and tools for quality online teaching, to ways of strengthening emotional resilience (run by Ummeed), to art and music at home and in the classroom (run by Rotary of Mumbai Kalakar).

It was a very intense year for the School Program Team, who navigated it with energy, determination and the willingness to ensure our children would not be left behind.

302
STUDENTS JR KG TO STANDARD 4

9
ONLINE GOOGLE MEET GROUPS

18240
ONLINE TEACHING HOURS DELIVERED

> " I am deeply interested in mental health and wellness activities. I practice yoga and meditation that I learned in my Google Meet Live classes at home. It relaxes my mind and I think everyone should do it. My favourite subject during the lockdown has been mental health and wellness. I learned a lot of games, physical exercise, meditation and yoga. On Project Day, I was a teacher telling the audience to do some breathing exercises and meditation. Everyone clapped for me. "

Priya, Reality Gives School Program

REDMI NOTE 8
KARTHI
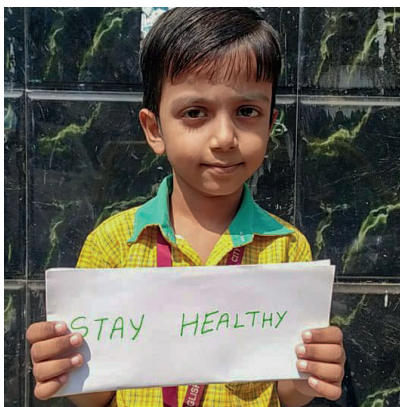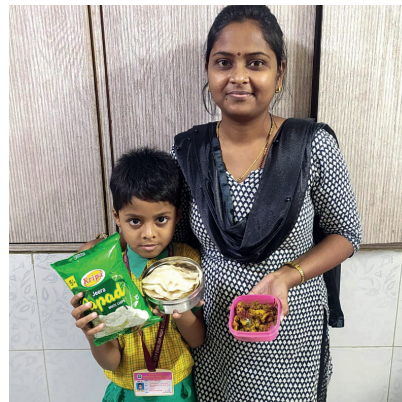
OUR APPROACH

With schools closed for almost 1.2 billion children across the world, many lost out on essential learning and were at risk of not going back to school afterwards, especially those living in vulnerable neighbourhoods. We focused on creating ways to continue providing education to our students, as well as raising awareness of its importance to parents. At the same time we partnered with organisations and individuals to cater to our communities' vital needs such as access to food, masks and sanitisers.

EDUCATION

We moved our programs online and constantly provided our students and their parents with the latest Covid-19 preventive best practices, as well as emotional support.

FOOD

Lockdowns and job losses put families under pressure to meet basic needs. In partnership with Decathlon Foundation, AIMS Foundation, Reality Tours and Travel and many individuals we distributed food kits to residents in Dharavi and Sanjay Colony.

MASKS & SANITIZERS

In partnership with Freudenberg, Decathlon Foundation and 7539 FRC Team Elev8 we distributed thousands of masks and hundreds of sanitizer bottles to help reduce the spread of the virus in Dharavi and Sanjay Colony.

> *During the pandemic it was a very tough situation in Dharavi as there was a strict lockdown and we could not go anywhere. Many people lost jobs and were unable to do anything. I was part of Reality's food, mask and sanitisers distribution. Our community was very happy when they got this support and as a team we felt glad that we could help them. It was a challenging time but inside I was happy to help!*

Sauleha, Reality Gives Youth Program Executive and Dharavi Resident

REGISTRATION DETAILS

REGISTRATION	REGISTRATION DATE	REGISTRATION N°	VALID UNTIL
Registered as Society	04/08/09	1704/2009/G.B.B.S.D.	Permanent
Registered as Trust	03/08/10	F-39966	Permanent
12A	01/04/11	INS./ 44701	Permanent
80G	01/02/14	DIT(E)/MC/80G/457/ (2011-12)/2013-2014	Permanent
FCRA	30/06/17	83781548	30/06/22

Main Bankers

Name of Banker: Axis Bank
Address: Natasha 21C to 25C, Hill Road, Bandra (West), Mumbai, 400050
Account Code: 912010062629765
SWIFT Code: AXISINBB028
IFSC: UTIB0001621

Statutory Auditors

Name of Auditing Firm: S M Lasrado
Address: Silver Symphony, Church Avenue, Santa Cruz West, Mumbai 400054
Telephone: +91 22 26051441
Email: stanlasrado@gmail.com

BOARD MEMBERS ON 31st MARCH 2021

NAME	POSITION	SEX	AGE	OCCUPATION	AREA OF COMPETENCY
Amit Roy	President	M	46	Banking	Management
Piyasree Mukherjee	Treasurer	F	41	Service	Social Work
Aashita Mehra	Member	F	50	Consultant	Education
Akshay Tandon	Member	M	34	Business	Design and Communications
Rishab Maskara	Member	M	34	Business	Sales and Marketing
Uday Pujari	Member	M	37	Other	Accountancy
Milward Fernandes	Member	M	36	Business	Management

Total Cost of international travel for organisational work by all personnel (including volunteers) & Board members (Rs.) : **zero**

Total Cost of national travel by all personnel (including volunteers) & Board members (Rs.) : **18,192**

DISTRIBUTION OF PAID STAFF ACCORDING TO COMPENSATION LEVEL ON 31st MARCH 2021

GROSS SALARY + BENEFITS PER MONTH (Rs.)	MALE	FEMALE	TOTAL
< 5,000	1	0	1
5,000 – 9,999	0	13	13
10,000 – 19,999	1	24	25
20,000 – 29,999	1	1	2
> 30,000	1	5	6
Total	4	43	47

STAFF CONTRACT DETAILS ON 31st MARCH 2021

EMPLOYMENT CONTRACT	MALE	FEMALE	TOTAL
Employees full time (remunerated staff)	4	43	47
Employees part time (remunerated staff)	0	0	0
Consultants full time (remunerated staff)	0	0	0
Consultants part time (remunerated staff)	0	0	0
Volunteers full time (pro-bono/not remunerated)	0	1	1
Volunteers part time (pro-bono/not remunerated)	0	1	1
Total	4	45	49

BALANCE SHEET ON 31st MARCH 2021

LIABILITIES	TOTAL (Rs.)	ASSETS	TOTAL (Rs.)
General & Earmarked Funds:		Moveable Properties	86,297
Corpus Fund	27,969	Deposits	134,979
Income & Expenditure Account	11,192,321	Prepaid Expenses & Advances	30,941
Total General & Earmarked Funds	**11,220,290**		
Duties & Taxes Payable	105,424		
Salary Creditors	392,227	Bank	11,567,740
Sundry Expenses	174,605	Cash	72,589
Total	**11,892,546**	**Total**	**11,892,546**

PROGRAM EXPENDITURE FOR THE YEAR TO 31st MARCH 2021

PROGRAMS	TOTAL EXPENDITURE (Rs.)	BENEFICIARY Nos.
School Program		
Primary School & Pre-school	4,616,185	302
Youth Empowerment Program		
English, Computer Skills & Special Activities	2,924,053	306
Total	**7,540,238**	**608**

26

PROGRAM EXPENDITURE

61.2%
School Program

38.8%
Youth Program

PROGRAM PARTICIPATION

49.7%
School Program

50.3%
Youth Program

27

INCOME AND EXPENDITURE FOR THE YEAR ENDED 31st MARCH 2021

INCOME	TOTAL (Rs.)
Donations from Reality Tours	0
Local Donations	5,537,835
Foreign Donations	7,144,140
Bank interest	293,505
TOTAL INCOME	**12,975,480**

EXPENDITURE	
Admin	
Provident Fund Expenses	47,039
Accounting Expenses	251,852
Payment Portal Charges	52,239
Advertising and Marketing	2,000
Other	42,399
Total Admin Expenditure	**395,529**

PROGRAM EXPENSES	
Salaries & Consultants	7,141,119
Other	399,119
Total Program Expenses	**7,540,238**

RELIEF OF POVERTY EXPENSES	
Food Kits	**387,570**

MANAGEMENT & SUPPORT EXPENSES	
Salaries	**38,296**

OTHER EXPENSES	
Depreciation on Assests	21,793
Total Other Expenses	**21,793**
TOTAL EXPENDITURE	**8,383,426**

Surplus	**4,592,054**

EXPENDITURE FOR THE YEAR ENDED 31st MARCH 2021

EXPENDITURE	TOTAL (Rs.)
Admin	395,529
Program Expenses (Salaries)	7,141,119
Program Expenses (Other)	399,119
Management and Support Expenses (Salaries)	38,296
Relief of Poverty Expenses	387,570
Other Expenses	21,793
TOTAL EXPENDITURE	**8,383,426**

TOTAL EXPENDITURE

4.6% Relief of Poverty Expenses   **0.3%** Other expenses

0.5% Management and Support Expenses (Salaries)

4.7% Admin

4.8% Program Expenses (Other)

85.1% Program Expenses (Salaries)
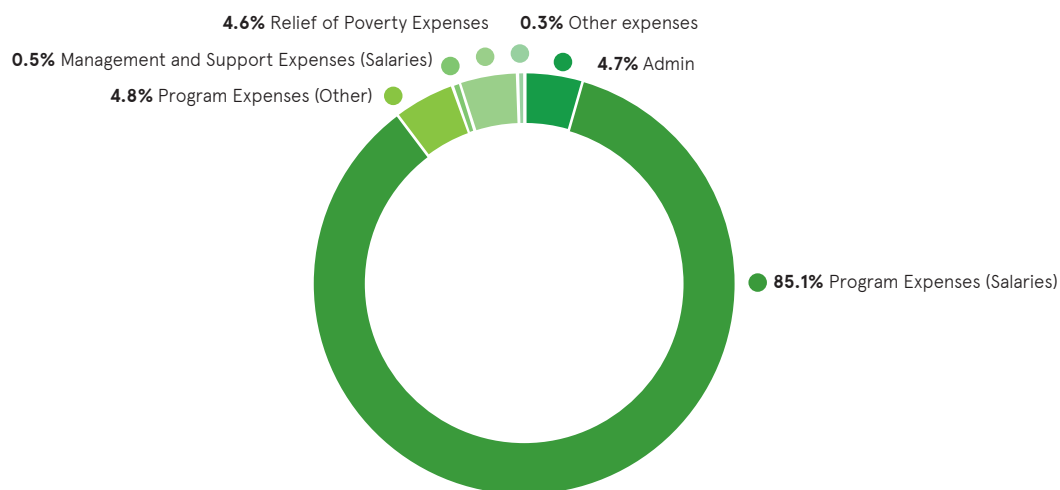
This year Reality Gives could count on 47 team members. 70% of them were originally from Dharavi and Sanjay Colony or have been our students and then grew into the organization. This has proven essential to build interventions that could respond to the needs of the community. This year in particular, our local team was able to constantly get the pulse of the Covid-19 situation on the ground, identify priorities and suggest timely interventions. Everyone in the team went above and beyond the call of duty throughout the pandemic. From the program team which had to reinvent itself, come up with new ideas, ways and systems to deliver our programs online, as well as engage the students and maintain quality, to the fundraising team who worked relentlessly to raise awareness and vital funds, and they also launched our new website. The leadership team embraced the crisis and ensured the organisation would fight another day. A special mention goes to our teachers: 33 strong women who, regardless of the impact the pandemic had on their own lives and the difficulties of teaching online, never gave up and continued to teach our students with dedication and resilience.
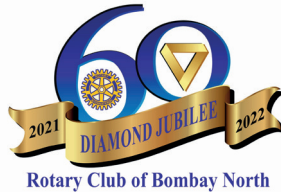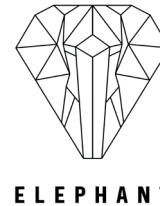
OUR PEOPLE

30

OUR PEOPLE
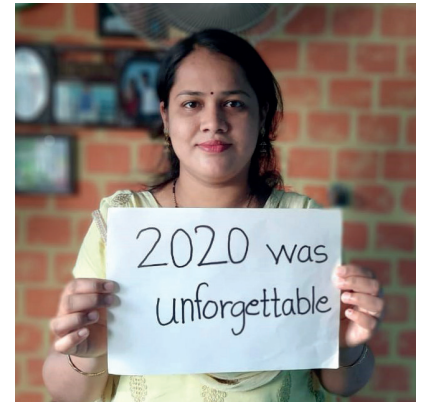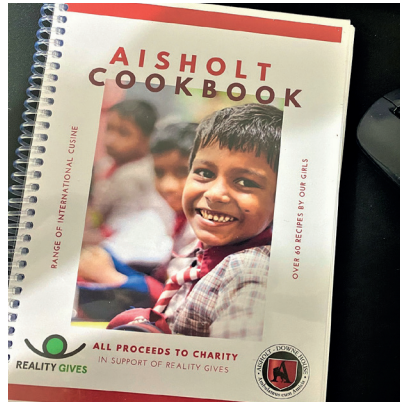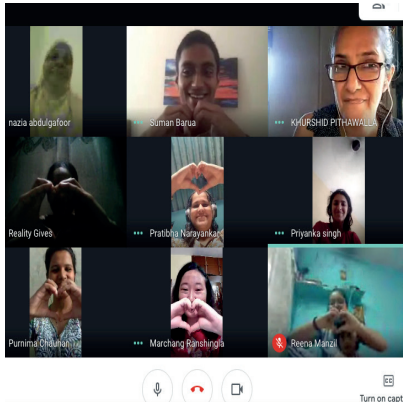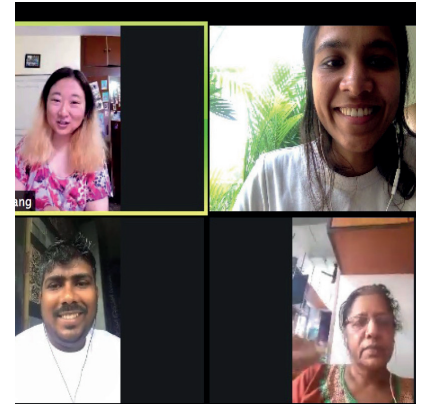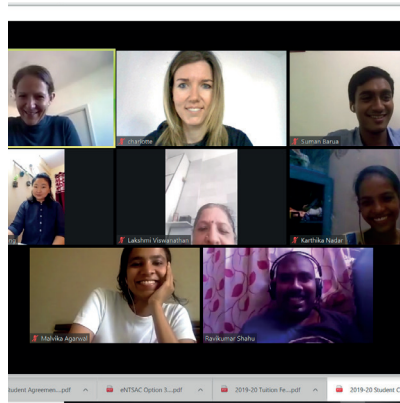
The outpour of support we have experienced throughout this difficult year was a strong reminder of the incredible community of people that Reality Gives is lucky to count on. We had people who had been on a Reality Tours and Travel tour reach out as they were worried for the communities that they had visited years ago. Existing and new donors came forward to support us. We had fundraisers who organised yoga classes, virtual runs, lunches and dinners. Runners and cyclists ran/cycled kilometres to raise awareness and funds. We joined hands with other non-profit organisations to improve the support provided to our students. We are truly grateful to each and every one of the individuals and organisations who have helped us navigate through this challenging year, all of whom are listed overleaf.

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amazon

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SINCE 1950
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eiosys

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60 DIAMOND JUBILEE
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Dasra
Decathlon Foundation
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Mutual Marketplace
Nan Schlatter Welch Jewelry Designs
No Nasties
Pack for a Purpose
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Reach Education Pvt. Ltd.
Reality Gives (UK)
Reality Tours and Travel Pvt. Ltd.

Red Dot Foundation
Revolution Film Productions Ltd.
RNA Technology and IP Attorneys
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Rotary Club of Mumbai Kalakar
Rotary Club of Mumbai Queen's
Necklace
Royal City English High School
Rubaroo
Servier India Pvt. Ltd..
Sevenoaks School
Teach for India
The Explorations Company
The Help Centre
Thomson Reuters Foundation
Type IT!
Ummeed Child Development Centre
United Way Mumbai
Yes Akademia
Youth 4 Change

INDIVIDUALS

Aashni Shah
Abhinav Baishwar
Abhinay Jhaveri
Abhishek Agarwal
Abhishek Iyengar
Abhishek Kumar
Abigail Larkin
Adair Lara
Adam Crabb
Adity Ganguly
Adjita Hasraj
Agnes Wairegi Regeru
Aisling Cullen
Akansha Pandey
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Alessia Carboni

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Alice Claridge
Alice Greaves
Alice Quach
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Amber Mardon
Amelia Fernie
Amelie Underhill Gunner
Amit Gunji
Amit Khare
Amita Chauhan
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Amy Sillitoe
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Anasuya Menon
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Andrea Fuchs
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Andreea Selagea
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Anit Popat
Ankita Chandramouli
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Anna Sakowicz
Anna Winstone
Anna Wood
Anna Zijlstra
Anna, Sara e Lorenzo Arretini
Anne-Claire Holden
Annie Rhodes
Annika Buecker
Annika Panoff
Anokhi Kalayil
Anton Macfadyen
António Calhorda

OUR SUPPORTERS

OUR SUPPORTERS

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Apurva Singh Verma
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Kerry Sandhu
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Sayaka Kitajima
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Seamus Gleeson
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Sejal Hansraj
Selene Candido
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Shanna Riker
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Shashank Shekhar
Shaun Spalding
Shefali Dani
Sheridan Carr
Shih Ching Wu
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Shobha Iyer
Shreyank Naik
Shuchi Kohli
Siddharth Amin
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Simon Chorzelski
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Simon Hepburn
Simon Woolhouse
Sinead Conlon
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Soen Ming Yeo
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Sophia Crockford
Sophia Lanner
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Sreyoshi Sen
Stanley Fung
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Tresa James
Trishna Bhagtani
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Victoria Appleby
Vidhi Thakkar
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Vikash Dholakia
Vikram Amin
Vikram Gudi
Viktoria Doll
Viktoria Rack
Vinothraj V

Viola Fäustle
Vivi Lei
Vivienn Collins
Wendy Petersen
Wesley Cardew-Smith
William Brenchley
William Mackinnon
William Saunders
Willow Gibson
Willow Wilkinson
Wolfgang Stadler
Worarat Dawson
Wouter Rutten
X C
Xiaojie Li
Xiongyingzi Chen
Yasmin Aird
Yasmin Giordano
Yu Mizushima
Yukiko Tezuka
Zala Veselic
Zareen Ahmad
Zeenat Vally
Zeenat Vally
Zoe Williams
Zsanett Andresin
Zsanett Virag
Zuzana F
מ"עב הפי תוחווי
亜紀子 川戸

VOLUNTEERS

Khurshid X. Pithawalla
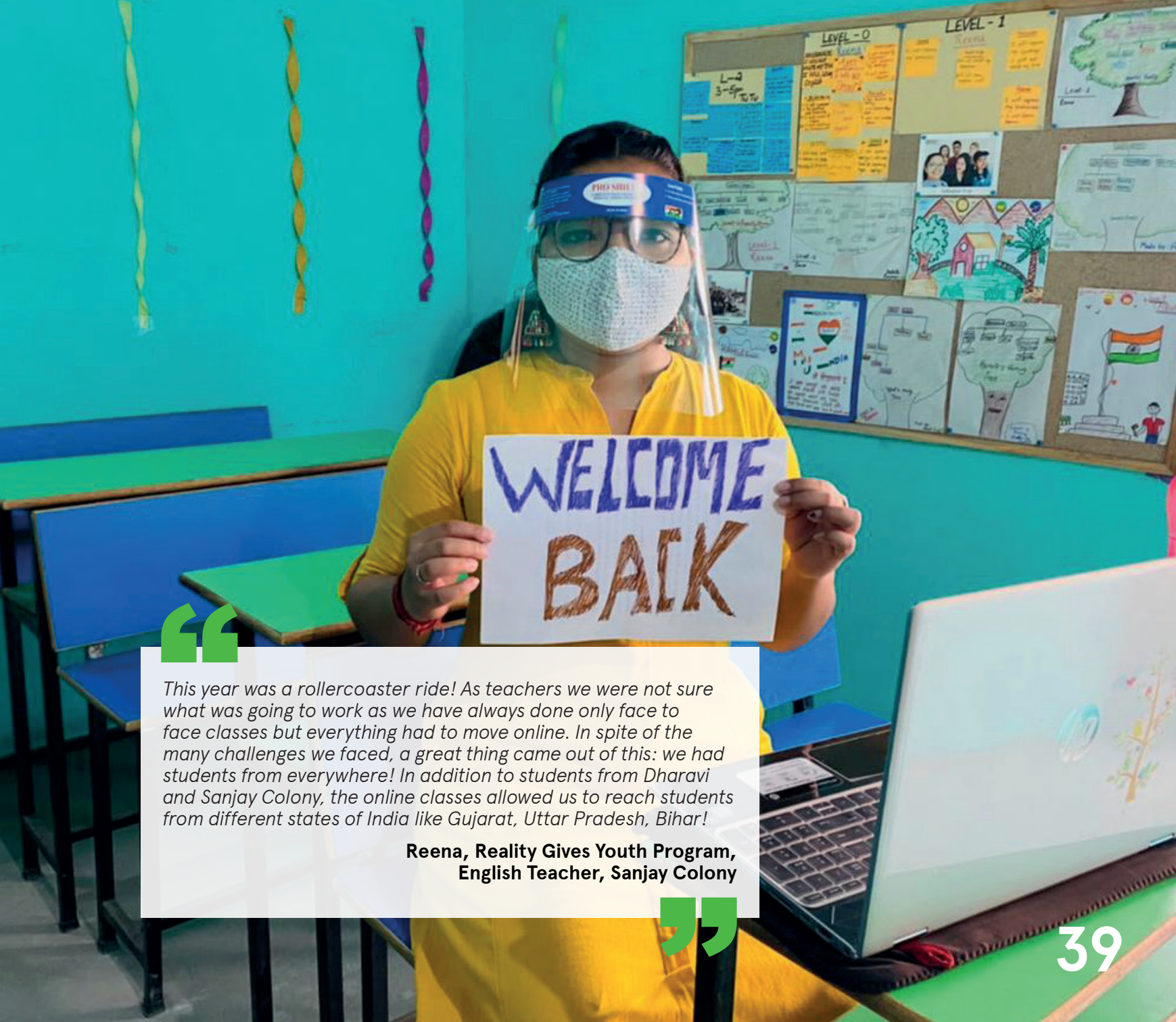
> *This year was a rollercoaster ride! As teachers we were not sure what was going to work as we have always done only face to face classes but everything had to move online. In spite of the many challenges we faced, a great thing came out of this: we had students from everywhere! In addition to students from Dharavi and Sanjay Colony, the online classes allowed us to reach students from different states of India like Gujarat, Uttar Pradesh, Bihar!*

**Reena, Reality Gives Youth Program,
English Teacher, Sanjay Colony**

WE CAN'T DO WHAT WE DO WITHOUT YOU **TAKE** ACTION

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80% of the profits from all tours go toward supporting the work of Reality Gives.
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Every rupee, penny, dollar and euro goes directly to supporting our programs.
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