

ANNUAL REPORT

2019-20



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Dear Friends,

Incredible! Reality Gives has now been in existence for over 10 Years; we celebrated this incredible moment not once, but twice. On the 4th August 2019 we battled the monsoon rains and celebrated with speeches and it was truly a special moment but the highlight was bringing the team down from Delhi and uniting the team for the first time ever for a day of celebrations with games and speeches later in the year in December. Seeing the whole team together was a unique moment that made us really reflect on the value of the work we do as an NGO.

We continued to focus on team development in 2019-20 and completed our first Leadership Retreats, with a dedicated week focused on developing our managers with trainings and fun exercises developed by our Directors. These were all created with the aim of the Managers taking the learning away with them and sharing them with their own teams to ensure the continual development.

We further streamlined our Youth Program by creating a more structured timetable for students to sign up in advance to the English classes and we gave each centre an exciting overhaul and rebranded both centres to make them more engaging for both our beneficiaries, staff and visitors. Our School Program introduced both Computer classes and Art classes for our children which immediately proved to be extremely popular with the students and they held the most successful Project Day ever; it is fast becoming a date to remember in the calendar.

What does the future hold for Reality Gives? As we move into our second decade we are working on the completion of a new website which truly reflects the work we do and the environments we work in. We want to continue developing the Monitoring and Evaluation system to track the impact of our work and build a 5-Year Strategy so we can work towards a bigger and better future.

As always we are truly grateful to everyone who has contributed to Reality Gives over this past year. From our hardworking, dedicated team, our incredible donors, partners, board members and volunteers. Each individual is a piece of the incredible puzzle and you allow Reality Gives to continue providing quality education to our children and youth in Dharavi and Sanjay Colony.

I look forward to the year ahead with enthusiasm and excitement.



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 9000 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



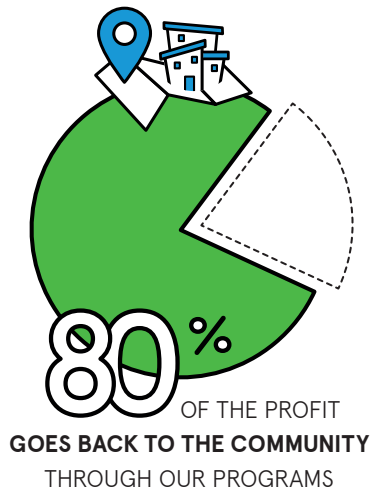
To increase access to quality education for 5000 youth and children by 2025.



OUR 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
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



Working for Reality Tours and Travel has been a great pleasure. The work we do helps the tourists to understand our diversified cultures and backgrounds and communicating with so many different people every day gives me a really proud feeling.

Javed, RTT Tour Guide

DHARAVI, Mumbai

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**
- **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 annually**
- **More than 5,000 businesses**
- **Over 30 languages**
- **6 religions**





I was born in Dharavi and have lived here all my life. It is an extremely vibrant place to live with a positive energy, there is always something happening. Having worked for Reality Tours and Travel for over 10 years I have been fortunate to gain exposure to many things and it has opened my eyes to the rest of the world.

Mayur Parmar, Marketing Manager RTT



SANJAY COLONY

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 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's population live 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** and **Rs 3,000** per month
- Daily Labour Wages
– **Rs 200** for **8 hours** work
- **10%** unemployment rate

“

I was born and brought up in Sanjay Colony. Our community people are very kind and positive. I enrolled with Reality Gives as a student in 2016 and completed my English and Computer course. In 2017 I then got the opportunity to work with Reality Tours and Travel as a Reservation Consultant. Working here has helped me a lot and supported me in having a career.

Aarti, Reservation Consultant



OUR APPROACH

As a community-based NGO we witnessed 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.

In line with the UN 2030 Sustainable Development Agenda to eradicate poverty in all its forms and dimensions, Reality Gives commits to ensure inclusive and quality education (Sustainable Development Goal 4) for all, in urban slum communities across India.



TEACHER TRAINING

High quality in-house training for teachers, enabling them to deliver holistic education, develop into "Champion Teachers" and grow into community leaders.



TEAM FROM COMMUNITY

Hiring 80% of our employees from the community enables us to understand beneficiaries' needs, create a sustainable model and empower future leaders.



LOCAL CURRICULA

Enhancing existing curricula or designing our own allows us to achieve specific outcomes, keep local context in mind and bring in global best practices.



YOUTH PROGRAM

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:

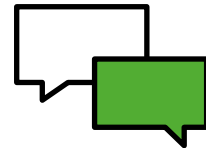
Reality Gives feels very strongly that these young men and women, underserved by their school education simply because of where they were born, should still have the chance to fulfill their potential. Our Youth Program reflects this belief, and whether it's a young person wanting help finding a job, 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, 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 Intermediate), 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 which they were previously excluded from.



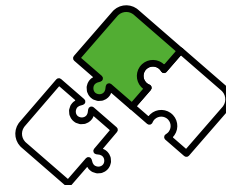
English Classes

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 opportunities and perform well at different jobs.



Special Activities

Develop soft skills and personal awareness through workshops whilst practising English communication skills.

SCHOOL PROGRAM

THE PROBLEM:

The majority of children living in poor rural or urban communities in India have access to inadequate schooling options. Schools are characterized by the high child-teacher ratio (1:50), use of rote method (including 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 children's potential to learn and challenge the socio-economic conditions they are born into.

OUR SOLUTION:

By working with 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 with the goal is to develop a model school in the heart of the slum where children can achieve their full potential regardless of their circumstances.

OUR BENEFICIARIES:

Our 440 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 allow 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 440 students Nursery to Grade 4. We hired qualified school leaders and a higher number of teachers introduced an "academic values mindsets" education approach and extracurricular activities such as art, IT, music, and exposure visits. We deploy regular Teacher Training and development workshops for the parents' 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

The underlying beliefs and mindsets that determine our actions and how we make different choices in our lives.



Exposure

Knowledge and skills that are outside the scope of our daily lives, which help us identify our aspirations and how to get there.

LEADERSHIP RETREAT

This is the time we spend together as a team, in one location, far away from the busy routines of our roles and day to day operations. The leadership retreat approach is two-fold: to learn and acquire diverse skills, as well as to identify, review or align on key projects or systems of the organisation. In 2019-20 we ran two leadership retreats for a total of over 70 hours over 9 days.

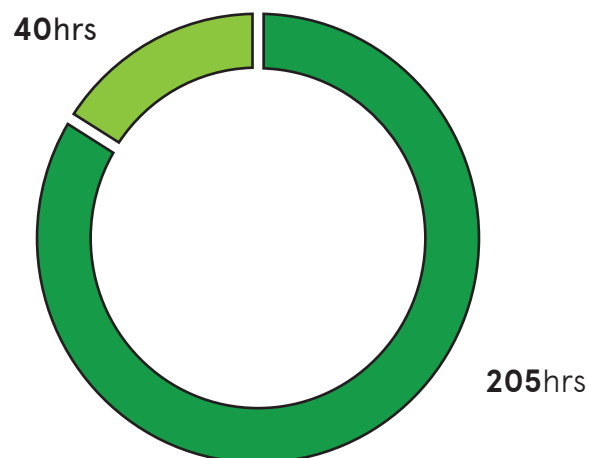
The sessions were designed and delivered by Reality Gives' Directors, with special participation from external sector experts such as Kiran Padhi, a Personal Growth Catalyst who trained us on "Laws of Attraction". The retreat's topics included the importance of communication, decision making using critical thinking and effective task management just to name a few. We also incorporated time for inspirational videos, reflection and fun team moments.



SCHOOL PROGRAM

Our School Program is a 100%-women powered team. All of our teachers are hired from the local community we work in which gives them a great understanding of our students' needs. To support them in their teaching journey we provide them with constant training and development opportunities throughout the year.

In 2019-20 the team received 245 hours of trainings. Over 83% of the training focused on enhancing teaching and learning techniques and was delivered by our internal trainers as well as our key partners such as Muktangan and Ummeed Child Development Center. This year a lot of attention was given in training teachers to identify early signs of development disabilities and how to then provide the right support to each student to ensure they can still progress.

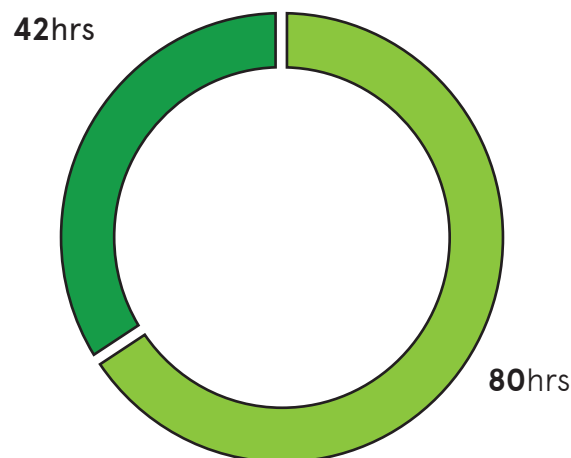


■ Teaching Techniques ■ Staff Development

YOUTH PROGRAM

The Youth Program supports youth aged 16 and above in their educational and personal journeys. We provide the team, hired from the local community, with a combination of trainings focused on teaching techniques and personal development, to equip them with the confidence, skill-set, and best practices they need to empower our students.

In 2019-20 the team received 122 hours of professional and personal development. This included sessions on teaching English as a second language techniques, advanced lesson planning, vision setting, photography workshop, computer skills, women's health & hygiene awareness, laws of attraction, communication skills and positive thinking, to name a few.



■ Teaching Techniques ■ Staff Development

YOUTH PROGRAM | ENGLISH



English is seen as an important skill in the communities we work in as it improves opportunities for employment and therefore as an NGO we provide English classes from Level 0 to Level 3 in both Dharavi , Mumbai and Sanjay Colony, Delhi. These sessions are delivered over a period of 2-3 months depending on the level for students who are 16+, 5 days a week for 2 hours a day. The classes cover reading, writing, speaking and listening to ensure confidence is built in all aspects whilst the syllabus is contextualised to the local environment to support the needs of the beneficiaries further.

Following feedback and reviewing the delivery of our batches the team scheduled the available batches in advance during 2019-20 so that students could sign up further in advance and plan their upcoming year. This proved to be a positive move and the demand for English classes was particularly apparent in Dharavi where the waiting list for batches spoke volumes. Level 3 certified students were taken on exposure visits in both Mumbai and Delhi as recognition of their achievements but also as an

enjoyable experience to gain exposure to the cities they live in but have often not had the opportunity to explore.

The Youth Program team took further action to support English learning by arranging regular movie screenings and group discussions at weekends. The extra activities particularly underpinned their learning of listening and speaking skills, often the most challenging for students and became a firm favourite amongst students to join. With the right encouragement from teachers the students' confidence developed through these activities and enhanced their already developing English skills.

The team continues to recognise the challenges of drop out students who often underestimate the commitment involved in learning a new skill and have tried to overcome this by introducing a more rigorous interviewing system prior to enrolment, explaining everything that would be required from them and are currently keeping a close eye on the efficacy of this

45 / 55

MALE / FEMALE
% RATIO

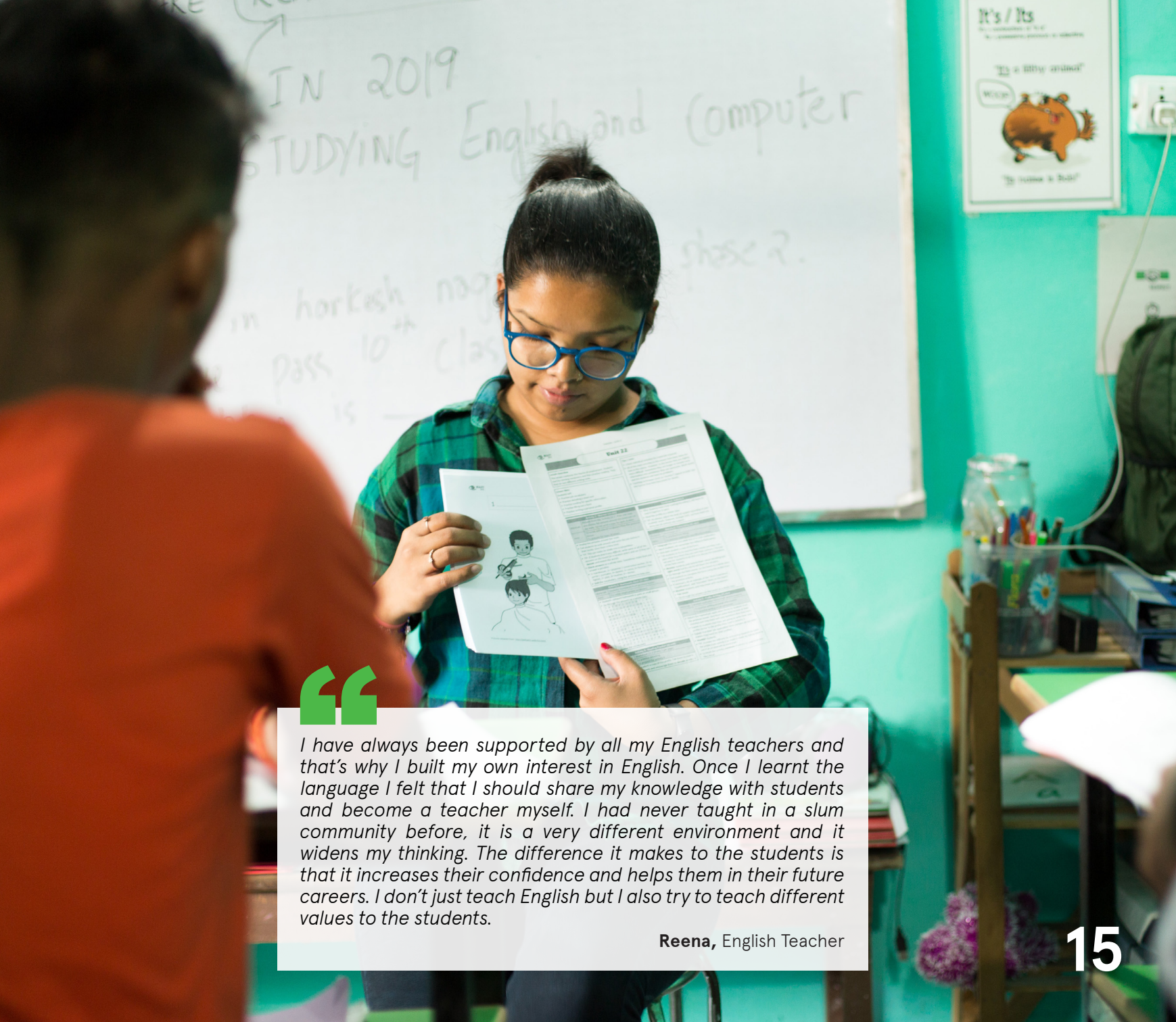
48

BATCHES
COMPLETED

4058

TOTAL TEACHING
HOURS

260 STUDENTS



“

I have always been supported by all my English teachers and that's why I built my own interest in English. Once I learnt the language I felt that I should share my knowledge with students and become a teacher myself. I had never taught in a slum community before, it is a very different environment and it widens my thinking. The difference it makes to the students is that it increases their confidence and helps them in their future careers. I don't just teach English but I also try to teach different values to the students.

Reena, English Teacher

YOUTH PROGRAM | COMPUTER



In 2019-20 Reality Gives paused their computer classes in Dharavi whilst continuing in Sanajay Colony. Our computer teacher, Rashi left Reality Gives in May 2019 to pursue an incredible scholarship opportunity in the USA as part of the CCI program. We welcomed our new computer teacher, Purnima in July 2019 and she quickly became a valuable member of the team.

Delivering classes for 2 hours per day, 5 days a week the computer classes cover all the basic skills needed including MS Office, windows and internet usage, all invaluable to increasing employability of our beneficiaries. Students learn these skills through practical tasks such as creating a PowerPoint, CV writing and other activities to ensure confidence is built through usage.

Class sizes are kept small to ensure that each student receives sufficient support and has a dedicated computer to use. As with the English classes the Computer classes were scheduled for the whole year to ensure students could sign up in advance.

Attendance is monitored throughout the program and students who display low attendance are contacted to see if there are difficulties we can help them overcome. All students who pass the assessment receive a certificate and their achievements are celebrated with a mini award ceremony to ensure they get the recognition they deserve for their efforts and hard work.

60 / 40

MALE / FEMALE
% RATIO

06

BATCHES
COMPLETED

605

TOTAL TEACHING
HOURS

30 STUDENTS



I like to teach computer classes because I have strong skills in this area. Reality Gives focuses on the quality of education and respects the teachers that work for them. The students in Sanjay Colony have a lack of education opportunities available to them and don't even have the basics but they need it. I try to teach the students with a lot of passion because I understand their needs!

Purnima, Computer Teacher

YOUTH PROGRAM | SPECIAL ACTIVITIES



As an NGO we arrange special activities for our beneficiaries to broaden their exposure to events that they would be unlikely to otherwise experience. Each activity has learning outcomes but often delivered in a fun and enjoyable way, making them invaluable to our beneficiaries. Through 2019-20 we were fortunate to have many collaborations with a variety of partnerships with other NGO's, individuals and more.

Through an interesting collaboration with ArtOxygen our community centre in Dharavi received a complete makeover with the help of our students with vibrant colours making our centre a key marker in the centre of Dharavi. Self defence for women classes by Martial Vout were also delivered to our female beneficiaries in both Dharavi and Sanjay Colony and proved as popular as ever, teaching key techniques they could use in real life situations.

Supporting our English Classes we developed a series of movie screening, choosing topical movies that would help in developing listening skills and further series of Group Discussions on relevant topics such as gender discrimination and teamwork with the aim of further developing confidence in speaking English but also increasing awareness about the topic discussed.

A women's health workshop was also delivered by Dr Kadam, an ayurvedic doctor, discussing key health issues that women face and how they can better support themselves and look after their health. With plenty more activities delivered throughout the year the community centre really came to life as a safe space to learn new skills and meet new people and peers.

60 / 40

MALE / FEMALE
% RATIO

09

DIFFERENT
EXTERNAL
PROVIDERS

83.5

TOTAL TEACHING
HOURS

673 STUDENTS



I am really thankful to the Brazilian artist Manoel Quitero who came to our centre through Art Oxygen. Manoel and Reality Gives beneficiaries together very beautifully painted the Community Centre. After painting I personally felt that our Community Centre looks totally different from the outside. Our centre has always been hidden due to the temple nearby and sometimes our beneficiaries would get confused about where to go but since it has been painted it is easier to find our centre.

Ravi, Youth Program Manager, Dharavi

SCHOOL PROGRAM | ACADEMICS



It was another exciting year for our School Program which runs in partnership with a low-income private school in Dharavi. Continuing to support the primary education within the school from Junior Kindergarten to Grade 4 students we strongly believe that these years build a strong foundation for their future. We further developed the school program by adding dedicated IT and art lessons for the children, both important components of a balanced and well-rounded education.

Our valuable partnerships continued this year with Teach for India providing our assessments for maths and English to ensure a standardized approach. Conducted twice a year at the beginning and at the end of each academic

year they allow the teachers to assess progress made by children or if any may need extra support. Other areas of the curriculum are assessed throughout the year with state board tests and internal assessments delivered by teachers, with close attention paid to children who are falling behind or those who may have learning difficulties.

Further trainings with key partners were conducted, including Ummeed who conducted sessions on disabilities and how classrooms can be more inclusive. Rubaroo conducted a training on child safety and sexual abuse and Muktangan delivered a dedicated training for preschool teachers as the youngest children have different needs and support required

61 / 39

MALE / FEMALE
% RATIO

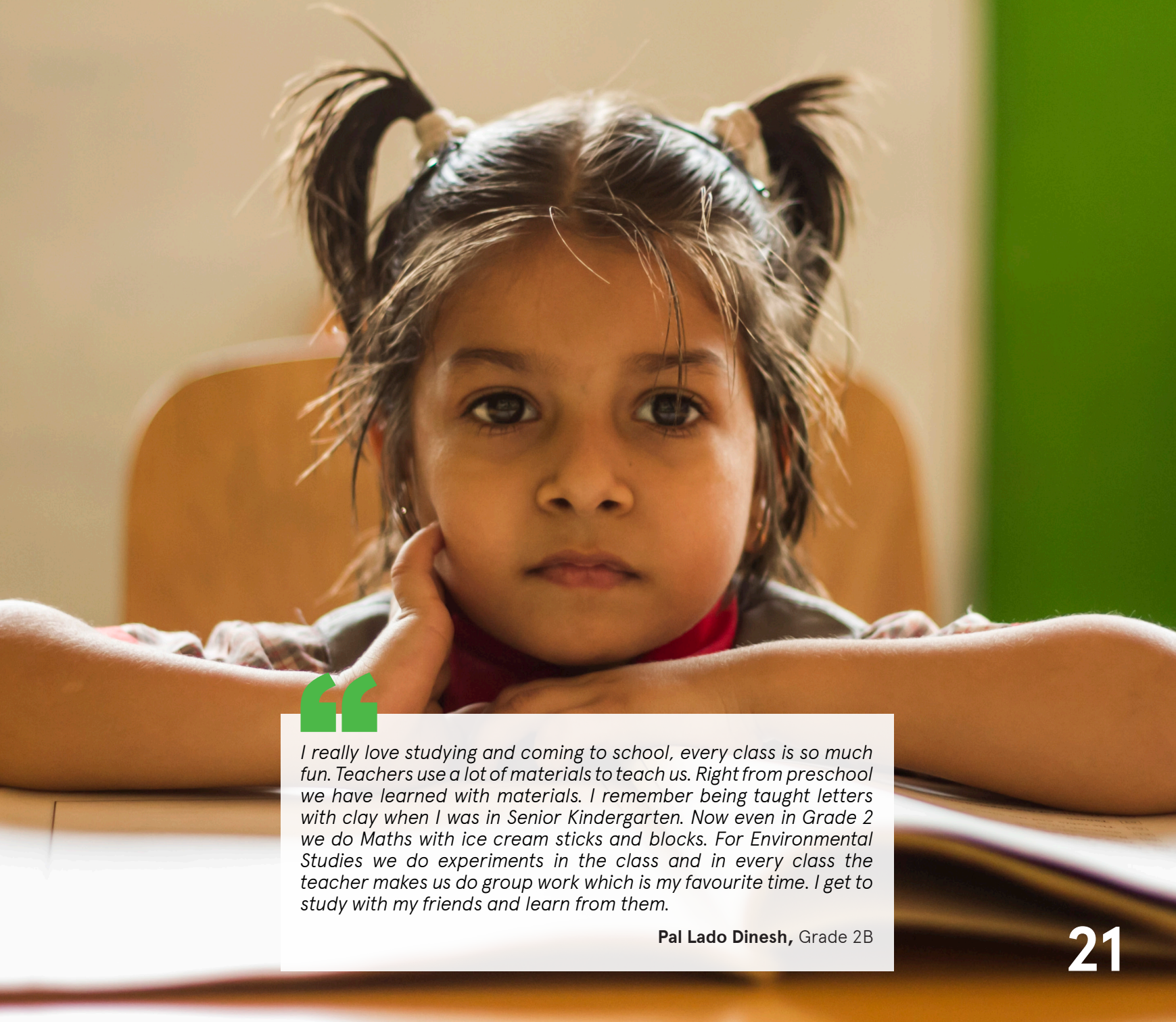
26

NUMBER OF
TEACHERS

9372

TOTAL TEACHING
HOURS

440 STUDENTS



I really love studying and coming to school, every class is so much fun. Teachers use a lot of materials to teach us. Right from preschool we have learned with materials. I remember being taught letters with clay when I was in Senior Kindergarten. Now even in Grade 2 we do Maths with ice cream sticks and blocks. For Environmental Studies we do experiments in the class and in every class the teacher makes us do group work which is my favourite time. I get to study with my friends and learn from them.

Pal Lado Dinesh, Grade 2B

SCHOOL PROGRAM | VALUES AND MINDSET

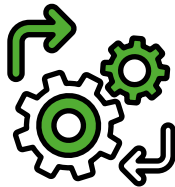


The approach of our School Program is underpinned by values and mindset as they help create our belief system and the principles that we act upon. We believe that instilling values into our students prepares them for the outside world, makes them better citizens within their community and country and if ingrained from a young ages can effectively support their development and what they learn in school will cascade into their home life. As a team the main values focused on include, professionalism, honesty, respect, teamwork, care and development.

Each teacher at the school ensure that values and mindset are incorporated into every lesson plan. For example the value of "care" was taught through the explanation of the Eid festival and

students were given the opportunity to show care for others by bringing in a small token amount of rice or lentils to give to another local NGO that works with children in need.

All trainings conducted with the teachers focus on a growth mindset rather than a fixed approach and this includes the school leaders, there is a continual movement of collecting feedback and learning from this how to do better. This also involves attending external trainings and learning from other schools and organizations.



DEVELOPMENT



TEAMWORK



HONESTY



PROFESSIONALISM



RESPECT



CARE

A photograph of two children, a boy and a girl, standing in front of a chalkboard. The boy is on the left, wearing a red shirt and a striped tie. The girl is on the right, wearing a blue vest over a red shirt and a striped tie. The chalkboard has the words "PROJECT DAY" written in large, blue, outlined letters. The board is decorated with colorful drawings of flowers and leaves. The children are looking towards the camera.

PROJECT DAY

In most of our classes we learn about values. My History teacher taught us about how brave Shivaji was. We learned about his courage and it really inspired me. I am someone who was always scared of talking in public. When I was selected to speak for Project Day I was really scared. My teacher really encouraged me to do it. On the actual day I remembered the class she had taken and how she asked my classmates for stories of courage they had seen around them. Hearing these stories encouraged me and made me feel confident. After the event got over everyone came to appreciate the way I spoke. I was so happy to listen to all the compliments.

Jyoti Vishwakarma, Grade 4B

SCHOOL PROGRAM | EXPOSURE AND ACCESS



Exposure to different activities, events, cultures and learnings is another key component of the School Program and every year the team ensures all students and teachers have a number of different experiences which allow them to grow and learn.

In 2019-20 the School Program welcomed students from Downe House School, an all girls school based in the UK. The students observed the teaching in each grade and then developed their own teaching sessions for the students providing an incredible learning opportunity for both the visiting students and our children and teachers. Our children went on different visits depending on grade, through Dharavi itself, learning about their own community from our Reality Tours and Travel guides, an aquarium in Mumbai to learn about the animals, Mahim Nature Park, Kidzania and an exciting first time visit to Rocksport, an outdoor area for the children to play and participate in fun and exciting activities.

Further internal exposure activities took place with the annual Project Day being another huge success. With our children taking the lead and hosting our supporters for the day and presenting their work through a variety of song, performance, art and presentations. Topics covered included doctors and medicine, trees, birds, and different countries in Asia.

Engagement with parents is another key part of our program and ensuring that the teachers regularly connect with them and update them on their children's learning, highlights and challenges allows parents to better understand their needs and be proud of their development





All my teachers make a special effort to teach us beyond our textbooks. When we were learning about cities in Environmental Studies my teacher showed us pictures and videos about other cities in the world. In English while learning a poem about seasons in India, my teacher told us about the different seasons across the world. I really enjoy learning when my teachers tell us these things as we are living in Dharavi but get to know about what is happening in the world.

Sawant Aishwarya Rahul, Grade 3B

A WORD FROM OUR EXECUTIVE DIRECTOR

Dear All,

This year Reality Gives has crossed an important milestone by completing 10 years. It is time for us to take stock of our journey, from where we began, to how far we have come and the way ahead.

“When we first started working in Dharavi, what struck me was the young people’s thirst for knowledge and learning. They wanted to learn English; they wanted to learn computers. The difficult part was done” co-founder Chris Way recalls. Their desire for education ignited Reality Gives’ work and remained the essence of it until date.

We started in 2009 by setting up computer and English classes. Over the years we launched new programs, alongside like-minded partners, from drama, art and yoga classes, to girls’ football and cricket academies, to our current School Program and Youth Program. The goal has always been to provide the young people of Dharavi and Sanjay Colony with inspiring and quality learning, and safe and inclusive spaces for them to get a fair chance to achieve their potential. Some of our students found jobs, confidence, friends; some discovered new passions or skills; several became part of our team; many went into further education.

What began as a small room to teach English and computers to ten children in Dharavi a decade ago has risen up to an organization offering development opportunities to thousands of young people every year. This was possible thanks to the enthusiasm, support and dedication of our team, board, founders, partners and donors. Everyone played a vital role in shaping Reality Gives to what is today. A special thank goes to our sister organization Reality Tours and Travel, who committed 80% of their profits to our work and inspired tens of thousands of people to visit, understand and support our communities.

Last but not least I want to thank the people of Dharavi and Sanjay Colony. Not only you welcomed us into your homes, but you also trusted us to help your young generations for the last 10 years. We are grateful to you for that and for having taught us the true meaning of resilience, generosity and kindness.

As we look ahead, the world is facing an unprecedented outbreak of Covid-19. Our priority will be to ensure our students can study during this pandemic. Education is key to development and we look forward to reaching out to many more vulnerable young people in the years to come.

Letizia De Martino,
Executive Director



“

"To be part of Reality Gives 10-year journey has been a true privilege. It has been a constant learning and inspiration from all the incredible and diverse human beings that shaped the organisation over the years, from different countries and backgrounds, but all united by the desire to make access to quality education for our children and youth in Dharavi and Sanjay Colony a reality."

Letizia, Executive Director

OUR HISTORY

2009

After discussing with Dharavi's families about their need for quality education and activities for their children, Reality Tours founders start a Pre-School, English and Computer Classes and a Cricket Program; the response of the community was very positive. Reality Gives is born and registered as a Trust on the 4th of August 2009.

2010

In Dharavi many youth could only access substandard schools. This impacted their future career and education opportunities, as well as their sense of self-worth and confidence. Reality launches its first holistic Youth Program, a combination of English, Computer and Life Skills classes to offer these youth a second chance.

2011

Reality Gives identifies a lack of quality schooling options for children in Dharavi as a key issue to address. In addition to its existing pre-school, Reality starts a pilot project in collaboration with a Government Marathi Medium School, providing English Classes to their students in Grade 1.

2012

The Girls Football Program was launched with the aim to make it acceptable for girls in Dharavi to play sports within their community. It was created as a chance to broaden young girls' own personal development, learn teamwork, leadership, develop self-confidence and more importantly to have fun.



OUR HISTORY

2013

Access to quality education for young people in Dharavi becomes the core of Reality Gives' work. Reality Gives launches a School Program in partnership with an existing private low-income school which needs our help. A small team of teachers provide English medium holistic education to children from preschool to Grade 1.

2014

Adhyayan Quality Education Services, an organisation that helps Indian schools measure themselves against international standards, is called by Reality Gives to assess its new School Program. Reality is awarded a State Silver Award, in recognition of the substantial improvement brought to children's education in one year through this new initiative.

2015

Reality realises there is a lack of adequate Curricula to teach English in urban poor communities to students that vary from housewives to college students to workers. Reality Gives therefore develops a bespoke Curriculum, with levels based on students' requirements and knowledge and ensures it is relatable to their life context, rather than a foreign one.

2016

Reality Tours and Travel starts an Educational Tour of Sanjay Colony, a slum community in Delhi. The goal is the same as in Dharavi: breaking negative stereotypes and provide support to the community through Reality Gives. A duplicate Community Centre is opened in Sanjay Colony and the Youth Program is also launched in Delhi.



OUR HISTORY

2017

By adding Grade 4 to the range of classes it runs, Reality Gives achieves its ambition to provide quality education to the entire primary section of Royal City School, the low-income school in Dharavi that asked for our intervention in 2013. Over 450 children are now being provided the quality education they deserve through Reality Gives' School Program.

2018

Quality education requires quality teaching, therefore Reality Gives designs and starts to deliver bespoke Teacher Trainings. A three-week English Teacher Training Program (TTP) is delivered by international TEFL experts to high-potential community members – these individuals are now English teachers for our Youth Program.

2019

Reality Gives celebrates its first decade, impacting over 9000 beneficiaries in its' first 10 years. Through Reality's mission to bring equitable and quality education to young people in their own communities the NGO has grown to a team of over 45 staff, 80% of which are hired from the local communities and 96% of which are women.

2020

The COVID-19 pandemic brings unprecedented challenges to millions across the globe in 2020, particularly to children and youth living in already fragile contexts. They are pushed into further poverty, facing health and safety challenges as well as huge learning and education gap. Reality Gives quickly redesigns both its School and Youth Programs and starts delivering them online.



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.

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 2020

| NAME | POSITION | SEX | AGE | OCCUPATION | AREA OF COMPETENCY |
|--------------------|----------------|-----|-----|------------|---------------------------|
| Amit Roy | President | M | 45 | Banking | Management |
| Adidas Jacob | Vice-President | M | 76 | Business | Management |
| Piyasree Mukherjee | Treasurer | F | 40 | Service | Social Work |
| Aashita Mehra | Member | F | 49 | Consultant | Education |
| Akshay Tandon | Member | M | 33 | Business | Design and Communications |
| Rishab Maskara | Member | M | 33 | Business | Sales and Marketing |
| Uday Pujari | Member | M | 36 | 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.) : **190,092**

DISTRIBUTION OF PAID STAFF ACCORDING TO COMPENSATION LEVEL ON 31st MARCH 2020

| GROSS SALARY + BENEFITS PER MONTH (Rs.) | MALE | FEMALE | TOTAL |
|-----------------------------------------|------|--------|-------|
| < 5,000 | 0 | 0 | 0 |
| 5,000 - 9,999 | 3 | 20 | 23 |
| 10,000 - 19,999 | 3 | 28 | 31 |
| 20,000 - 29,999 | 1 | 1 | 2 |
| > 30,000 | 1 | 5 | 6 |
| Total | 8 | 54 | 62 |

STAFF CONTRACT DETAILS ON 31st MARCH 2020

| EMPLOYMENT CONTRACT | MALE | FEMALE | TOTAL |
|-------------------------------------------------|------|--------|-------|
| Employees full time (remunerated staff) | 3 | 53 | 56 |
| Employees part time (remunerated staff) | 2 | 0 | 2 |
| Consultants full time (remunerated staff) | 0 | 0 | 0 |
| Consultants part time (remunerated staff) | 3 | 1 | 4 |
| Volunteers full time (pro-bono/not remunerated) | 0 | 5 | 5 |
| Volunteers part time (pro-bono/not remunerated) | 2 | 3 | 5 |
| Total | 10 | 62 | 72 |

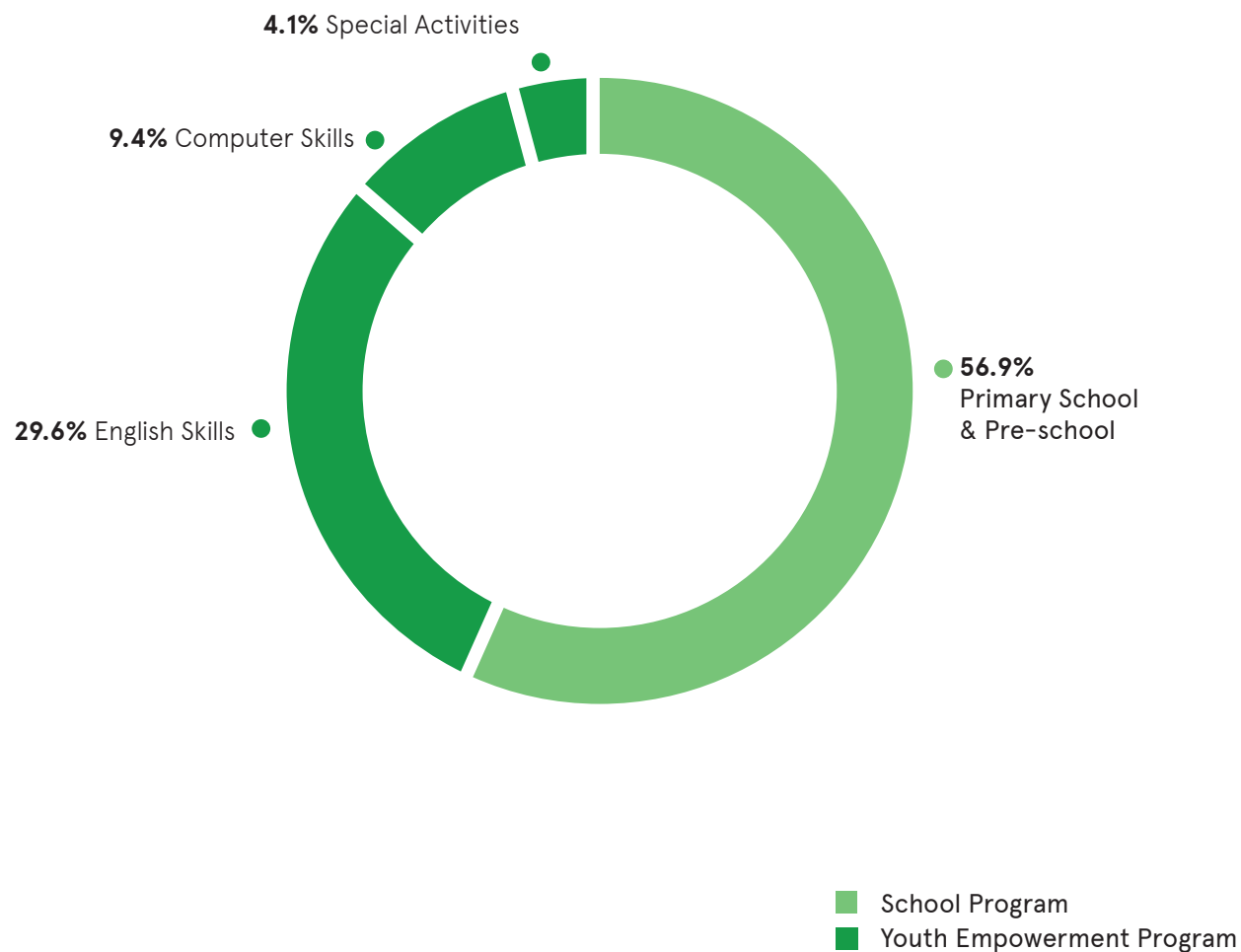
BALANCE SHEET ON 31st MARCH 2020

| LIABILITIES | TOTAL (Rs.) | ASSETS | TOTAL (Rs.) |
|--------------------------------------------|------------------|-------------------------------|------------------|
| General & Earmarked Funds: | | Moveable Properties | 108,090 |
| | | Deposits | 214,979 |
| Income & Expenditure Account | 6,600,267 | Prepaid Expenses and Advances | 38,466 |
| Total General & Earmarked Funds | 6,600,267 | | |
| Reality Tours and Travel | 1,246,192 | | |
| Duties and Taxes Payable | 159,855 | | |
| Salary and Sundry Creditors | 779,956 | Bank | 8,364,676 |
| Provision for Expenses | 86,205 | Cash | 146,264 |
| Total | 8,872,475 | Total | 8,872,475 |

PROGRAM EXPENDITURE FOR THE YEAR TO 31st MARCH 2020

| PROGRAMS 2018/19 | TOTAL EXPENDITURE (Rs.) | BENEFICIARY Nos. |
|----------------------------------|-------------------------|------------------|
| School Program | | |
| Primary School & Pre-school | 6,161,685 | 440 |
| Youth Empowerment Program | | |
| English Skills | 3,201,926 | 260 |
| Computer Skills | 1,012,252 | 30 |
| Special Activities | 439,779 | 673 |
| Total | 10,815,642 | 1,403 |

PROGRAM EXPENDITURE



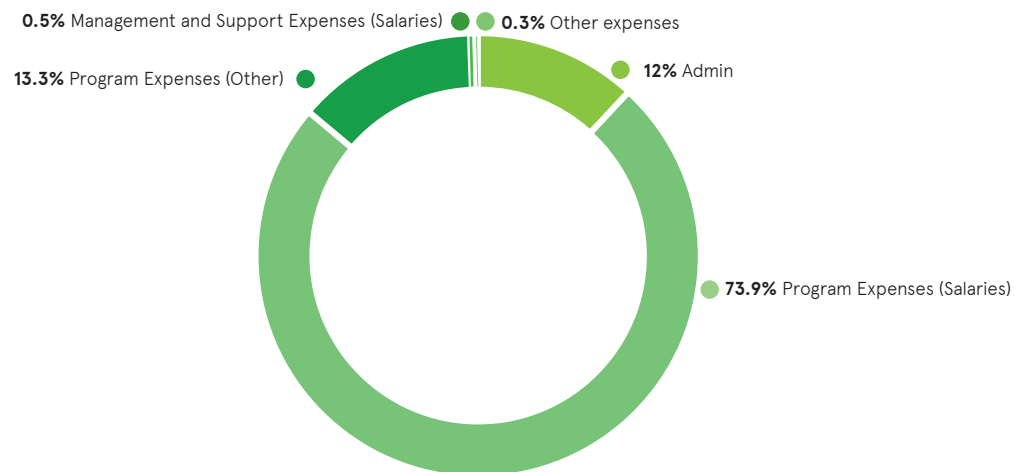
INCOME AND EXPENDITURE FOR THE YEAR ENDED 31st MARCH 2020

| EXPENDITURE | TOTAL (Rs.) |
|---------------------------------------------------|--------------------|
| Admin | |
| Accounting Expenses | 2,64,823 |
| ESIC and Provident Fund Expenses | 7,38,196 |
| Printing & Stationery | 1,07,024 |
| Monitoring & Evaluation System | 1,77,000 |
| Advertising and Marketing | 26,503 |
| Other | 1,77,594 |
| Total Admin Expenditure | 14,91,140 |
| Program Expenses | |
| Salaries & Consultants | 91,64,187 |
| Other | 16,51,455 |
| Total Program Expenditure | 1,08,15,642 |
| Management & Support | |
| Salaries | 67,034 |
| Total Management & Support Expenditure | 67,034 |
| Other Expenses | |
| Depreciation on Assets | 32,252 |
| Total Other Expenditure | 32,252 |
| Total Expenditure | 1,24,06,068 |

| INCOME | TOTAL (Rs.) |
|---------------------------|--------------------|
| Donations - Reality Tours | 1,09,500 |
| Local Donations | 83,33,462 |
| Foreign Donations | 1,09,42,069 |
| Bank interest | 1,98,484 |
| Total Income | 1,95,83,515 |

| | |
|------------------------------------------|------------------|
| EXCESS OF INCOME OVER EXPENDITURE | 71,77,447 |
|------------------------------------------|------------------|

TOTAL EXPENDITURE



OUR PEOPLE

The people in our hardworking team are dedicated and committed to making a difference. With over 55 of staff that include our executives, our teachers and Directors, every single one is a valued part of Reality Gives. Over 70% of our team are hired from the local communities we work in, a fact we are extremely proud of; many started with us as students, allowing us to see a direct positive impact to their lives. In addition to this we have many partnerships with sector experts and international advisors providing knowledge and advice in dedicated areas of expertise.

We are further strengthened by active Board Members, who bring in expertise from a variety of backgrounds. Volunteers that come from all over the world and give their time and energy to work on specific projects or programs are always welcomed by the team and fully immersed into life within the community. This combined effort is what allows Reality Gives to continue its work every year and we are grateful to all.



OUR SUPPORTERS

Our supporters and volunteers are key to everything we do as an NGO. Volunteers who come from countries all over the world bring in a wealth of knowledge, skills and importantly support the development of our team members. Our supporters and donors

allow us to continue running the programs and subsequently provide the quality education to our beneficiaries. We are thankful to each and every one of the individuals who have contributed towards our mission, all of whom are listed overleaf.



Reality Gives was my home and family for 1 year, during my volunteering experience in India. The team and teachers inspired me deeply. I will never forget their commitment and dedication towards providing quality education for their students. They made me believe in my dreams again. Thank you Reality Gives!

Yasmin Giordano, IBO Volunteer

MAIN SUPPORTERS



OUR SUPPORTERS

TEACH**FOR**INDIA



ORGANISATIONS

Access Analytic Solutions Pty Ltd
Adairlara.Com
Adhaarshilla
Aragami
All Cargo Logistics Ltd.
Altry
Apni Shala
Aria CFO Services LLP
Art Oxygen
BookaSmile

Brazilian Consulate
Burma Burma
Downe House School
Food Matters India Pvt. Ltd.
German Consulate
Harp Academy
Healthy Smiles India
Hunger Pangs Pvt. Ltd
Little Angel's International School
Parle Biscuits Pvt. Ltd.

Procam International Pvt. Ltd.
Reality Gives (UK)
Revolution Film Productions Ltd
Rocksport
Safe City Red Dot Foundation
Silogram Consultants Inc
The Explorations Company
Uno Mas Tapas Bar Kitchen
YLAC

INDIVIDUALS

Abhilash Chatterjee
Adam Seres
Aditi Shroff
Aishwarya Amin
Ajendra Sirohi
Alessandra Buizza
Alexei Kolesnikov
Alexis Foreman
Aliya Elariss
Amanda Kralj
Ameya Kamath
Ameya Khedekar
Amita Chauhan
Amrita Menon
Anasuya Menon
Andrea Lazzeri
Andrew Brem
Andrew Burns
Andrew Goff
Anirudh Prasad
Anita Fenichel
Ankit Rastogi
Ankur Ghosh
Anna Comparin
Annemarie Ellard
Annette Steele-Taylor
Anthony Wright
Arda Savci
Arjun Nijher
Asif Zaman

Barbara Baldwin
Barbara Ranagan
Belle Snell
Best Ian
Bhavna Patil
Bhavesh Bhati
Bhupesh Patel
Bhushan Mokel
Bobcat Baldwin
Brandon Clarke
Brent Badgers
Bryan Clifford
Carl Alexander
Carla Goldberg
Carole Bold
Carolina Bruera
Carolyn Pytlik
Catherine Dawson
Catherine Geisen Kisch
Cecilia Vigano'
Celia Diana Bird
Cesare Bonelli
Charlotte Watkins
Charvi Thakkar
Chiara Pareschi
Chinmay Vasavada
Chitra Ananth
Chris Ellinger
Chris K
Chris Way

Christal Reed
Christine Harle
Christopher Hughes
Claire Gray
Clare Evans
Clifford Tibber
Cosimo Masi
Crispin Simon
Cristina Abdel Mallak
Cristina Ferrer
Dani Paris
Daniel Martin
David Acevedo Fernandez
David Clarke
David Steevenson
Delphine Michelet
Denise Hessenkamp
Desideria Casaglia
Dhiru Galani
Dilys Paterson
Dohit Muranjan
Dominic Elliott
Dr Chetana Agrawal
Dr Vaibhav Kadam
Edward Dipreta
Elena Ustsilovska
Elisa Squarzone
Elizabeth Anderson
Ellie Ismailidou
Emilio Escobedo

Eric Bugeja
Erica Tampini
Erik Weber
Eton Pinto
Father Soosai
Finbarr J Quigley
Fiona Thomas
Francesca Castaldelli
Francesco Isidori
Gauravi Jadhav
Geeta Arora
Gerald Lang
Giada Griffi
Giulia Raspollini
Gopalakrishnan
Ramachandran
Grace-Ann Lobo
Grace Duffy
Graham Nye
Hannah Green
Harish Pillai
Harshad Bhojnaik
Haseeb Rahman
Himanshu Vyas
Ian Thomas
Ilario Cavallaro
Indu Kapahi
Inma Acevedo
Isobel Strong
Ivan Revelo Cadena

OUR SUPPORTERS

Jason Benham
James Carroll
James Middleton
James Peters
James Sheridan
Jane Walledge
Janet Elliott
Janet Hansen
Janhavi Doshi
Jason Benham
Jaydeep Bhat
Jeanette Teh
Jennifer Falconer
Jennifer Poh
Jesse-Ross Cohen
John Duncan
John Hobdell
Jonathan Cheesmur
Jose Manuel Soriano Maestre
Jose Palacios
Joseph Bird
Josh Tailby
Joy Watkins-Ellis
Joyce Zickler
Julia Torgerson
Juliana Allen
Jumana Ramapurawala
Justin Geale
Kelvin Haire
Kiran Ambwani
Khaleel Desai
Khalid And Carri Honeymoon
Fund
Khurshid Pithawalla
Kingsley Dawson
Kiran Padhi
Kirsty Lewis
Kurush Umrigar
Laura Davidaviciute
Laura De Martino
Lawrence Slifman
Leandre Dsouza
Leanne Carmichael

Leslie Rylee
Liam Robinson
Lígia Carla Oliveira Pinto
Soares
Linda Shelton
Lisa Smith
Lisa Yee
Lisha Cheda
Lopa Verma
Luana Conti
Luca Hotz
Lucy Gray
Lucy Kuzminova
Maarten Sudmeier
Madeline Boyle
Manali Shah
Margaret Spear
Maria Jesus Mascaros
Marianne Hamon
Margaret Hawkins
Mark Lehoucka
Martial Vout
Martin Boehm
Martin Keech
Mary Beaven
Mathew Inwood
Matthew Budd
Matthew Swank
Maura Ferrari
Max Smith-Creasey
Mayuresh Patil
Megan Bentley
Mia Webster
Michelle Waldron
Mino Debnar
Miri Duskwick
Miriam Yemane
Mohit Nadkarni
Moldenhauer Kai
Monisha Kothari
Mukul Trehan
Nadezda Burninova
Nadine Andrea Jaeggi

Naitika Nayak
Namah
Nancy Smith
Narayan K Rao
Natalie Machta
Natalie Monroe
Neil Reynolds
Nick Priestnall
Nicolas Alloo
Nicolas Parasie
Nilratan Shende
Nils Nolden
Nishtha Das
Nita Luthria
Nives Bosca
Noella Marzari
Paola Macchi
Paras Chheda
Patricia Zahn
Patrick Zickler
Paul Gabriel
Paul Whittle
Peter Larson
Peter Sand
Pia Kristoffersson
Pilar Hernandez
Piyush Khandelwal
Pooja Pawar
Prakash Kailasam
Pranali Chheda
Prasad Chavan
Priyanka
Punam Chopra
Quitterie Campagne
Rajesh Srinivasan
Ramakrishna Nagaraju
Ravaleen Kaur Anand
Ravi Bagaria
Ravi Subramanian
Reha Kandhari
Renee Spiewak
Richard Cowler
Richard Treloar

Ritika Betala
Roheet
Ross Mcneil
Roxane Robin
Rudresh Dahiya
Sabiha F Hussaini
Sachin Kewalramani
Sam Fox
Samantha Grefsheim
Samir Shah
Sanjeet Rao
Sara Cardinetti
Sarah Gogel
Sarah Restagno
Savitri Iyer
Scott Sandford
Scotti Macdonald
Selene Vigiani
Shivika Poonglia
Shrenujk
Shreya Das
Shreyank Naik
Shubadara Shetty
Siddhesh Narendrakumar
Simon Apen-Sadler
Simone Lippi
Smita Deshpande
Sonali H Fabiani
Sophie Lynch
Srinivasan Ramakrishnan
Stefania Costanza
Stefano De Martino
Stefano Funari
Stuart Fisher
Suman Barua
Sunil Nayak
Suruchi Agrawal
Tania Echaporla
Tanvi Seksaria
Tanya Gray
Taqwa Ayub
Tessa Henderson
Thiago Fernandes

Thomas Askew
Thomas Tacke
Tim Hall
Todd Edelman
Toni Ayres
TP
Travis Connell

Trishna Bhagtani
Una Galani
Vaibhav Koul
Valentina Postinghel
Varun Mukerji
Victor Mills
Vikram Gudi

Vikram Kapahi
Vimal Vallabhji Gala
Vinoth Raj
Virginia Perez Soriano
Vishnu Nayak
Viswanathan Srinivasan
Wendy Petersen

William Dowd
Wolfgang Grueb
Zarina Shah
Zeenat Valli
Zheng Ruan

VOLUNTEERS

Catherine Geisen-Kisch
John Geisen-Kisch
Khurshid X. Pithawalla

Louise Cook
Marita Bajek
Parth Devalia

Rachel Lobley
Selene Candido
Yasmin Giordano

Kristin Templin
Amy Kim



“

I joined Reality Gives back in 2016 and for me it is a place where I can spread education whilst simultaneously developing myself. As part of the 10 Year Anniversary Celebration I got the opportunity to travel to Mumbai for the first time to spend time with the whole team, it was an incredible day!

Tutu, English Teacher

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



COME ON A TOUR

80% of the profits from all tours go toward supporting the work of Reality Gives.
Visit www.realitytoursandtravel.com to find out more.



DONATE

Every rupee, penny, dollar and euro goes directly to supporting our programs.
Support us at www.realitygives.org/donate



DONATE IN KIND

Email donate@realitygives.org to find out
what materials and equipment we currently need.



VOLUNTEER

Give your time, skills and enthusiasm to support the work that we do.
Find out at www.realitygives.org/volunteer



FUNDRAISE

Raise money. Raise awareness. Challenge yourself.
For further information contact us at donate@realitygives.org



www.realitygives.org



info@realitygives.org

Reality Group Reception Centre,
GNMCA/122, Ground Floor, Subhash Nagar, Sant Gora Kumbar Road,
Salochna Shetty Marg, Dharavi, Mumbai, 400017