



Rebuild Partner Workshop Synopsis

27th Feb - 1st March, Mumbai

The Rebuild India Fund

The Rebuild India fund, founded by Dasra and Tarsadia Foundation, aims to strengthen grassroots NGOs serving marginalized communities by providing trust-based, flexible funding for a period of 5 years along with capacity-building support. It aims to transform the philanthropy landscape by introducing a new way of funding- where NGO leaders and funders collaboratively serve vulnerable communities meaningfully.

About the Partner Workshop

Rebuild's Partner Workshop is tailored to offer support to grassroots NGOs that are part of the Fund, to build organizational resilience in the face of unprecedented crisis. The 2-day residential workshop took place in Mumbai this year and was held in conjunction with the Dasra Philanthropy Week, this amplified opportunities for learning and networking for NGO leaders and all attendees including funders.

The workshop brought together leaders from across sectors and was conducted in six languages (Hindi, English, Tamil, Telugu, Kannada, and Bengali). NGO leaders from 20 states and union territories engaged with their peers as well as with 25+ facilitators including sector experts such as Arthan, Tech4Dev, Guidestar India, Manah Wellness, Dhwani Foundation, Atma, IDR, Pravah India and others.

As a core focus area, the Fund aims to build a **Community Platform** that can be leveraged to:

- Build networks by exchanging experiences and learnings
- Support grassroots NGOs to access tools and frameworks needed to strengthen institutional, programmatic, and financial capabilities

To help build this platform, along with the 2-day Partner Workshop, Rebuild also organized a 1-day- portfolio gathering- wherein, all portfolio organizations (from both cohorts) had the opportunity to learn from each other as well as from the sector leaders at large. This gathering was also the beginning of the novel marketplace session that brought together 8 key capacity-building organizations as a means to create pathways for support and collaboration.

About the Cohort

The second cohort's leadership is reflective of Rebuild's core tenet of leveraging the power of lived experiences to transform communities. 55% of the leaders in the cohort are proximate leaders, while 52% of the NGOs are led by women.

A continued focus area for Rebuild is to support vulnerable communities from hard-to-reach geographies across the country. Rebuild has expanded its scope to include new communities such as- LGBTQIA++ (9%), while a majority of NGOs in the second cohort serve Scheduled Tribe (70%) and Scheduled Caste (61%) communities. There is a steady representation of religious minorities (24%), PWD (12%), NT-DNT (6%), OBC (18%) and BC (3%) communities as well.

Rebuild recognizes that marginalized communities face intersectional challenges. This recognition drives its comprehensive assessment framework that aims to identify NGOs working to solve these intersectional challenges by deploying community centric solutions. The diverse blend of thematic areas that the organizations work with represents an actualisation of this approach. A majority of the organizations are serving the communities through interventions across Water and Sanitation (79%), followed by interventions across Child protection and Children's issues (64%). Other thematic areas include- Gender and Violence (48%), Disaster (39%), Conflict regions (15%) and work in climate risk regions (12%).

Session: Elevator Pitch

With a focus on communication, in this session, participants created organization-based collaterals and practiced their pitches to receive real-time feedback. In small groups, participants used the opportunity to collectively brainstorm on the most time-effective and impactful way to communicate organizational journeys.

The key takeaways from this session were:

- Establish the saliency of your problem statement to build perspective; support your claim with learnings on what worked, didn't work.
- Create a hook by sharing the most crucial information and tailor the remaining pitch based on the listener's interest and keenness.
- Form a compelling narrative to support the ask, substantiated by the intended impact.

“Through the Elevator Pitch session, I have learned techniques on how to effectively share our organization's work and impact within a short span of 3 minutes”.

-V Alamelu, Rural Women Development Trust

Session: Gallery Walk

In this session, participants independently created innovative collaterals representing their organization's journey, work, and impact. Leaders had an opportunity to practice their pitches and receive real-time feedback from peers, before presenting to the larger group in a timed fashion.

The key takeaways from this session were:

- Overcome the tendency and pressure of sharing every detail of the organization. Keeping it simple and succinct is key; too much information might lead to attention deficiency.
- Build a strong narrative or story when presenting about your organization externally; it enables them to connect the dots and relate more to the organization's work and impact.
- Have a “differentiating factor” while communicating impact as many organizations come from the same sectors.

“I never thought that speaking about the work of the organization was going to be hard; especially when time is a factor that we need to consider. This 'gallery walk' session has got me thinking about ways we can streamline our thought process. I realized the importance of writing down the pitch for better recall.”

- Shannon Massar, Faith Foundation

Session: Communications Planning in The First 100 Days

In this session, participants learned about enhancing their organization's brand value through consistent and compelling social media content and personalized storytelling. The importance of identifying and defining objectives, audience, and messages for effective communication was emphasized, along with the need for empathy and audience awareness. The session closed out with media tools and frameworks that can be employed by organizations to enhance their social presence and leave a mark in the sector.

The key takeaways of the session were:

- Use rhymes and catchy slogans as they are effective in building the organization's brand and enhancing audience's recollection.
- Utilize multiple touchpoints across platforms and tailor the tonality of content to emotionally connect with the audience.
- Leverage good communication practices such as clear calls to action, the use of numbers with visuals, tying activities with larger agendas to develop your communications strategy.
- Do obtain consent and follow relevant guidelines when highlighting stories from the ground, especially about children.

“The session was useful to help us make slogans for our organization and use the recommendations of available online free tools. Thanks to Dasra for their support in enabling this for us!”
- Raghuvveer P, Santhivardhana Ministries

Session: Why Compliance?

In this session, participants discussed and reviewed compliance from a long-term perspective. The conversations delved deeper into understanding how compliance has direct implications on the quality of impact delivered to communities. The facilitator shared real-life examples to drive home the above point, while also unpacking experiences and learnings from her personal journey on ways to navigate key stakeholders within the regulatory ecosystem. Through a case study, participants reviewed dummy compliance documents to reflect on the internal practices and efforts put into strengthening compliance.

The key takeaways of this session were:

- Approach compliance from a long-term perspective, as it has a direct bearing on the organization’s delivery of interventions and subsequent quality of impact on communities.
- Invest in building strong relationships with key stakeholders (e.g., the Income Tax dept.) by sharing more about your work; relationships that form beyond the immediate ask last longer.
- Stay abreast with any changes in compliance regulations, and thoroughly research different donors and their investments within the sector to capitalize in case of any synergies.
- Transparency in compliance and finance is crucial for growth and avoiding doubts in stakeholders’ minds.
- Ensure consistency in language and transparency are essential across all compliance documents to prevent loopholes and misconceptions.

“I spend almost 15 percent of my time working with the finance team in my organization for ensuring all things are in place, this was a good reflective session on how can our organization strengthen our compliance processes.”
- Narendra Mahto, Jan Sahyog Kendra

Session: Needs Assessment

This session provided an open forum for participants to reflect on their organizational journeys, share challenges and pain points in organizational development. While the initial guided discussion was on themes such as leadership and team building needs, other themes that organically emerged from the discussion were- specialized human resources, organizational systems and processes- such as strategic long-term planning, communications, and technology efficiency. The highlight of the session was that leaders felt heard which drove home the importance of trust-based philanthropy in achieving development sector goals.

Key takeaways of this session were:

- Develop a sustainability strategy with the community taking charge and invest in long-term organizational strategy and internal processes.
- Engage with the community at all levels to build community leadership through skill building and mentoring, and ensure team well-being to prevent burnouts.
- Evolve organizational processes, strengthen Human Resource systems, and build internal capacity on hard skills across institutional areas.

“Culture cannot be taught. Having role models and an inclusive culture is foundational for an organization to thrive. An organization has people from diverse backgrounds and cultures, and its responsibility is to know their needs, understand their culture, and harness their perspectives to build a strong sense of community. Leaving this workshop with solid reflections that will be value additive in the context of my own organization!”
Prabhat Jha, Nalanda

Session: Organization Well-being

The session focused on the challenges NGOs face related to the well-being of their teams, such as burnout, trauma-inducing experiences and others. The importance of organizational well-being was highlighted along with the need for conversations between NGOs and funders to include funds for staff well-being as a part of routine granting.

The key takeaways of the session were:

- Come together to enable a narrative change where NGOs are recognized as independent entities with unique needs and not just as implementation bodies.
- Identify well-being needs for staff and include these costs in program budgets when pitching to funders. This includes trauma counselling, social security benefits, emergency medical funds and others.
- Invest in community resilience to build program sustainability.

“NGO leaders and team members are overburdened, and depression exists within the community, but nobody talks about it because the focus is often on ensuring that the community receives the support they need. Happy to see that such practical challenges are being talked about on this forum”.

- Chandini, Payana

Session: Rebuild- Reimagining Civil Society in India

The session was a reflective discussion between Deval Sanghavi, Co-Founder, Dasra and NGO leaders, with a focus on Rebuild India Fund's principles and its portfolio of NGOs. Partners shared their challenges of working on the ground, and got an opportunity to gain perspectives on the same by unpacking Deval's experience in the sector. The objective was to nudge participants to explore collaboration at a sectoral level and ensure Rebuild's initiatives align with the sector's needs.

The key takeaways of this session were:

- Leverage and be part of networks such as the Rebuild India Fund to interact with each other and invest in building a thriving community.
- Engage with business donors beyond grants and leverage their nuanced experiences and management skillset as learnings to develop a stronger, inclusive and long-term relationship.
- Be each other's champions to expand the reach of networks such as the Rebuild India fund to the rural communities, such that support can reach the last mile and we can collaboratively serve marginalized communities with dignity.

“Today there is a sense of pride, that there are over 50 NGO leaders under Rebuild coming together to support the same cause – our communities.”

- Narendra Mahto, Jan Sahyog Kendra

Session: Closest To Problem, Closest To Solution?

Through an aided case study, participants shared their experiences of overcoming organization development challenges in their journey, along with ideating on effective ways to tailor capacity building through the tenure of the Fund. This participatory approach enabled leaders to exchange learnings from approaches that work in their respective contexts. Partners also shared the format in which they would like to receive this support over the years which enables them to fully leverage such opportunities.

Key takeaways were

- Look for intersectionalities to strengthen on-ground support to communities and capitalize on core themes.
- Centre on the organization's "why" when making decisions and align internal structures to avoid mission drift.

- Invest in building collaborative leadership, negotiating with donors based on capabilities, involving the team in decision-making, and learning from cross-cutting sector NGOs.
- Ensure board engagement and involvement in strategic decision-making their expertise and exposure often go untapped.

“In times of crisis such as the pandemic, the needs of the communities often change rapidly. This change needs to be accounted for when receiving support from donors as disbursement processes often take time.”

- Kedareshwar Chaudhury, Darbar Sathiya Sansad

Session: Impact Assessment and Reporting

In this session, participants discussed challenges and potential solutions for efficient and impactful reporting. In small groups, participants collaboratively discussed the scope of evolving the reporting processes for the Rebuild India Fund in a way that strengthens their overall ability to assess and report impact.

Key takeaways of this session were:

- Maintain continuity among reports and build a narrative showcasing short to long term impact of the interventions.
- Apply an ecosystem lens to reporting- capture gap analysis, solutions, journey of implementation followed by impact in order to create comprehensive reports.
- Explore highlighting the subjective aspects of interventions in order to humanize reporting; it should be holistic in a way that it captures the qualitative impact of the interventions on the communities.
- Create processes to ensure that reporting is a reflective journey for the organization.

“We often experience challenges in reporting the progress in mental health of communities through our interventions, especially minor changes in individual in the behavior post-intervention.”

- Sribani Sarkar Neogi, South Kolkata Hamari Muskan

Session: Leveraging Technology

In this session, the participants engaged in a comprehensive discussion regarding the use of technology in the social impact space, and the level of adoption of such technology among the partner organizations. They also gained insight into the Tech4Dev project, which aims to construct a software design ecosystem for the social sector.

Key takeaways from this session were:

- Adopt a systemic approach to leverage technology as it is not a standalone solution, but an enabler.
- Conduct a gap analysis within the organization and then decide which aspects can tech solve for. Internalize that grassroots NGOs are as tech-ready as large NGOs.
- Clearly articulate technological needs to funders and call out the impact of tech adoption.

“Although technology makes systems efficient but it also brings in complexity.”

- Vinod Rajasekaran, Tech4Dev

Session: Succession Planning

In this session, participants were nudged to think about succession planning- what it means to have a succession plan, learning how to navigate the internal dialogues as a leader, and the crucial points to keep in mind for a smooth transition. Through open discussions, participants also explored themes of appropriate selection for second-in-line leader as well as ways of keeping talent engaged within the organization.

Key takeaways from this session were:

- Establish processes for succession planning within the organization that factors in ample time for empowering second-in-line leader as well for softer aspects like culture building.
- Prioritize someone with multifunctional abilities, when choosing a second-in-line leader, rather than someone who mirrors your leadership style or skills.
- Build a positive relationship with the successor is crucial this would enable the outgoing leader to play an active role even after they step out, ensuring a smooth transition and long-term success.

“It is important to keep in mind that there are individuals who are just as capable as us and they may also be able to do and achieve things we were not able to do; this decision will be important for the longevity of the organization.”

- Suparna Gupta, Aangan Trust

Session: Fireside Chat: Hear From Sector Leaders

In this session, participants had an opportunity to hear from global sector leaders on themes of financial resilience, strengthening CSR funding, and engagement with global philanthropists. Through open discussions, participants engaged with the panellists on themes of board member's engagement along with key messages for senior leadership to think about.

Key takeaways from the session were:

- Provide short, regular updates on project developments and financials in order to maintain consistent and transparent communication with the funders to invest in building strong relationships.
- Prioritize building a consistent narrative by the way of strong governance, accountability and engaging with advocates- which is essential for sustainable organizational success.
- Build networks and approach all interactions as long-term investments to maximize impact and access to resources. Invest in strongly advocating about your work and on bringing stakeholders together for collective transformation.

“There is representation of leaders from different states of India who have come together for the Rebuild India Fund workshop. It has been a dream to be part of such an initiative.”

- Revathi, Vanavil Trust

Marketplace Session

With an aim to foster collaboration and knowledge sharing between grassroots NGOs and development sector stakeholders, Rebuild laid the foundation of Marketplace session as a part of its NGO portfolio gathering. This session enabled creating a platform to learn about the services offered by diverse sector experts, exchange insights and explore areas for collaboration to enhance the effectiveness of grassroots organizations in the development ecosystem.

The fund also recognizes the importance of independent collaborations with sector experts; thus, it employed a MECE (mutually exclusive, collectively exhaustive) approach to include partners that represented varied sectors and sectoral expertise. Overall, this initiative is a significant step towards creating a more collaborative, effective, and equitable development ecosystem.

The organizations that joined this initiative are: [Dhwani Foundation](#) (expertise: capacity building across organizational development themes) [Pravah India](#) (expertise: youth-leadership), [Manah Wellness](#) (expertise: mental wellness), [Atma](#) (expertise: enabling scale and ensuring sustainability), [GuideStar India](#) (expertise: compliance), [Arthan](#) (expertise: human capital), [India Development Review](#) (expertise: narrative change, knowledge exchange) and [Tech4Dev](#) (expertise- technology for social impact).

The Rebuild India Fund plans to expand the scope of Marketplace initiative as a means of building resilience in grassroots NGOs. Making it local and creating platforms for exploring deeper connections to enhance impact shall remain a core focus area as the fund expands its efforts.

Facilitators

- **Anantvijay Singh**, Manager, Dasra facilitated the session on ‘Needs assessment’ where partners explored support areas for building organizational resilience across diverse parameters of leadership, institutional development, culture, and human resource management.
- **Deval Sanghavi**, Co-Founder, Dasra shared his learnings from more than two decades of experience in the Indian philanthropy ecosystem and his vision for how grassroots NGOs can come together to build a thriving movement with Rebuild as a platform.
- **Erica Arya**, India Head, Project Tech4Dev and **Vinod Rajasekaran**, Fractional CXO, Project Tech4Dev shared insights on the evolving tech landscape within the impact sector ecosystem and how grassroots NGOs can leverage tech solutions.
- **Gagan Kaur**, Team Lead, Dasra facilitated the ‘Gallery walk’ session where partners shared their organizational journeys with the larger group using creative ways in a time-bound manner. She also facilitated the session ‘Closest to Problem, Closest to Solution?’ that captured the ways in which partners can leverage the support of Rebuild community in strengthening their organizations.
- **Pushpa Aman Singh**- Founder and CEO, GuideStar India facilitated the ‘Why compliance?’ session where she shared her insights about the importance, evolution and future of compliance in India and empowered the participants with tools on how to navigate the current regulatory ecosystem.
- **Saleha Antulay**, Manager, Dasra led the ‘Elevator Pitch’ session that focused on building communication and presentation skills for effective fundraising and holding strategic stakeholder relationships.
- **Shinjini Singh**, Manager, Dasra facilitated the ‘Impact assessment and reporting’ session that focussed on welcoming the participants to co-design the reporting framework for Rebuild.
- **Suparna Gupta**, Founder, Aangan Trust and **Chaitali Sheth**, Director, Aangan Trust shared insights on the succession journey of Aangan Trust along with the key considerations for NGO leaders as they plan their exit and succession.
- **Vishal Kapoor**, Director, Dasra led the panel discussion- ‘Fireside Chat: and brought together diverse perspectives on tech through **Donald Lobo**, on building financial resilience through **Tarun Jotwani**, Co-Founder, TKG Investments, and on catalysing CSR funds through **Unnikrishnan TN**, Project Head, Great Eastern Shipping.
- **Vrinda Bector**, Manager, Dasra facilitated the ‘Organization Wellbeing’ session where **Sonal Sachdev Patel**, CEO, GMSP Foundation shared her insights on the importance of integrating staff mental wellbeing with core strategy of the organization.

Marketplace:

- **Arthan - Rahul Balakrishnan**, Co-Founder, Arthan, **Shivani Chimnani**, Assistant Manager, Arthan shared how the organization’s interventions across human capital, organizational development and thought leadership pave way towards strengthening the social sector.
- **ATMA - Sneha Arora**, CEO, Atma, **Vernon D’souza**, Chief Program Officer, Atma shared about the Atma accelerator and Atma labs programme- through which the organization focuses on providing customized 1:1 support across the 10 organizational development themes and focuses on building collaborations to strengthen the ecosystem.
- **Dhwani Foundation- K.N Gopinath**, Executive Director shared about two primary programs- Niranthara and Niranthara Sahayak- that are capacity building and organizational development programmes for NGOs.
- **GuideStar India - Pushpa Singh**, Founder and CEO, GuideStar India shared about how can capacities be built within NGOs to strengthen reporting system and also to equip NGOs to strengthen processes as they scale.

- **India Development Review - Devanshi Vaid**, Co-Founder, IDR, shared about the processes IDR follows to collaborate with the sector in order to amplify voices from the ground and how IDR can be leveraged to strengthen narrative change efforts.
- **Manah Wellness - Ashwin Naik**, Founder, Manah Wellness, shared about the systemic approach and offerings of the organization- emotional wellbeing assessments, internal capacity building, courses for leadership teams and mental health capacitors along with tools to support the community.
- **Pravah India - Neeru Malhotra** (CEO, Direct Interventions) and **Nayanika Das** (Sr. Associate Coordinator) shared about key programme offerings- Big Ticket, Sanstha & Ocean In A Drop- that centre around internal capacity building, building second-line leadership and enhancing youth engagement strategies.

Participant details:

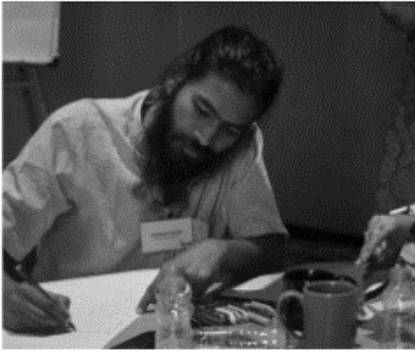
S.no	Leader's Name	Organization	Designation	Sector
1	Alamelu V	Rural Women Development Trust	Managing Trustee	Women Empowerment, Livelihoods, Advocacy
2	Anandraj D Tavardar	Margadarshi Society	Director	Child Protection, Disability, Education
3	Baidyanath Mahto	Jago Foundation	Secretary	Education, Child Protection
4	Chandini	Payana	Secretary	Sexual Orientation, Rights and Entitlements, Health, Advocacy
5	Chitra Shah	Satya Special School	Founder & Director	Advocacy, Education, Health
6	Deepa Pawar	Anubhuti Trust	Founder & Director	Leadership Development, Awareness and Advocacy
7	Devaneyan Arasu	Thozhamai	Director	Urban Development, Right and Entitlements, Advocacy
8	Dhan Singh Rathore	Sarathi	Coordinator	Women Empowerment
9	Dinabandhu Maharana	Kandhamal Zilla Sabuja Vaidya Sangathan	Secretary	Urban Development, Right and Entitlements, Advocacy
10	Divyanshu Chaturvedi	Development Association for Human Advancement (DEHAT)	Administrator	Child Protection, Livelihoods, Education, Healthcare
11	Dr. Bashir Ahmed Lone	Voluntary Medicare Society	Project Head	Education, Support for PWDs
12	Hameeda Khatoon	Sadbhavna Trust	Director	Youth-leadership, Women Empowerment
13	Isha Sheth	Shaishav	Project Leader	Education, Child Development

14	Karthikeyan Ganesan	Sristi Foundation	Founder/Director	Support for PWDs, Education
15	Kedareswar Chaudhury	Darbar Sahitya Sansada	Secretary	Livelihoods, Rights and Entitlements
16	Kushalika Raptan	Goranbose Gram Bikash Kendra (GGBK)	Leadership Facilitator	Women and Youth-Empowerment, Livelihoods
17	M. Jayam	Salem People Trust	Director	Child Protection, Advocacy, Education
18	M. Thangavel	Vizhuthugal Social Education and Development Trust	Director	Education, Livelihoods, Child Protection
19	M.A. Britto	Vaan Muhil	Director	Leadership Development, Livelihoods, Advocacy
20	Manisha Sitaram Ghule	Navchetna Sarvangin Vikas Kendra	Executive Director	Advocacy, Education
21	Mohammad Imran P	Vimukthi Aids Tadegattuva Mahila Sangha	Team Member	Women (FSW) Empowerment
22	Nandita Bhatt	Martha Farrell Foundation	Director	Women Empowerment, Research and Advocacy
23	Narendra Kumar Mahto	Jan Sahyog Kendra	Secretary	Women Empowerment, Livelihoods
24	Nihar Ranjan Raptan	Goranbose Gram Bikash Kendra (GGBK)	Founder, Executive Director	Women and Youth-Empowerment, Livelihoods
25	Nirmal Chandel	Social Uplift Through Rural Action	Executive Director	Education, Livelihoods, Healthcare
26	NVS Ram Mohan	Society for Help Entire Lower & Rural People	Secretary	Child Protection, Advocacy, Rights and Entitlements
27	Paromita Choudhary	South Kolkata Hamari Muskan	Chief Operating Officer	Women (FSW) Empowerment, Mental Health,
28	Parul Sheth	Shaishav	Executive Director	Education, Child Development
29	Pawan Hinge	Synergy Sansthan	Team member (Marketing and Communications)	Leadership Development
30	Poonam Kathuria	Society for Women's Action and Training Initiative	Director	Women Empowerment, Livelihoods
31	Prabhat Jha	Nalanda	Executive Director	Education, Advocacy
32	Prakash Michael	Spandan Samaj Seva Samiti	Program Head	Health, Livelihoods, Women Empowerment

33	R. Karuppusamy	Rights Education and Development Centre	Director	Child Protection, Education
34	R.Veerababu	Santhivardhana Ministries	Executive Secretary	Support for PWDs, Rights and Entitlements, Advocacy, Livelihood
35	Raghuveer	Santhivardhana Ministries	Team member	Support for PWDs, Rights and Entitlements, Advocacy, Livelihood
36	Rahima Khatun	Nari-O-Shishu Kalyan Kendra	Secretary	Women and Youth empowerment
37	Raja Bhaiya	Vidya Dham Samiti	Secretary	Health, Education, Livelihoods
38	Rakesh Kumar	Human Organisation for Patronisation Of Environment	President	Livelihood, Women Empowerment, Natural Resource Management
39	Rani Kumari	Chetna Vikas	Director	Livelihood, Youth-empowerment, Inclusive Education
40	Reeta Kaushik	Samudaik Kalyan Evam Vikas Sansthan	Secretary	Livelihoods, Education, Health
41	Renu Thakur	Arpan	Chief Functionary	Women Empowerment, Livelihoods, Rights and Entitlements
42	Revathi R	Vanavil Trust	Founder/Director	Education, Women Empowerment
43	Richa Audichya	Jan Chetna Sansthan	Director	Advocacy, Women Empowerment, Livelihoods
44	S. Nagabhrama Chary	Society for Environment protection and Education Development	Chief Executive Officer	Health, Education, Climate Risk
45	Sanjana Meshram	Criminal Justice and Police Accountability Project	Head of Litigation	Rights and Entitlements, Advocacy
46	Shannon Massar	Faith Foundation	Director/Co-Founder	Education, Child Protection and Empowerment
47	Shova Chhetri	Hill Social Welfare Society	Secretary	Health, Education, Rights and Entitlements
48	Shylja Nair	Under the Mango Tree Society	Director (M&E)	Livelihoods
49	Srabani Sarkar Neogi	South Kolkata Hamari Muskan	Founder Secretary and Director	Women (FSW) Empowerment, Mental Health,


50	Sudip Mahapatra	Kenduadihi Bikas Society	Programme Manager	Support for CWDs, Education
51	Vidhya Das	Aragamee	Director	Education, Livelihoods, Women and Youth - Leadership
52	Vijaya Switha	Chitrika Foundation	Chief Executive Officer	Livelihoods
53	Y. Durugamma	Vimukthi Aids Tadehattuva Mahila Sangha	Founder	Women (FSW) Empowerment

Annexure 1 : Highlights from the workshop





 <https://www.rebuildindiafund.org>

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