



REALITY GIVES

Making Quality Education a Reality

ANNUAL REPORT

2017 | 2018

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A WORD FROM OUR FOUNDER



REALITY GIVES

Dear Friends,

I'm full of pride and optimism as Reality Gives closes in on its ten-year anniversary in 2019. I think back to the time I spent on the streets of South Mumbai at the very start, handing out leaflets to attract the first Reality Tours and Travel customers and hoping that someday we'd be able to create even a small positive impact. Every year as I write this letter to you, the many friends of Reality Gives who have made those hopes come true, I smile at how I might have reacted if you'd shown me the true scale of the impact we've achieved.

Dedication and passion from all of our team made 2017/18 a year to remember. The Grade 4 students who graduated from our Dharavi School Program were the same ones who entered Junior Kindergarten back in 2013, the year we launched the project. We hired new teachers, growing the proportion of our staff who are female (over 90%) and reinforcing our commitment to empowering women in our communities. We strengthened our presence in New Delhi by opening our Sanjay Colony Community Centre to even more English and Computer students, and formed valuable new collaborations with organisations such as Antarang Foundation, Rubaroo and Teach for India.

As we step towards the second decade of Reality Gives' history, we want the next phase of work to involve further streamlining and making what we do more impactful. Our new 'Vision 2025' will enhance our provision of education, renovating our community centres, improving teaching standards and developing our curricula. In particular, we have observed first hand that English is the most pressing learning need in our communities, and believe it should become even more of a focus for Reality Gives.

You have all played a vital role in the first decade of Reality Gives. Without individual donors, organisational partners, our board members and the many other friends we've met along the way, we would not be where we are today. I am sure if the next phase of our journey is to be successful, it will once again be down to the huge amount of belief and support so many people show in us.

Thank you from all of us in Dharavi and Sanjay Colony - here's to the next ten years!

Krishna Pujari



REALITY GIVES

Reality Gives is a community-based education NGO founded in Mumbai's Dharavi (one of Asia's largest slums and home to over a million people) and now also active in Sanjay Colony, a slum community in New Delhi. We envision a world where underprivileged communities have equitable access to opportunities and resources,

and believe education is the most powerful tool people can use to break the cycle of poverty. Through our school, youth and sporting programs, Reality Gives has reached over 7000 children and young adults since 2009.



VISION

A world where all communities have **equitable access** to **opportunities** and **resources**.

MISSION

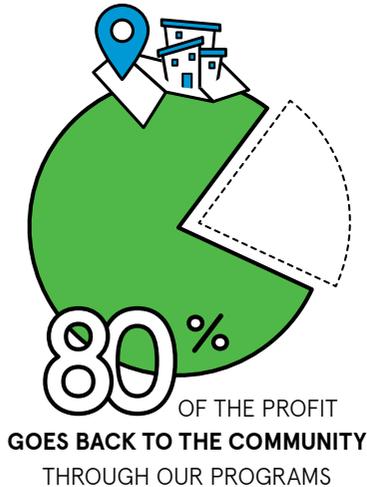
To provide **young people** from underprivileged communities in India with **quality education** to help them maximise their potential.

THE REALITY MODEL

Much of our success is down to the work of our sister organisation Reality Tours and Travel (RTT). More than a decade ago when RTT launched its now-famous 'Educational Slum Tour of Dharavi', its goal was to challenge people's negative stereotypes of slum communities and reinvest profits where they belong: back into the local community, for the benefit of local people. Reality Gives (RGi) is the arm through which RTT does this, and together we've helped create positive change in slum communities for many years.

REALITY TOURS & TRAVEL

TAKES YOU ON AN EDUCATIONAL SLUM TOUR



Through this unique social business model, where profits from the tour allow RGi to drive meaningful change in Dharavi and Sanjay Colony, our partnership has achieved international recognition. This has seen RTT win major responsible tourism awards due to the positive impact the tours have on the community through the work of RGi. Recent years have seen RTT expand to offer a wide range of tours across Mumbai and New Delhi. They also offer multi-day tours to both Kerala and Rajasthan - all of which aim to provide authentic, thought-provoking experiences for their guests and generate funds to support RGi.



**VIRGIN HOLIDAYS
RESPONSIBLE TOURISM**
2012



**TO DO! - SOCIALLY
RESPONSIBLE TOURISM AWARD**
2014



**TOURISM FOR
TOMORROW**
2015



**TRIP ADVISOR
CERTIFICATE OF EXCELLENCE**
2011-2018



**INDIAN RESPONSIBLE
TOURISM AWARD**
2018

OUR COMMUNITIES | Dharavi

Lying in the centre of Mumbai, Dharavi is comprised of over 80 settlements across 1.7 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.



Contrary to its reputation as Mumbai's 'Shadow City', it is an area 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 which 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 which speaks 30 languages and practices more than six different religions. Reality Tours and Travel aims to highlight the ingenuity, enterprise and resilience of this incredible place while Reality Gives seeks to address some of the major challenges faced by its residents.

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



Reality Tours and Travel have demonstrated that it is possible to enable the economically poor living in slums to benefit from tourism and to earn from it. They have developed a form of tourism that ensures the encounters are characterized by respect, avoiding voyeurism, and educating the visitors about the reality of life in slums.

WTM Responsible Tourism Awards

OUR COMMUNITIES | Sanjay Colony

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 burgeoning 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 start providing quality education in a second location. We believe people from underprivileged communities across India (not just Dharavi and Sanjay Colony) deserve the same, and our ambition is to help even more cities as we grow.

- Founded in **1969**
- Over **45%** of Delhi lives in slums
- Estimated **45,000** to **50,000** people
- **0.1 km² | 25 Acres | 0.04 mi²**
- Average of **10** people per home
- Rent costs between Rs **1,500** to Rs **3,000** per month
- Daily labour wages – **Rs 200** for **8 hours** work
- **10%** unemployment rate





Reality Tours and Travel gives people from all over the world the chance to challenge the clichéd image of a 'slum' and discover the sides to areas like Dharavi and Sanjay Colony they won't have seen in the movies. In partnership with Reality Gives, we are able to turn the profits into quality education for children and young adults in these communities

Mayur Parmar, Marketing Executive at Reality Tours and Travel





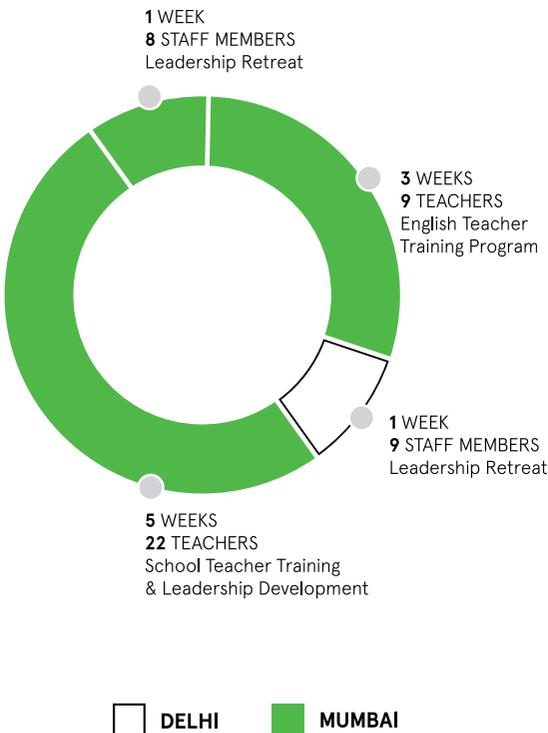
OUR PROGRAMS

OUR APPROACH

Excellent contextual education for children and young adults is lacking in urban slum communities, especially sustainable interventions lead by community members. The 'three pillars' which form the basis of our work are designed to address this problem: using contextual curricula that is relevant to local jobs and experiences, hiring teachers from the community rather than overseas, and offering them high quality, in-house training. We are

proud of the fact that the vast majority of our teachers, sports coaches, and operational staff come from the communities they now serve, and hope this will lead to a sustainable channel of benefits including a reduction in gender inequality and a marked improvement in young people's access to quality education.

TEACHER TRAINING



YOUTH EMPOWERMENT PROGRAM TEACHER TRAINING

This year we recruited nine high-potential community members to take part in our three-week English Teacher Training Program (TTP), where participants were trained by international TEFL experts in teaching techniques, language awareness, curriculum assessment and classroom management. After this, we hired three to become English teachers in Mumbai. We supported all of our teachers' ongoing development with language lessons, workshops, a leadership retreat week and frequent observations.

SCHOOL PROGRAM TEACHER TRAINING

We introduced the idea of excellent education being a combination of Academics, Values and Exposure. To facilitate this, we delivered five weeks of training programs throughout the year to our 22 teachers, focusing on classroom management, lesson planning, pedagogy and behaviour. This included a 'Leadership Retreat' week, consisting of 5 days of group exercises focusing on 'Vision', 'Values' and looking towards the Year 2030 (the year many children starting school around the world this year will graduate).



We firmly believe that without quality teacher training, we cannot deliver truly quality education to our communities. Regular classroom observations show us how well teachers are internalising the training, and where additional support is needed - the ultimate objective is to develop our students, and we are proud to do this in a community-led manner.

Lakshmi Vishwanathan, School Program Director

PROGRAMS SUMMARY

We believe that education has potential to change lives, and deliver a variety of programs in schools and community centres across Dharavi and Sanjay Colony.

Focusing on youth empowerment, primary education and a number of extracurricular activities, our programs are united by their emphasis on quality.

YOUTH EMPOWERMENT PROGRAM



ENGLISH



COMPUTER



LIFE SKILLS

SCHOOL PROGRAM

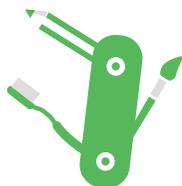


PRE-SCHOOL



PRIMARY SCHOOL

EXTRACURRICULAR PROGRAM



GIRLS' FOOTBALL
ACADEMY



CRICKET
ACADEMY



SPECIAL
ACTIVITIES



YOUTH EMPOWERMENT PROGRAM

Active in Dharavi (Mumbai) & Sanjay Colony (Delhi)

Comprised of our English, Life Skills and Computer courses, we deliver our Youth Empowerment Program in Mumbai and New Delhi. It is aimed at participants aged between 16 and 35, who enrol mainly for one of three reasons:

1. They attended schools where English was not taught or was very basic. When they finished and wanted to proceed to further education they found it difficult as the majority of the colleges teach in English.
2. They dropped out of school at an early age and struggled to find a job. They see proficiency in English, life skills and computers as being key to giving them improved access to job opportunities.
3. Many young women join our program as they want to enhance their status in their (or their husband's) family, by showing that they are educated. While they may not be able to access further education or pursue a career, these skills are important for their self-confidence and self-worth, and enable them to assist their own children with their education.



SCHOOL PROGRAM

Active in Dharavi (Mumbai)

When it comes to primary education, high pupil to teacher ratios, a shortage of infrastructure and poor levels of teacher training are widespread in the world's most underprivileged areas. Teaching content and methods must also be improved – the 'rote method', which revolves around repetition and recall of facts, words and sentences without digesting and thinking about information, is still common. Working with 16-to-35-year-olds in our Youth

Empowerment Program we have seen first-hand how a lack of quality primary education negatively impacts one's career, further education opportunities and also sense of self-confidence and self-worth. Our School Program goes to the root cause of this and aims to give primary aged students the strong foundations from which they can grow and develop into confident, educated, empowered individuals.



EXTRACURRICULAR PROGRAM

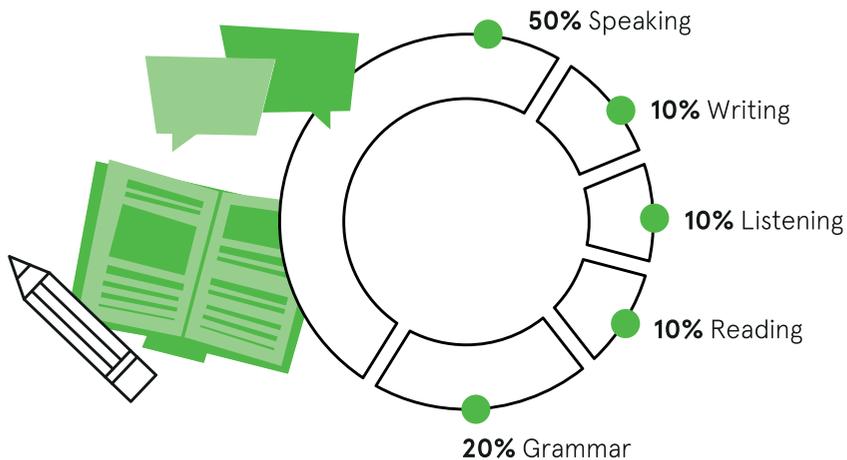
Active in Dharavi (Mumbai)

In underserved and densely-populated areas, there is little opportunity or space for young people to play. With this in mind, we supplement our formal education programs with a combination of sports, arts and workshops to teach

the types of skills that can't be taught in a classroom alone. Through these activities we aim to develop talents, interests and passions as well as teaching practical skills.



YOUTH EMPOWERMENT PROGRAM | Functional English



779 STUDENTS

In our communities, English is widely seen as the most important skill for improving employability and subsequently, quality of life. Our communicative English syllabus, which challenges students to practice using the language in scenarios related to the world of work, is delivered in two-hour sessions, five days a week for between 8 and 15 weeks (based on the Level 0 - 3). Several cultural exchange visits during 2017/18

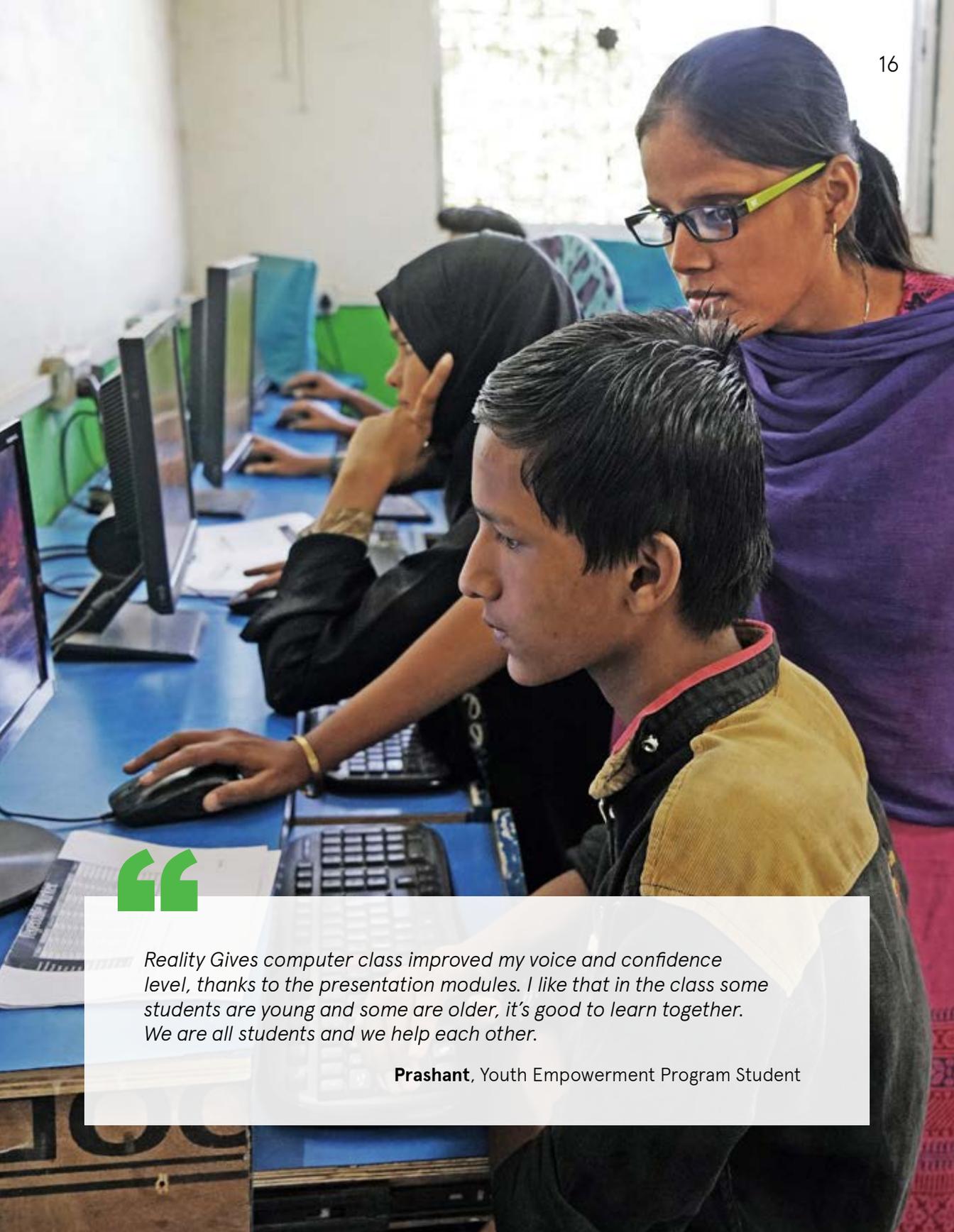
allowed students to practice alongside native speakers. Students from three prestigious schools (Tennessee's Girls' Preparatory School, the UK's Downe House School and Sevenoaks School) visited during the year and were able to find out more about urban life from our students, who we were proud to see speak about Dharavi so confidently.



I first heard of Reality Gives from my brother. He told me that it was an NGO based in Sanjay Colony that was offering free English classes right by our home. He told me to join and I did. I completed both first and second level English classes. It was very exciting and an achievement for me! It's tough for a girl in Sanjay Colony to access tuition outside of the community. So I'm grateful to Reality Gives, as the only organisation I know of that's providing English classes to my community. Because of this, I've had the opportunity to join the Reality Tours and Travel Delhi team!

Aarti Jaichand, Reservation Consultant (Reality Tours and Travel)



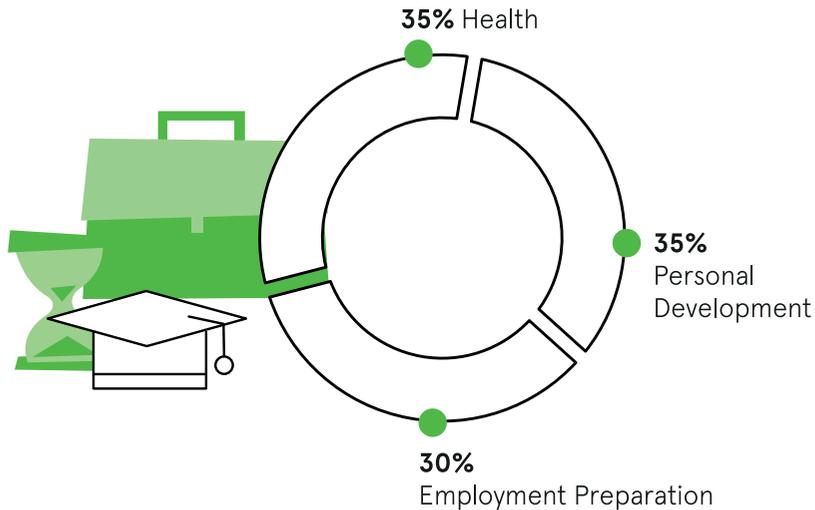


Reality Gives computer class improved my voice and confidence level, thanks to the presentation modules. I like that in the class some students are young and some are older, it's good to learn together. We are all students and we help each other.

Prashant, Youth Empowerment Program Student



YOUTH EMPOWERMENT PROGRAM | Life Skills



● ● ● ● ● ● ● ● **63** STUDENTS

Our Life Skills classes are still growing in popularity compared to the English and Computer ones, which are perceived by many as being more relevant to the world of employment. However, with topics as wide-ranging as gender and equality, sexual education, personal development, body language, personal grooming and interview techniques being covered by the classes,

students who are enrolled quickly begin to see their value. At the end of the financial year we formed a partnership with Antarang Foundation, a capacity building organisation whose 'CareeReady' program will help our students identify and pursue their chosen careers – we hope this will make the work-relevancy of the classes more obvious to potential students.



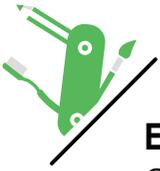
Life skills are an important part of being successful, they teach you how to live. I enjoyed the classes because the style of teaching and explaining was amazing - no one had taught me like that in my life.

Chander Chauhan, Youth Empowerment Program Student



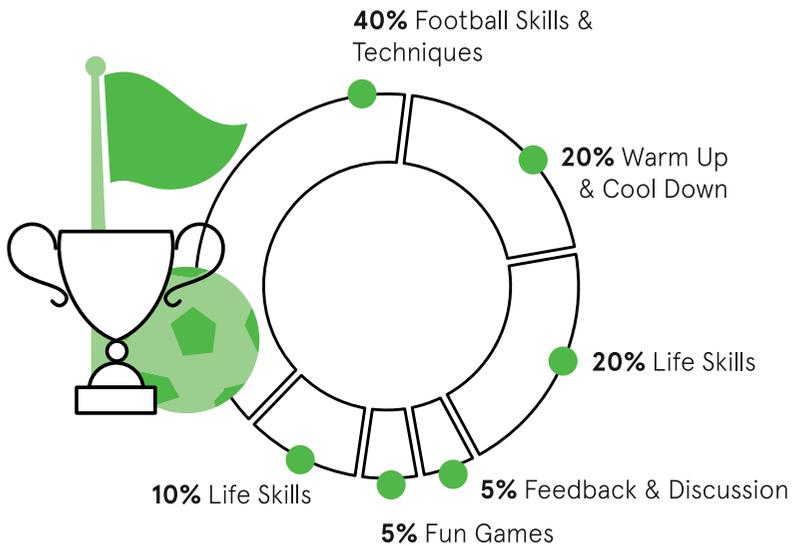
During Project Day I was very excited. I was learning about the Pongal festival - I am Christian but I got the chance to hear about something different. Pongal is a thank you to nature because it gives us many things. This is a school which is giving all children the chance to participate in other things. I like that.

Kunal, School Program Student



EXTRACURRICULAR PROGRAM

Girls' Football Academy



● ● ● ● **38 PLAYERS**

Young women in our communities are typically taken out of education earlier, marry early and are expected to complete a multitude of household tasks every day, making their world very small and giving them little freedom. Meeting twice a week, and split across three different age groups, our Football Academy serves as a platform to develop girls' leadership and team-working skills. We give them a medium through which to form friendship and support groups with other girls. We encourage participants to regularly attend their

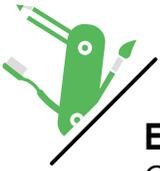
school and further education, to participate in other Reality Gives programs and also attend workshops on teamwork, health and hygiene, and communication. Undoubtedly the Academy's highlight of 2017-18 was the visit of English Premier League team Chelsea FC, who sent coaches to Dharavi to deliver a training session for our coaches and players. Club legend Tore André Flo was in attendance and shared a number of training and nutrition tips with the girls.



Reality Gives has helped me to become a better person and to grow as an individual. I like the teamwork at the Academy and the team leaders for their support.

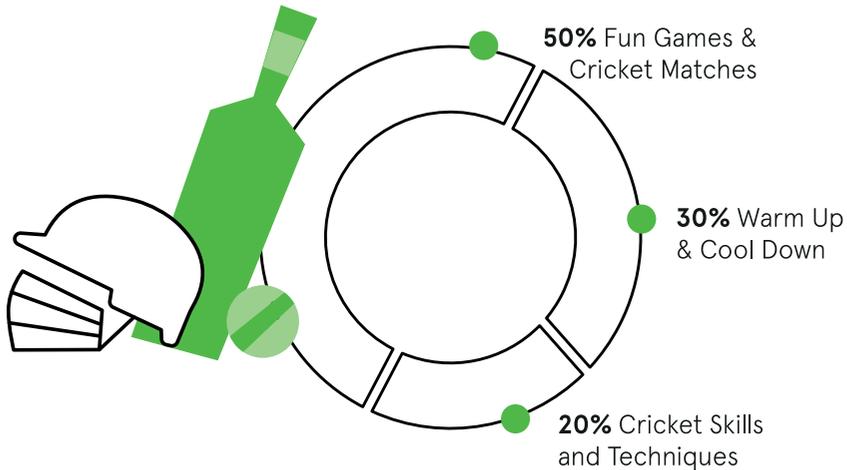
Grace, Girls' Football Academy Player





EXTRACURRICULAR PROGRAM

Cricket Academy



152 PLAYERS

The Dharavi Cricket Academy, in partnership with Project Front Foot (PFF), began nine years ago when PFF founder Vic Mills came through Dharavi with Reality Tours and Travel, and was struck by the incredible passion for the sport and lack of adequate kit. From a modest start, this program has grown and formalised with participants now benefitting from a detailed training plan aimed at improving all aspects of their cricketing skills and knowledge. It also encourages self-reflection and understanding through individual

feedback sessions and progress reviews. Matches against local teams are key dates on the program's calendar, and last May our players were able to win the annual 'Friendship Cup', held at the nearby Shivaji Park ground. In March we were also delighted to welcome former England captain Nasser Hussain to the Academy, who conducted a special session with our players, who were thrilled to receive coaching from a true legend of the game.



Before I used to play cricket, I really wanted to learn how to throw overarm. The team is understanding well the players. Team and coaches encourage the players, they do not judge. It is the same during the matches, they are very supportive.

Atul Saruj, Dharavi Cricket Academy Player



I took a personal development workshop with Reality Gives and it improved my self-awareness. I discovered what my attitude is, my interests, my strengths, my talents and my challenges.

Yallappa, Extracurricular Program Student





TRANSPARENCY & ACCOUNTABILITY

We believe in clear transparency and accountability. The information provided here is intended to go beyond compliance, laws and regulations and give a thorough view of the structure and functioning of our

organisation. The financial section also includes money spent by our sister organisation, Reality Tours and Travel (RTT), directly on Reality Gives' activities.

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 2018

NAME	POSITION	SEX	AGE	OCCUPATION	AREA OF COMPETENCY
Amit Roy	President	M	43	Banking	Management
Adidas Jacob	Vice-President	M	74	Business	Management
Piyasree Mukherjee	Treasurer	F	38	Service	Social Work
Aashita Meera	Member	F	47	Consultant	Education
Akshay Tandon	Member	M	31	Business	Design and Communications
Rishab Maskara	Member	M	32	Business	Sales and Marketing
Uday Pujari	Member	M	34	Other	Accountancy

• 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.) : **173,394**

DISTRIBUTION OF PAID STAFF ACCORDING TO COMPENSATION LEVEL ON 31st MARCH 2018

GROSS SALARY + BENEFITS PER MONTH (Rs.)	MALE	FEMALE	TOTAL
< 5,000	1	3	4
5,000 - 9,999	1	23	24
10,000 - 19,999	1	15	16
20,000 - 29,999	0	2	2
> 30,000	3	3	6
Total	6	46	52

STAFF CONTRACT DETAILS ON 31st MARCH 2018

EMPLOYMENT CONTRACT	MALE	FEMALE	TOTAL
Employees full time (remunerated staff)	4	32	36
Employees part time (remunerated staff)	1	12	13
Consultants full time (remunerated staff)	0	0	0
Consultants part time (remunerated staff)	1	2	3
Volunteers full time (pro-bono/not remunerated)	1	4	5
Volunteers part time (pro-bono/not remunerated)	15	22	37
Total	22	72	94

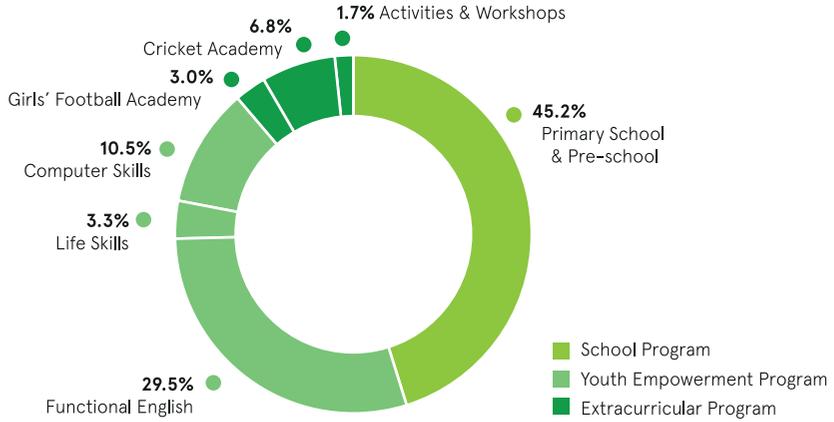
BALANCE SHEET ON 31st MARCH 2018

LIABILITIES	RGI INDIA (Rs)	ASSETS	RGI INDIA (Rs)
General & Earmarked Funds:		Moveable Properties	89,553
Corpus Fund	1,953,255	Deposits	399,979
Income & Expenditure Account	(2,247,498)	Prepaid Expenses and Advances	61,840
	(294,243)		
Donation Received in Advance for 2017/18	1,500,000.00	Closing Stock	0
Duties and Taxes Payable	165,126	Bank	1,594,733
Salary and Sundry Creditors	683,502	Cash	10,485
Provision for Expenses	102,205		
Total	2,156,590	Total	2,156,590

PROGRAM EXPENDITURE FOR THE YEAR TO 31st MARCH 2018

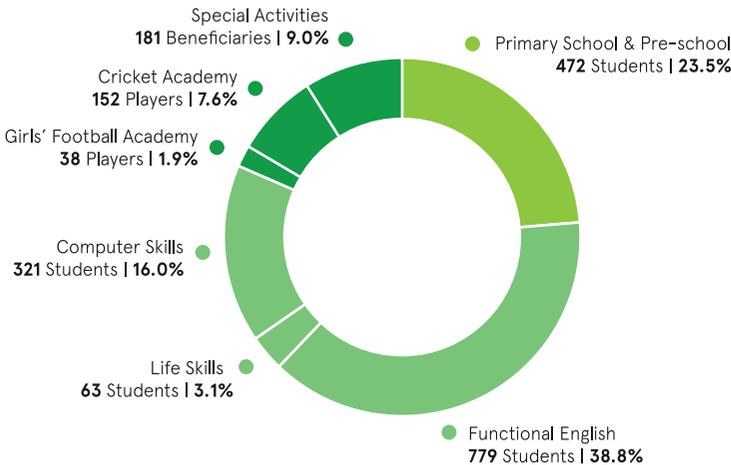
PROGRAMS 2017/18	TOTAL EXPENDITURE (Rs.)	RGI INDIA (Rs.)	RTT EXTRACTS (Rs.)	BENEFICIARY No.
School Program				
Primary School & Pre-school	4,403,731	4,259,731	144,000	472
Youth Empowerment Program				
Functional English	2,873,901	2,672,301	201,600	779
Life Skills	320,026	291,226	28,800	63
Computer Skills	1,027,011	940,611	86,400	321
Extracurricular Program				
Girls' Football Academy	293,332	278,932	14,400	38
Cricket Academy	659,147	644,747	14,400	152
Special Activities	170,500	141,700	28,800	181
Total	9,747,648	9,229,248	518,400	2006

PROGRAM EXPENDITURE



PROGRAM PARTICIPATION

Dharavi & Sanjay Colony



Dharavi, Mumbai



Sanjay Colony, Delhi

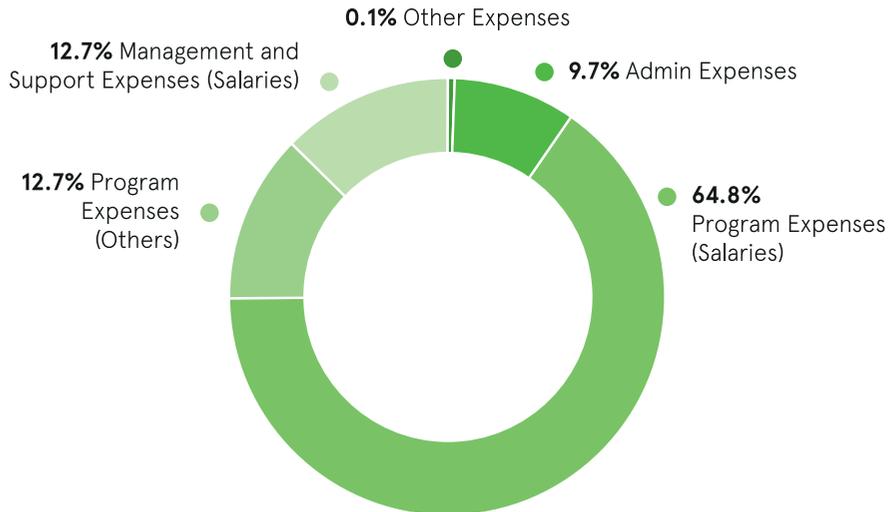


INCOME AND EXPENDITURE FOR THE YEAR ENDED 31st MARCH 2018

EXPENDITURE	TOTAL (Rs.)	RGI INDIA (Rs.)	RTT EXTRACTS (Rs.)
Admin			
ESIC and Provident Fund Expenses	688,396	688,396	
Accounting Expenses	211,997	211,997	
Advertising and Marketing	59,756	59,756	
Other	258,135	258,135	
Total Admin Expenditure	1,218,284	1,218,284	
Program Expenses			
Salaries	8,150,927	7,632,527	518,400
Other	1,596,721	1,596,721	0
Total Program Expenditure	9,747,648	9,229,248	518,400
Management & Support			
Salaries	1,592,772	108,934	1,483,838
Total Management & Support Expenditure	1,592,772	108,934	1,483,838
Other Expenses			
Depreciation on Assets	10,499	10,499	
Total Other Expenditure	10,499	10,499	0
Total Expenditure	12,569,203	10,566,965	2,002,238

INCOME	TOTAL (Rs.)	RGI INDIA (Rs.)	RTT EXTRACTS (Rs.)
Merchandise Profits - Reality Tours	1,151,126		1,151,126
Donations - Reality Tours	6,700,000	6,700,000	
Donations - Other	2,795,366	2,795,366	
Bank interest	19,246	19,246	
Expenditure incurred by Reality Tours	2,002,238		2,002,238
Total Income	12,667,976	9,514,612	3,153,364
PROFIT/ (LOSS)	98,773	(1,052,353)	1,151,126

TOTAL EXPENDITURE



5

OUR PEOPLE

As we approach our ten-year anniversary, we are as mindful as ever about the importance of our staff. With more than 50 teachers, coaches and office staff, we are no longer a small team – this growth has been fuelled by the hard work, dedication and passion of every member of our organisation.

Alongside talented, motivated local staff (many of whom originally met us as students and have developed into teachers and managers), we collaborate with sector experts and a small number of international advisors who have been selected for the relevancy of their experience and strength of their insight.



Our core team is augmented by our active Board Members, all experts in their various fields of work, ranging from communications to education, finance, business, marketing and social work. Further support comes from dedicated volunteers from India and overseas, whose skills and enthusiasm add further value

to our team, and numerous other supporters (both local and international), who have collaborated with us in an advisory capacity. It is thanks to this variety of influences that we are able to pursue the 'best practice' and quality which underpins each and every one of our programs.



As a child whenever I saw a foreigner, I wondered when I would be able to speak English. Four years ago, I joined Reality Gives as a student and since January I have worked as an executive in our Community Centre. I had no experience before coming and I have improved a lot. I learned a lot more than English – I'm also becoming more self-confident.

Sauleha Raeni, Community Centre Executive



OUR SUPPORTERS



While our unique social business model with Reality Tours & Travel provides the foundation for our work, we could not grow, extend and develop without the enthusiasm, belief and generosity of the following supporters and

volunteers. We are continually encouraged, uplifted and humbled by the support we receive from each and every one of the organisations and individuals listed overleaf.

MAIN SUPPORTERS



ORGANISATIONS

Access Analytic Solutions Pvt Ltd	Cosy Ideas	Leftfield
Aria Advisory	Dasra	M/S Godavari H Vaid Foundation
Atlas Consultancy Services Ltd	Dharavi Art Room	No Nasties
ATMA	Dharavi Market	Oberoi International School
Australian Consulate	DSB International School	Pack for a Purpose
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