

[www.realitygives.org](http://www.realitygives.org)



# ANNUAL REPORT

2021-2022





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# A NOTE FROM THE FOUNDER

by Krishna Pujari

It is the end of another year, and 2021-22 has not passed without challenges but also a lot of learnings and hope for the future.

As you all know, the pandemic persisted into its second year, with India experiencing a significant surge in COVID-19 cases during April 2021, with major cities like Mumbai and Delhi, where we have our offices and community centres, severely affected. This translated into the need for stricter lockdown measures and restrictions to curb the spread of the virus. Many families fled to find refuge in their villages of origin in rural India, making it even more complex for organizations like ours to stay connected with the students.

While that was not the start of the year we had hoped for, as a team, we stayed focused on drawing and building on the previous year's experience, where we had successfully shifted and delivered both our school and youth programs online. While it does not fully replicate the traditional classroom experience, online education has become an essential alternative during the pandemic, allowing our children and youth to continue their education remotely.

There are four things that helped us navigate through this second year of the pandemic and improve the quality and effectiveness of online education both for our students and teachers.

Our donors - organisations, corporates, and individuals - generously kept supporting our work in a moment of difficulty for everyone. Among many other things, thanks to them we were able to increase the number of tablets, laptops, and data available to our students and teachers, which made a huge difference. Our program partners believed, like us, in sharing best practices and knowledge to deliver together an improved online education experience during the pandemic.

# A NOTE FROM THE FOUNDER

by Krishna Pujari

Our volunteers and trainers supported our teachers with a variety of Teacher Training and Professional Development sessions to equip them with the necessary skills to facilitate online learning more effectively. Our team and board never gave up and continued to stay positive and focus on ensuring that none of our children and youth would be left behind.

Thanks to this essential mix of components and the learned experience from 2020, we were able to deliver 26,780 hours of online education to 699 children and youth in our School Program and Youth Program. Our students were primarily from Dharavi (Mumbai) and Sanjay Colony (Delhi) but, thanks to online classes, we were able to expand our reach to several other states in India.

While our focus remained on education, we felt it was important to participate in the country's effort to reduce COVID-19 cases and mitigate the impact of the pandemic. Hence we participated in a vast Dharavi Vaccination Drive, aimed at providing vaccines to over 1 Lakh of residents.

We look ahead with hope for the future, knowing that potentially the worse is over, but aware that what we have experienced should never be forgotten. The lessons we have learned and the resilience we have demonstrated will continue to shape our actions as we continue to strive to provide access to quality education to future generations living in vulnerable communities in India.

Thank you for your unwavering support and for being a part of our journey.



Krishna Pujari

Reality Gives Founder and Chief Functionary



# ABOUT US

## Who we are

Reality Gives is a community-based non-profit organization providing children and youth living in underserved communities in India with access to quality education. Through bespoke programs we have worked with over 11,000 students since 2009, supporting them in their development journey.



With our work, we join the global commitment towards UN Sustainable Development Goal 4, which aims at ensuring inclusive and equitable quality education and promoting lifelong learning opportunities for all.

# ABOUT US

## Vision and Mission



### 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.

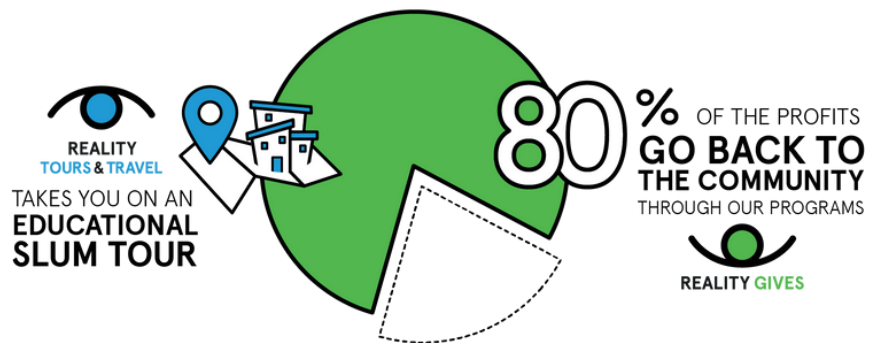


# ABOUT US

## A unique social enterprise model

Reality Gives is not just a non-profit. We are the proud sister organization of Reality Tours and Travel, an award-winning sustainable tourism business that invests 80% of its post-tax profits into our educational programs.

As a group, we believe that tourism can and should be a force for local development, a source of inspiration for travelers to do good, and a way for people from different backgrounds to meet, share and learn. This unique social business model has allowed Reality Gives to grow as a non-profit and drive meaningful change in vulnerable communities for years.



With the Covid-19 outbreak, Reality Tours and Travel stopped all its tours in March 2020, in order to protect its communities, teams, and travelers. While all tours were paused, previous travelers from all over the world reached out to support, demonstrating the positive impact that this social business model has on individuals and communities.

As the pandemic continues to settle, Reality Tours and Travel looks forward to restarting operations and its social impact in the near future.

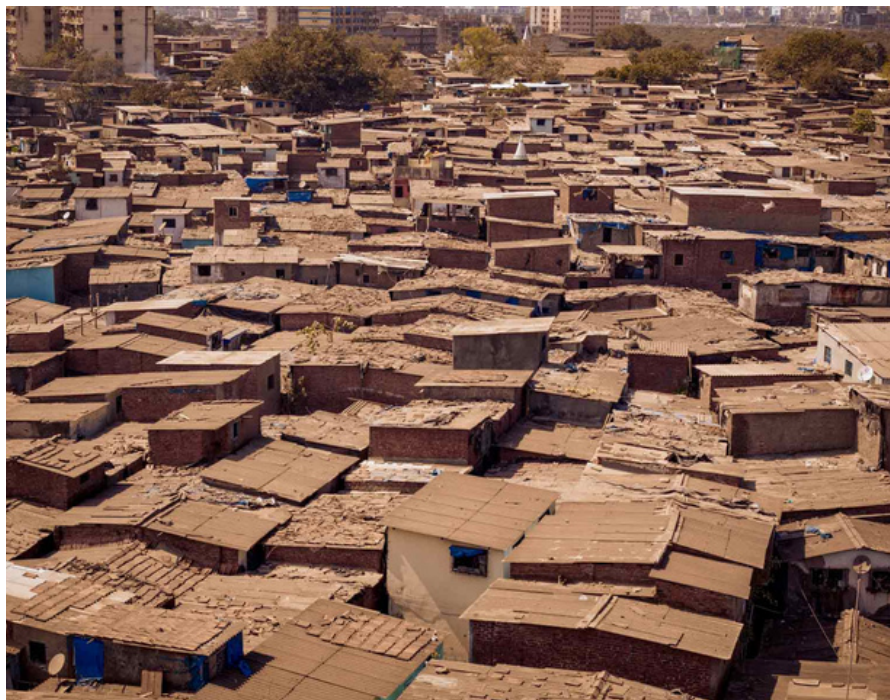


# ABOUT US

## Our Communities, 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 US\$ 665 million to US\$ 1 billion 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 km<sup>2</sup> 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 in the world.



Dharavi is where Reality Tours and Travel launched its first Educational Slum Tour to highlight the ingenuity, enterprise, and resilience of this incredible community, while Reality Gives started educational programs to support its future generation.

# ABOUT US

## Our Communities, Sanjay Colony (New Delhi)

Sanjay Colony is a small slum built on 0.1 km<sup>2</sup> 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 lives 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 clothes recycling and manufacturing industry stands out among a variety of enterprises and small-scale businesses: with few resources available, Sanjay Colony has developed an interesting micro-economy.



Reality Tours and Travel began offering Sanjay Colony Educational Slum tours in 2016, with the same goal of showing travelers the positive side of the community and reinvesting profits from the tour into education programs for its children and youth.

# PROGRAMS

## Programs' Approach

As a community-based non-profit, we witness first-hand the negative impact that a lack of access to quality schooling options and development opportunities has 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 programs, 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.

### Local team

Hiring from the community enables us to better understand beneficiaries' needs, create a sustainable model and empower local leaders.

### Contextual Curricula

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 regularly, exposing them to the latest best practices.





# PROGRAMS

## Youth Program Overview

### The problem

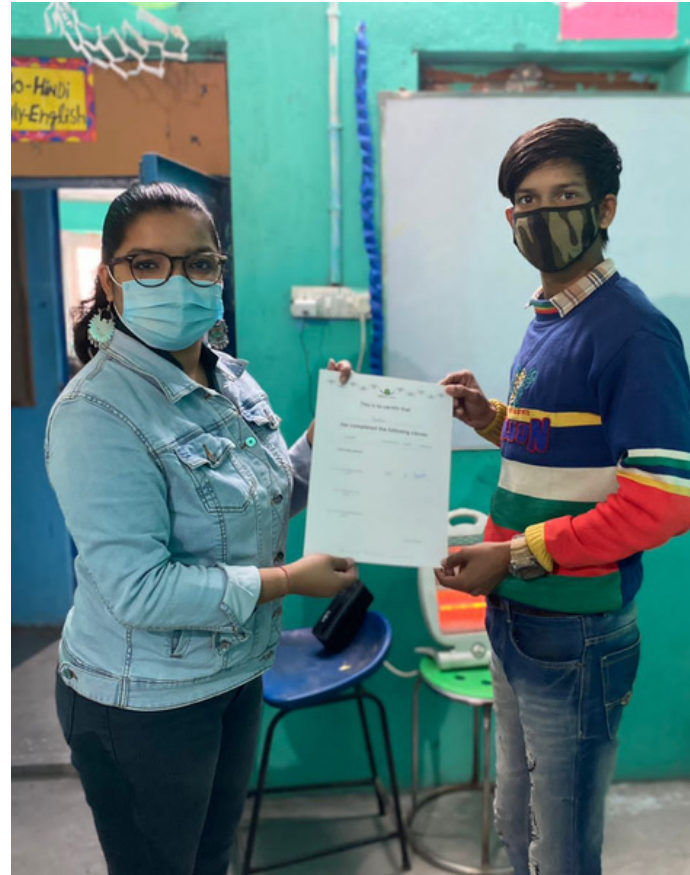
In our communities, teenagers had less access to quality schooling when children and face a huge skills gap when they grow up, particularly with foundational skills. This impacts their future education and career opportunities, as well as their sense of confidence and self-worth, making them unable to break out of the cycle of poverty.

### The solution

Equip the students with the abilities they need to follow paths in life from which they were previously excluded. We provide them with English language and Digital Literacy classes, as well as Special Activities - from workshops to group discussions and movie screenings - focused on the knowledge and skills they need for personal development.

### The stakeholders

They drop out of school at an early age and struggle to find a job, they want to go to college but their English and self-confidence are not strong enough, or they are women taken out of school when young who want to gain back some form of education and some respect with their families and society.



# PROGRAMS

## Youth Program Activities 2021-2022

Throughout the year our Youth Program was characterised by a hybrid teaching model, with a combination of offline and online classes, due to the various Covid-19 waves and various shutdowns. The program helped our communities youth to learn as well as navigate through the emotional challenges of the pandemic.

During the first two quarters, we primarily delivered our Common European Framework of Reference (CEFR) based English classes, as the most effective component of the program to be taught online, while we decided to pause our Digital Literacy classes as they proved too difficult to deliver online with quality learning outcomes.

While some students struggle to attend our online classes due to a lack of access to data and devices, some others were able to join from villages and small towns in Madhya Pradesh, Gujarat, Delhi, and Maharashtra, expanding our geographical reach.

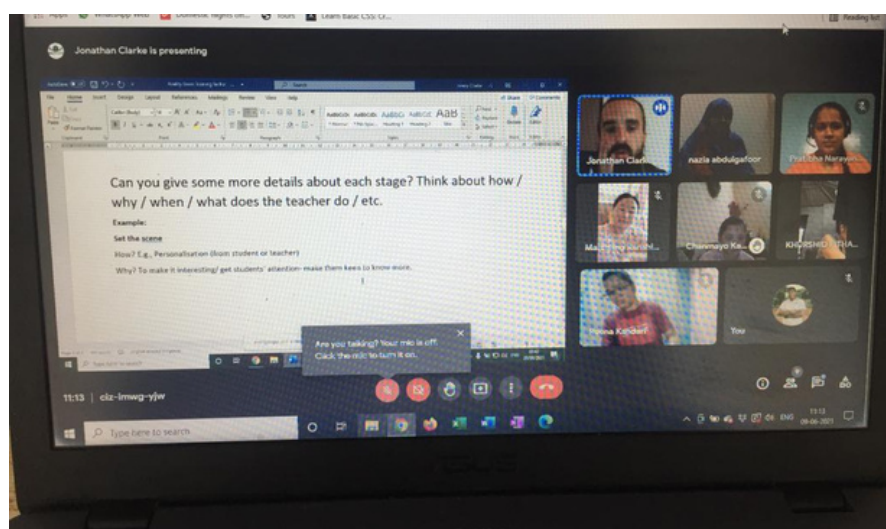


We were able to open our Community Centres for certain periods of time from the third quarter of the year onwards, based on the government's Covid-19 guidelines. This allowed us to start a few in-person classes, in particular our Level 0 which requires a close teacher-student interaction and could not be done online, as well as to pilot English classes for younger students, 11 to 15 years of age. This will become a regular feature of the program moving forward, as there is a need and demand for it.

# PROGRAMS

## Youth Program, Activities 2021-2022

To ensure a quality online learning experience, a team of English Language and Teacher Training experts helped us with our teaching and learning strategy. They conducted online training, 1-to-1 sessions and classroom observations with our teachers throughout the year. The goal was to strengthen the teachers' understanding of what a good online lesson looks like and equip them with the right teaching techniques and best ways to utilise our in-house curricula for online classes.



The sessions were diverse, interesting, and focused on online teaching: from demo classes on teaching techniques for young learners, to how to do error correction and give feedback during and after the class, use speaking activities more effectively in online classes to achieve good learning outcomes, maximize students' communication time using breakout rooms, simplifying materials, etc. Also, they worked on teachers' English language development, from increasing speaking fluency to introducing high-level vocabulary.

While we hope for things to settle next year, thanks to the training received, our teachers are crisis-ready, well-versed in online teaching, and agile in shifting between online and offline classes.





## TESTIMONIAL

*"When the Government of India announced a full lockdown all over India, then I thought how would I do my course? One day my teacher from Reality Gives messaged me that we are going to start classes online, then I felt so happy to know it. Finally, I am attending the class on google meet from my home. This online class is very useful in understanding the concept. Even though right now I am back in my native place, I can still continue to study through this online platform."*

Faiyaz, Reality Gives Student





# PROGRAMS

## School Program Overview

### The Problem

In low-income communities schools have a high child-teacher ratio, use the rote-learning method, have basic infrastructure, and limited extra-curricular activities and training for teachers. This undermines the child's potential to learn and break the cycle of poverty.

### Our Work

We partner with a low-income school in Dharavi to make its teaching and learning experience more child-centred, by hiring qualified school leaders and additional teachers, designing and delivering regular teacher training based on global best practices, and introducing experiential learning and activities like art, IT, wellbeing, and exposure visits.

### Our stakeholders

We work with Nursery to Grade 4 students, (3 to 10 years old). The goal is to ensure they grow into confident, caring, and empowered individuals. The program is also an opportunity for empowerment in an area where gender inequality is still widespread, as all the teachers are women from Dharavi.



# PROGRAMS

## School Program Activities 2021-2022

Delivering online education to school children living in vulnerable communities was extremely difficult during the first year of the pandemic. We had to redesign the entire teaching and learning experience, find devices for our students and raise awareness with their parents on the importance of keeping them engaged with online learning. While many of these challenges remained, our team was able to leverage the past year's experience and was crisis-ready in 2021-2022.

The heavy wave of Covid-19 that hit India in April 2021 sent a clear message to all educators that online primary schooling will continue. Accordingly, our team reconnected with all 2020-2021 students, assessed their location and access to data, and most importantly their parents' willingness to re-enroll them in online schooling. In July 2021 we officially started the academic year with 10 Google Meet live classes (8 for primary and 2 for preschool), plus 1 asynchronous WhatsApp class for pre-schoolers that found it difficult to attend synchronous classes.



Across the year we taught English, Environmental Science, Maths, Marathi, Hindi, Art, and Wellness. The latter was a subject we introduced in 2020, to support our children's overall well-being during the pandemic. We doubled this down with focused activities to bridge specific learning gaps caused by online learning like reading, and a series of online experiential learning activities, from "Love for animals" to "Growing a plant", using what was easily available or doable for children at in and around their homes.



# PROGRAMS

## School Program, Activities 2021-2022

After almost another full academic year online, on the 7th of February 2022, schools were allowed to reopen for children from Grade 1 onwards. Emphasis was placed on ensuring a smooth transition from online to offline learning for all our Grade 1 to 4 students.



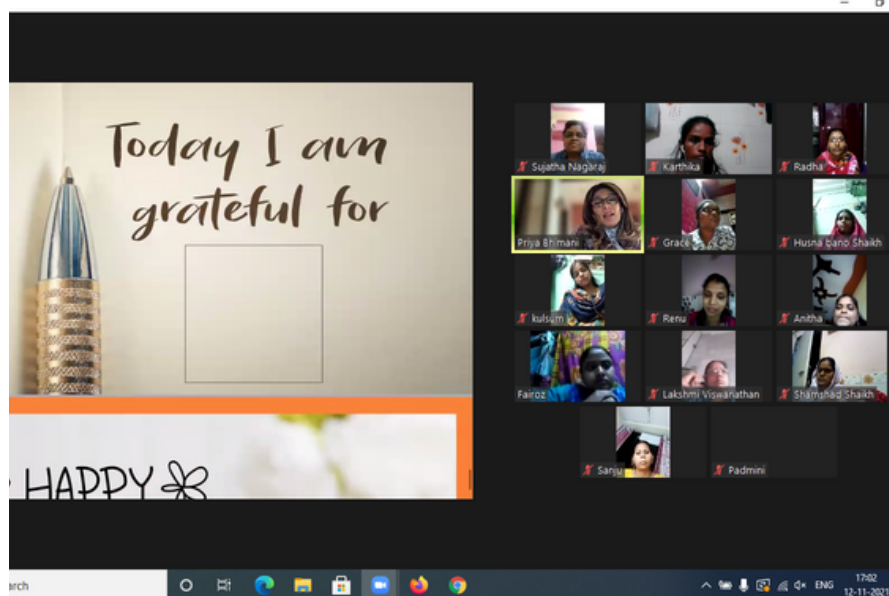
From a social-emotional development perspective, they showed enthusiasm to be back at school and were able to interact with teachers and peers almost immediately. This was helpful for the teachers to focus on bridging any learning gaps before the school year ended, on the 13th of April.

# PROGRAMS

## School Program, Activities 2021-2022

Our team was 100% women-powered with 2 School Leaders, 15 teachers from Dharavi, and 4 teachers from nearby communities. Aware of the challenge they will have to sustain another year online, we provided them with regular personal and professional support.

Internal and external experts and partners - like Umeed, Oberoi International School, Saturday Art Class, etc. - delivered a variety of interesting sessions throughout the year. Some were focused on teaching techniques and skills: from socio-emotional learning and teaching techniques through art, to how to be a more effective teacher online, special techniques on how to teach English to young learners online, and quality lesson planning. Some others were more focused on our teachers' overall personal and professional development: from communication skills with a strong focus on elevating their English language knowledge to grooming, goal setting, CV and interview preparedness, as well as the English language.



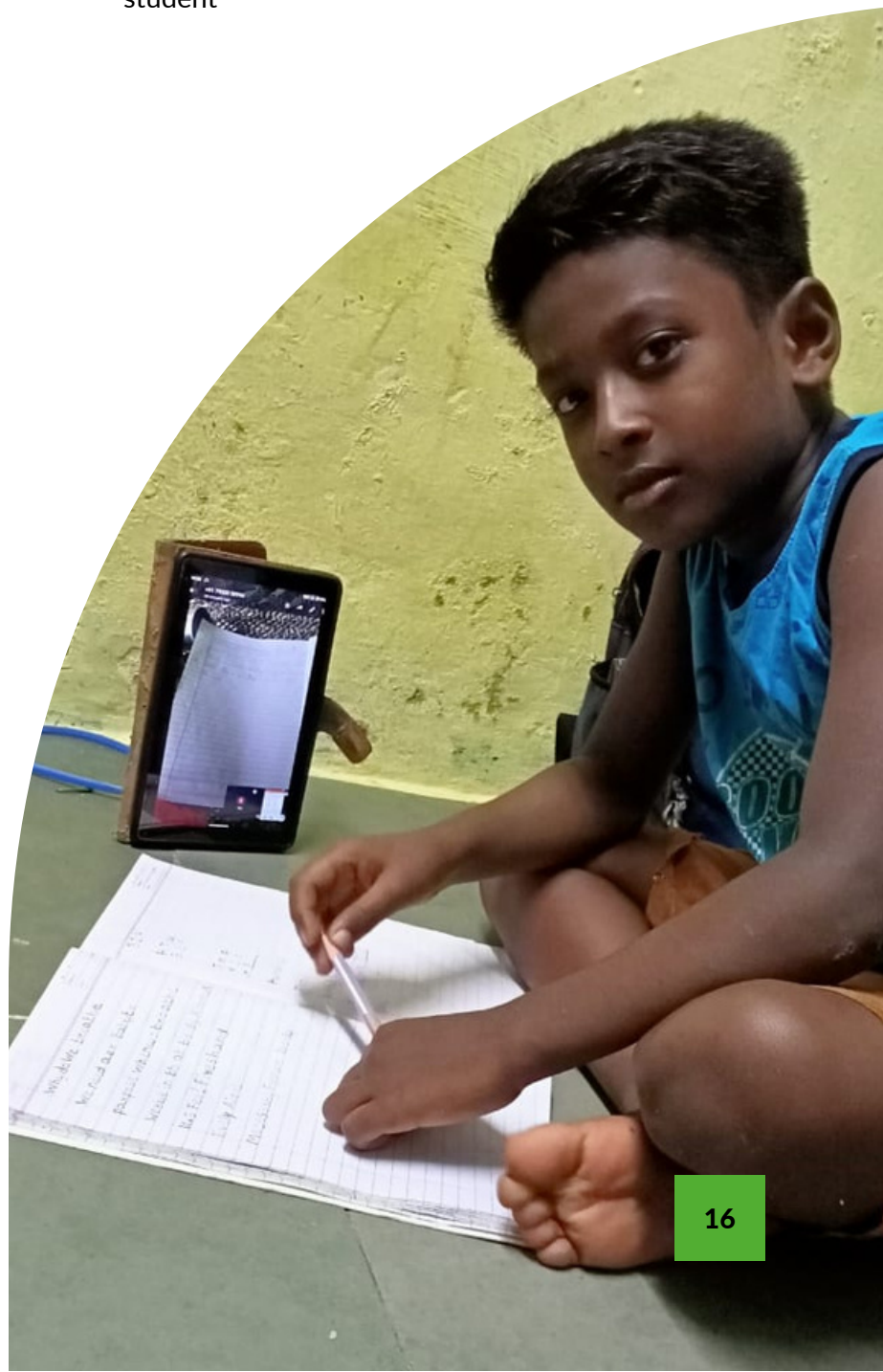
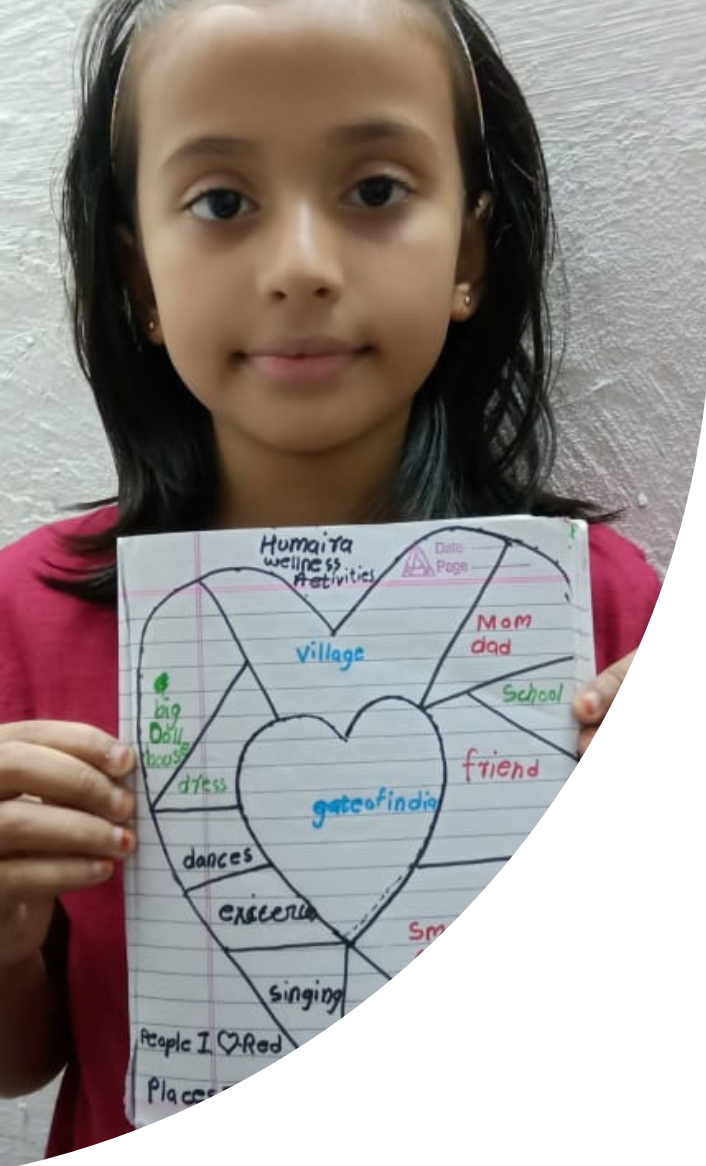
Overall, while the pandemic posed many challenges, our School Program Team was able to learn, adapt and deliver quality education to our students through online learning and we are proud of them.



## TESTIMONIAL

"Our wellness teacher did an activity with us on whom we love the most and what things we like. She asked us to draw a heart and list all these things. You can see my heart. I have used different colors to show my love for people and things. I used red for people whom I love, green for things I love, blue for places I love, and black for activities I love!"

Humaira, Reality Gives School Program, Grade 3 student





# OTHER ACTIVITIES

## Covid-19 relief work

In addition to running the programs, our Dharavi Team worked hard to support the country's effort to reduce the spreading of the virus. In both our communities, Dharavi and Sanjay Colony, along with our sister organization Reality Tours and Travel, we raised awareness on the importance of wearing masks, following basic health and safety procedures, and getting vaccinated, as well as where to access the vaccine.

In July 2021 we joined the Dharavi Vaccination Drive "Ummeed Dharavi Ke Liye" promoted by Citi India and Jaslok Hospital and supported by the Municipal Corporation of Greater Mumbai. The initiative aimed at providing free Covid-19 vaccine doses to over 100,000 residents in Dharavi.

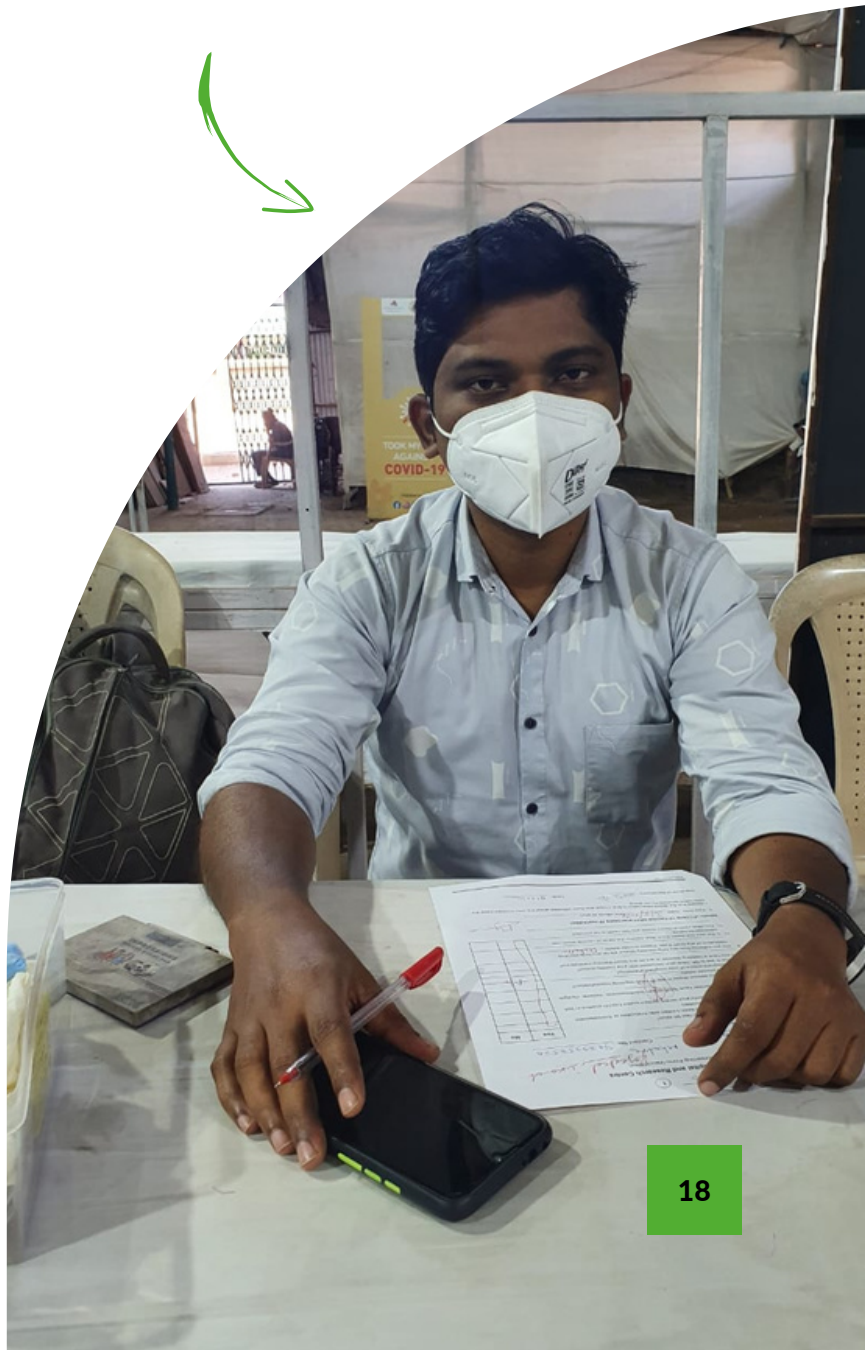


A pool of organizations was asked to support the drive by raising awareness in the community, identifying interested residents, and coordinating their arrival and registration at the vaccination centre in Dharavi. Our team along with some of our alumni played a critical role in supporting the entire drive and more specifically in reaching out to our pool of students and families, who availed of 18,024 vaccine doses. The initiative was successful and we felt extremely proud of being part of it, working with incredible doctors and nurses, true heroes, who worked relentlessly to vaccinate as many people as they could.

## TESTIMONIAL

*"We are happy to work with Reality Gives as they have been a great help in making this vaccination campaign smooth and hassle-free. One of the best memories is the day we successfully completed 100,000 vaccination doses!"*

*Dr Yogesh Mahadik, Clinical Care Co-ordinator,  
Jaslok Hospital*





# OTHER ACTIVITIES

## Bridging the digital divide

The pandemic highlighted a vast digital divide, with many children in India and across the world left behind due to a lack of access to devices and connectivity. This was true also for many of our students. To address the issue, we partnered with incredible donors to procure and distribute smartphones and tablets to students who needed them the most, as well as to equip our community teachers with all the necessary tools to deliver quality online education.

In August 2021 the Australian Consulate helped us purchase over 100 tablets for our School Program students, which powered the attendance levels and number of students able to join our online classes.



In October 2021 Reality Gives was among the 80+ NGOs selected to join the Amazon India Delivering Smiles Initiative: we received funds to purchase digital devices for our students and teachers both at the Youth and School Program.

Thanks to these supporters, and many other individuals and organizations we were able to rekeep our students engaged with learning regardless of the pandemic.





## TESTIMONIAL

*"Distributing the tablets during school closures has been challenging but rewarding. Now it gives me immense joy when I calculate the class attendance and see how tablets are helping children to attend online live classes."*

Karthika Nadar, School Program Executive



# TRANSPARENCY & ACCOUNTABILITY

## REGISTRATION DETAILS

### 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

REGISTRATION	REGISTRATION DATE	REGISTRATION NO.	VALID UNTIL
Registered as Society	4/8/2009	1704/2009/G.B.B.S.D	N/A
Registered as Trust	3/8/2010	F-39966	N/A
12A	31/12/2021	AABTR5024QE20111	AY 2026/27
80G	31/12/2021	AABTR5024QF20143	AY 2026/27
FCRA	30/6/2017	83781548	30/6/2022

## BOARD MEMBERS ON 31ST MARCH 2022

NAME	POSITION	SEX	AGE	OCCUPATION	AREA OF COMPETENCY
Amit Roy	President	Male	47	Banking	Management
Piyasree Mukherjee	Treasurer	Female	42	Service	Social Work
Aashita Meera	Member	Female	51	Consultant	Education
Akshay Tandon	Member	Male	35	Business	Design and Communications
Rishab Maskara	Member	Male	35	Business	Sales and Marketing
Uday Pujari	Member	Male	38	Other	Accountancy
Milward Fernandes	Member	Male	37	Business	Management

# TRANSPARENCY & ACCOUNTABILITY

## DISTRIBUTION OF PAID STAFF ACCORDING TO COMPENSATION LEVEL ON 31ST MARCH 2022

GROSS SALARY + BENEFITS PER MONTH (RS.)	MALE	FEMALE	TOTAL
< 5,000	0	0	0
5,000 - 9,999	1	10	11
10,000 - 19,999	1	17	18
20,000 - 29,999	1	2	3
> 30,000	1	3	4
<b>TOTAL</b>	<b>4</b>	<b>32</b>	<b>36</b>

## STAFF CONTRACT DETAILS ON 31ST MARCH 2022

EMPLOYMENT CONTRACT	MALE	FEMALE	TOTAL
Employees full time (remunerated staff)	4	32	36
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)	1	1	2
<b>TOTAL</b>	<b>5</b>	<b>34</b>	<b>39</b>



# TRANSPARENCY & ACCOUNTABILITY

## BALANCE SHEET ON 31ST MARCH 2022

LIABILITIES	TOTAL (RS.)	ASSETS	TOTAL (RS.)
<b>GENERAL AND EARMARKED FUNDS:</b>			
Corpus Fund	27,969	Moveable Properties	1,198,651
Income and Expenditure Account	8,458,417		
Sub Total	8,486,386	Deposits	50,000
Duties and Taxes Payable	138,448	Prepaid Expenses and Advances	33,569
Salary Creditors	426,284	Sundry Debtors	23,553
Sundry Expenses	67,175	Bank	7,812,520
<b>TOTAL</b>	<b>9,118,293</b>	<b>TOTAL</b>	<b>9,118,293</b>

## PROGRAM EXPENDITURE FOR THE YEAR TO 31ST MARCH 2022

PROGRAMS	TOTAL EXPENDITURE (RS.)	BENEFICIARY NOS.
School Program	4,795,382	375
Youth Program	2,834,565	324
<b>TOTAL</b>	<b>7,629,947</b>	<b>699</b>

# TRANSPARENCY & ACCOUNTABILITY

## PROGRAM EXPENDITURE

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## PROGRAM PARTICIPATION

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# TRANSPARENCY & ACCOUNTABILITY

## INCOME AND EXPENDITURE FOR THE YEAR ENDED 31ST MARCH 2022

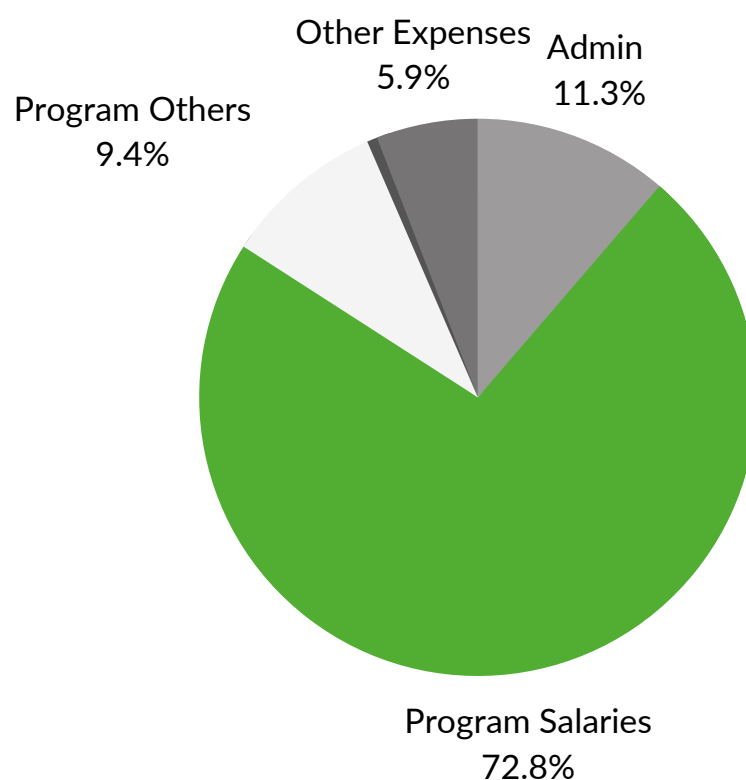
INCOME	TOT (RS)
Donations from Reality Tours	0
Local Donations	4,143,857
Foreign Donations	2,165,098
Bank interest	249,967
<b>TOTAL INCOME</b>	<b>6,558,992</b>
EXPENDITURE	TOT (RS)
<b>Admin</b>	
Provident Fund Expenses	43,080
Accounting Expenses	226,974
Fine for late submission of FCRA Annual Return	528,759
Professional Fees for Compliance	143,000
Staff Conveyance	28,919
Other	81,653
	<b>1,052,385</b>
<b>Program Expenses</b>	
Salaries & Consultants	6,760,936
Other	869,011
	<b>7,629,947</b>
<b>Salaries- Management and Support</b>	<b>60,000</b>
<b>Other Expenses</b>	550,494
Depreciation on Assets	<b>550,494</b>
<b>TOTAL EXPENDITURE</b>	<b>9,292,826</b>
<b>DEFICIT</b>	<b>(2,733,904)</b>



# TRANSPARENCY & ACCOUNTABILITY

## EXPENDITURE FOR THE YEAR ENDED 31ST MARCH 2022

EXPENDITURE	TOTAL (RS.)	%
Admin	1,052,385	11.3%
Program Expenses (Salaries)	6,760,936	72.8%
Program Expenses (Other)	869,011	9.4%
Management and Support Expenses (Salaries)	60,000	0.6%
Other Expenses	550,494	5.9%
<b>TOTAL</b>	<b>9,292,826</b>	<b>100.0%</b>



# OUR PEOPLE

## Our Team and Board

The people in our hardworking team are dedicated and committed to making a difference.

With 36 staff, every single one is a valued part of Reality Gives. Over 75% of them are either from Dharavi, Sanjay Colony, or ex-students enabling Reality Gives to have a deep understanding of local challenges and potential solutions as well as allowing us to see a direct positive impact on their lives. During the pandemic, our team's gauge of the ground reality was vital to identify priorities and suggest timely interventions.

We are further strengthened by our Board Members, who bring in expertise from a variety of backgrounds, from finance to leadership, management, development, education, sales, and marketing.

Teamwork and effective guidance from the board was indeed essential in navigating through the challenges posed by a pandemic throughout 2021-22.



# OUR PEOPLE

## Our Supporters

Our donors, volunteers, and partners are key to everything we do as an organization. The impact we create is powered by their trust, kindness, professionalism, and unwavering support.

Volunteers from India and abroad bring in a wealth of knowledge, skills and help with the development of our team members. They give their time and energy to work on specific projects and are always welcomed by the team.

Our donors allow us to continue running the programs and subsequently provide quality education to our beneficiaries. We are thankful to each and every foundation, corporate, organization, and individual who has contributed towards our mission, especially during the pandemic.

Last but not least a shout out to our partners, other non-profit organizations, who like us, see the power in sharing knowledge and collaborating and with whom we have created another year of joint impact.

We are truly grateful to everyone who helped us navigate through yet another challenging year, all of whom are listed overleaf.





# OUR PEOPLE

Major funding and program partners



# OUR PEOPLE

## Supporters, partners, volunteers and trainers

### Organizations

Amazon India	Objective Nutrition Limited
Austin Coaching	Oberoi International School
Dr. Amin Controllers Pvt. Ltd.	Patrick Barron
Antarangan Foundation	Pack for a Purpose
Australian Consulate-General Mumbai	Reality Tours and Travel Pvt. Ltd.
Australian Aid	Red Dot Foundation
Access Analytic Solutions Pty Ltd	Rotary Club of Lewisham and Penge
Downe House School	Rotary Club of Mumbai Queen's Necklace
Eiosys	Royal City English High School
Ekvira Mitra Mandal	Saturday Art Class
Elephant Music Global	Serdia Pharmaceuticals (India) Pvt. Ltd.
Give Foundation	Teach for India
Life Project 4 Youth	The Explorations Company
Mohini Organics Pvt. Ltd.	Type IT!
Mpower - Mind Matters	Ummeed Child Development Centre
Muktangan Education Trust	Yes Akademia
Mutual Marketplace	

### Individuals

A Wilson	Andrew Jimenez	Bharath S
Abhinay Jhaveri	Anita Fenichel	Carole Bold
Adairlara.Com	Anmol Gambhiri	Carrilyn Alhumaidhi
Adam Seres	Anna Gray	Charlie Manthorp
Alexander Newton	Ayushi Amin	Chitrang Shah
Aliya Elariss	Banhyo Jeong	Chinmay Vasavada
Alok Prakash	Beate Hellawell	Christopher Way
Amit Gunji	Beth Lawton	Clark Willison

# OUR PEOPLE

Supporters, partners, volunteers and trainers

Daniel Imhof  
Devorah Kaufman  
Dhanraj Devadikar  
Finbarr Quigley  
Gagan Shinde  
Georgia Grayson  
GraceAnn Lobo  
Harish Bhandari  
Henk Vegter  
Hitesh Vaidya  
Hussain Kagzi  
Ian Thomas  
Jan Philipp Haas  
Jane Walledge  
Janet Elliott  
Joseph Bird  
Josh Tailby  
Joyce Zickler  
Ketan Mehta  
Kingsley Dawson  
Kumail Karimjee  
Kunal Pardeshi  
Laura Davidaviciute  
Lorraine Paquette  
Luuk De  
Mahesh Budavarapu  
Manali Shah  
Manepalli Lakshmi Tejaswita  
Manasi Mehan

Martina Ostermann  
Mary Beaven  
Meredith Meyer  
Mr Armstrong  
M A Soosai  
Muskan Puri  
Nadezda Burninova  
Nekhel Kapoor  
Nicholas Rook  
Nicole Christiane Broda  
Nicola Shepherd  
Nikunj Jhaveri  
Nitin Kulkarni  
Norbert Amian  
N Puneetha  
Om Gambhiri  
Omprakash Sharma  
P Swamy  
Paul Lucas  
Poras Kumar  
Prasannajit De Silva  
Rahul Dandekar  
Rahul Shahu  
Rajesh Dhuri  
Ravi Bagaria  
Rebecca Rothney  
Renee Kinlay  
Richard Treloar

Rita Shah  
Rose Thomasson  
Roshni Sandeep  
Sagar Patil  
Saipriya M  
Sanjay Kumar  
Sara Stoner  
Saurabh Mishra  
Sharmila Shivshankar  
Siddharth Amin  
Smita Skrivanek  
S Nagaswamy  
Sourav Kumar  
Stefania Costanza  
Stranger Hidden  
Sushma Sahni  
Tamanna Vyas  
Tanieya Kumari  
Tanya Sarkar  
Tim Schlüter  
Vinita D  
Vikram Amin  
Vikram Gudi  
Vinothraj V  
Vishal Jangid  
Wendy Petersen  
Wolfgang Stadler



# OUR PEOPLE

Supporters, partners, volunteers and trainers

## Trainers (pro-bono)

Chris Lewis (online)  
Emma Austin (online)  
Kiran Padhi (online)  
Marie Pepper (online)  
Priya Bhimani (online)  
Richard Austin (online)  
Jeolle Finck (online)  
Jessica Conway (online)  
Jhalak Chirania (online)  
Jonny Clarke (online)

## Volunteers (full and part-time)

Arulraj Nadar  
Darshana Chauhan  
Khurshid X. Pithawalla



# WAYS TO HELP

Be part of the solution

## COME ON A TOUR



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## VOLUNTEER



Give your time, skills, and enthusiasm to support the work that we do. Find out at [www.realitygives.org/volunteer](http://www.realitygives.org/volunteer)







## CONTACT US

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