

# Annual Report

## 2018



A UNIT OF PROVIDE

**WOW** is dedicated to fighting stereotypes and limitations imposed by negative trends in culture or tradition.



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## Acknowledgement

Women of Worth (WOW) gratefully acknowledges all supporters, sponsors, partners, donors, staff, volunteers, interns, institutions, corporate offices and every single person who believed in the cause of the empowerment of women and the girl child. You truly enabled WOW to accomplish all programmes and projects in the year 2017-18.

Special thanks to John Ravindran and Co., Ms. Joanna Williams, Ms. Joy Christina, Ms. Gitanjali Sabu, Mr. Ajay Kuruvilla and Ms. Bhuvana Nataraj. WOW has been supported by such a large team of resource people and volunteers every year.

### Special thanks to our donors:

We consider you our Partners in our mission to equip and empower women and the girl child. You have made our dreams come true. But more than that you have been instrumental in making the dreams of hundreds of thousands of women and girls take shape by helping them overcome challenges that hinder their progress.

## About Us

WOW, a program unit of PROVIDE was birthed in 2006, orchestrated by a team of women who rose up to the challenge of being the change in an environment charged with gender discriminatory practices and attitudes that were prevalent both across boards of institutions as well as in society at large. Discriminatory practices and attitudes are often excused or overlooked as being a cultural phenomenon without considering the stripping away of human dignity and worth. With zero tolerance for abuse and violence against women and adolescent girls, WOW tirelessly works to break stereotypes that cripple women's true potential. We dream of a world where women and men, girls and boys co-exist to make the world as it should be.

### Vision

- To see women and girls live up to their full potential by enhancing and restoring their intrinsic worth.
- To create safe spaces for women and girls to grow up to their full potential in light of their intrinsic worth.

### Mission


Our mission is to facilitate the birth of an environment that understands the intrinsic worth and immense potential of women and girls. We exist to,

- ENLIGHTEN women to recognize their innate value, worth and significance
- ENCOURAGE women to live up to their full potential
- EMPOWER women by being channels of safety, growth & equality
- EQUIP women with tools to live the change they hope to see

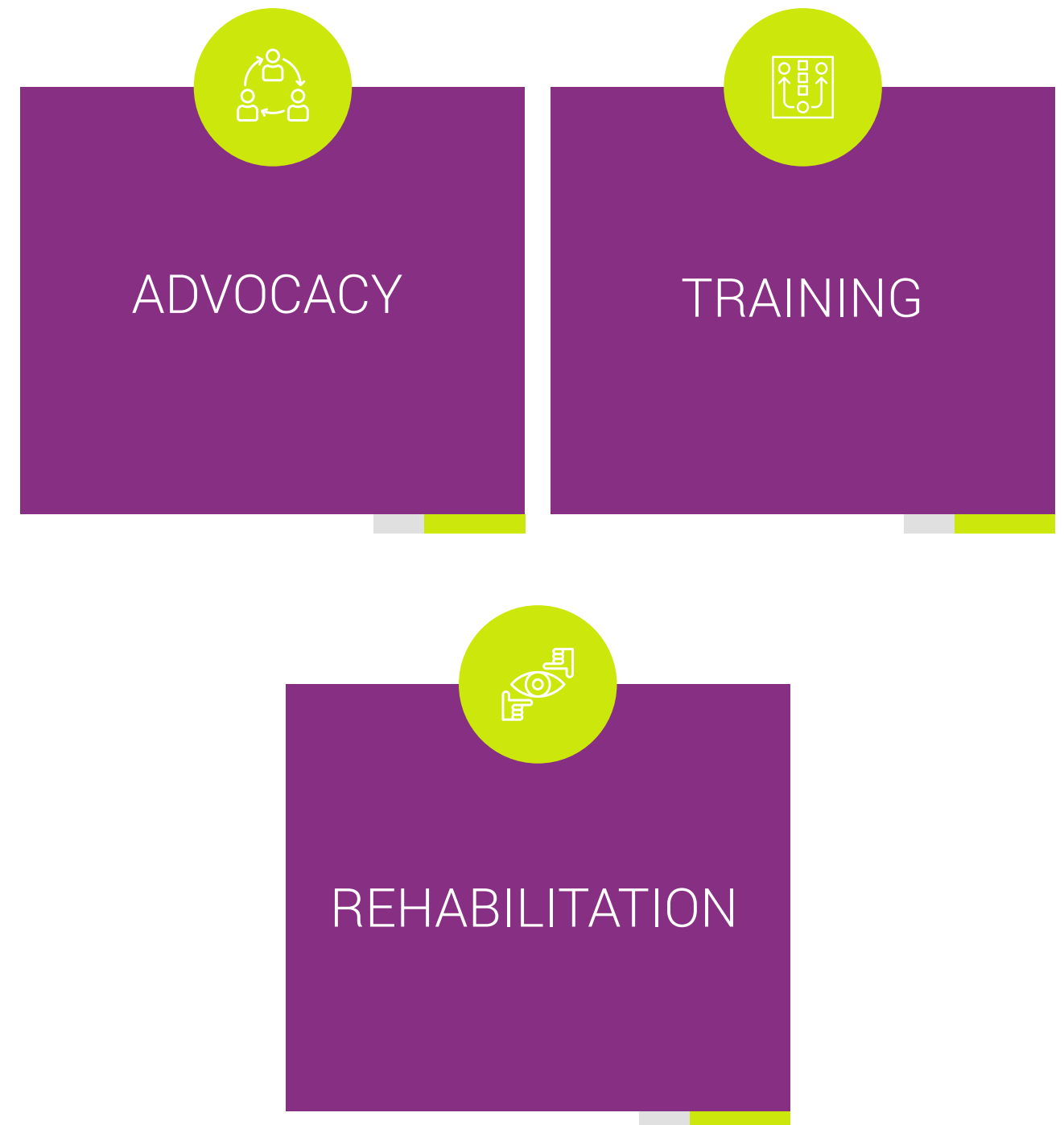
WOW believes in the new woman: the woman who is free from shackles of stereotypes and limitations imposed by negative trends in culture or tradition that strip her of human dignity and worth.

In a world that often overlooks the need for human rights denied to women, WOW stands up for Justice, Equality and Change. We seek to provide solutions to the lack of women's safety and remove barriers that strip their self-worth.

WOW's passion is to restore to women and girls their God-given dignity, value and worth.

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- We celebrate who we are today.
  - We anticipate those changes that are yet to be.
  - We participate in the fight for a better tomorrow.

## Our Three Streams





## From Our Founder

Women Of Worth (WOW) is committed to the cause of making India a safe place for women and adolescent girls

Dear Friends and Supporters,

*What an eventful year this has been!*

We have been through some low times but have also seen some exciting and rewarding times as a team in 2018. We thank you for being there for us through it all. Our challenges are many, but we continue to hope against all odds as we reach for the changes that are yet to be. As you flip through our annual report for 2017-18, please know that you have made this possible through your commitment, passion and partnership with us. **Yes, we made this happen together!**

Women Of Worth (WOW) is committed to the cause of making India a safe place for women and adolescent girls, and we will not stop till the world believes in the value and worth of every woman and girl. Safety and self-worth are the key foci of WOW's mission and we are grateful to have supporters and partners who believe in what we do and hope with us despite disturbing news that we are confronted with every day.

The cycle of violence and abuse for most women begins at birth and carries on through their childhood and adolescent years and very often into adulthood. According to reports by the National Crime Record Bureau, India's cities and rural areas are intensely unsafe for women and girls. **Every 15 minutes there is a woman being raped in India, with one in three below 18. In the year 2016 alone, 8132 human trafficking cases have been reported in India. Every eight minutes a child goes missing in India.(NCRB). The girl child is often trafficked for sexual exploitation. 1.5 million girls in India are married before they turn 18 (UNICEF). Every third woman., from since the age of 15, has faced domestic violence of various forms in the country (NHFS). 400,000 sex selective abortions take place in India every year.(UNFPA)**

The situation is grim, but hope spurs us forwards to seek justice, equality and change. These statistics don't make us feel helpless, but they compel us to work harder, and that is at the very core of what we do as WOW.

Hope is magical! Join us as we push forward. Weep with us. Stand with us. Experience the reward of changing lives, one at a time - with us!

May the joy, hope and peace that surround this season be yours now and always!

### Kavitha Emmanuel

Founder/Director

Kavitha Emmanuel founded WoW in 2008 with a passion to help women from all walks of life to realise their full potential. She is a campaigner, motivational speaker, trainer and mentor who is actively involved in developing leadership potential among adolescents and young women. She travels widely delivering lectures and conducting seminars challenging and motivating youth and adults alike to break discriminatory barriers and norms that stop people from being the best they can be. She is currently pursuing her doctoral program with the Bakke Graduate University, USA on Transformational Leadership.





Staff 

# Behind The Work



At the heart of what we do are these wonderful people who work so hard to make a difference.



Fenny Kanagaraj

**Partnerships Director**

Fenny is involved in sustaining, developing and nurturing existing partnerships, while seeking new partnerships to equip women and adolescent girls to stand up for justice, equality and change. Fenny is a young mother who longs to see a generation that values mankind despite our differences.



Jezreel Nathania

**Rehabilitation Manager**

Jezreel is a multi-talented young woman who enjoys working with adolescent girls who have been victims of abuse, neglect and abandonment to rehabilitate them. She is passionate about being a catalyst in women's empowerment.



Christina Immancy

**Accountant**

Christina is passionate about numbers and holds the finances together for all of WOW's projects. Her extensive experience in other non-profit organisations has enabled her to think ahead and provide timely solutions to finance and accounts related circumstances.



Shalomie Tewes

**Manager - Brand + Social Media**

Shalomie is a talented designer who handles ideating, branding and graphic design for all WOW and sub-brand communication. She is a brainstormer and an out of the box thinker. She is also our social media manager and project manager for the Dark Is Beautiful campaign. She is committed to excellence.



Persis Marjorie

**Counselor**

Persis is a devoted counsellor who is passionate about helping girls through giving them a chance to talk and vent in a safe environment.



Caroline Thomas

**Advocacy Executive**

Young and supercharged, with a go-getter attitude, Caroline is our newest team member and works to lay the groundwork for our advocacy initiatives. She is an ardent believer of equality for all and the need to make the community aware of the same.



Extended Family 

## Resource Team

WOWs team goes much beyond those mentioned above. A few more people who have been critical to our success are:



Lydia Durairaj

Passionate Social Worker and Dark Is Beautiful Ambassador



Zippora Madhukar

Fabulous Photographer



Pauline Daniel

Techie who holds our website together



Marsha Thompson

WOW band member / Trainer



Nithin Solomon

WOW Band Co Ordinator



Sheila Chandrashekar

Hyderabad Events Co ordinator



Christelda Jennifer

Photographer, Film-maker



Jeyakaran Emmanuel

Networker



Susan Benegas

Editor / Trainer

## The Board

Our board members include:



Gitanjali Sabu

Gitanjali a.k.a. Anju has been a part of WOW from its conception. She is a cartoonist with a focus on shark conservation using humour and art to spread awareness. She is passionate about fighting injustice against women and in her own small way change society.



Joy Christina

Joy is a seasoned social worker with a passion for the cause of children, gender equality and the fight against injustice. She also has a passion for Indian food!



Bhuvana Natraj

Bhuvana who is presently pursuing a PhD in Psychology at Christ University is a sounding board for all complicated rehabilitation and counselling cases. She is instrumental in setting vision for the rehabilitation wing of WOW.



Joanna Williams

Joanna, a designer by profession, has been with WOW from the very beginning and periodically supports WOW in many aspects. Her flair for art and design has added to WOWs brand value.



Ajay Kuruvilla

A social worker who is presently enabling farmers in rural areas generate income by using sustainable means of farming, Ajay supports WOWs projects and encourages us to do more.



# Advocacy

We strive to change attitudes and behaviour to bring equality in every sphere.



A major part of what we do at WOW is to bring change by influencing toxic mindsets and attitudes, and what better tool than social media to do that!

Women Of Worth	6000 followers
Dark Is Beautiful	51000 followers

## Girl Arise:

Our Girl Arise campaign was launched in 2013 to raise the bar on women's safety in campuses, workplaces, public spaces and at home. Through our workshops, whose attendees include children, women and men, and through posts and shares on social media, we have been building awareness and support with our followers.

## The Fearless Project:

Focused on the prevention and recovery aspects of child sexual abuse, the Fearless Project has seen much support through our awareness posts on social media. So many of our followers find our page a platform for them to share their stories and opinions.

## Blog:

We encourage our supporters to share their experiences and life stories and be empowered by it. Through our blog, we've posted stories about abuse, inequality, empowerment and safety. To read our blog visit [www.womenofworth.in/blog](http://www.womenofworth.in/blog)

## The Dark Is Beautiful Campaign:

In 2019, we'll be celebrating 10 years of Dark Is Beautiful - our internationally recognised advocacy campaign that's been fighting against, and creating awareness about 'Colourism'. While we've seen changes on many different levels, colourism is still a sore point among many people. [Ask our 51,000 followers on Facebook, and they'll tell you all about it!](#)

**The highlight this year was us being featured in the documentary Unfair by VICE on HBO.**

Create awareness about our projects by following our social media pages and sharing them with your friends:  
[www.facebook.com/darkisbeautiful](https://www.facebook.com/darkisbeautiful)  
[www.facebook.com/womenofworthindia](https://www.facebook.com/womenofworthindia)



# Training

The training wing of WOW targets several demographics that include but are not limited to women in schools, colleges and corporate offices. As each audience is different from the other, the content is tailor-made to suit ever-changing needs and trends. The year 2017-18 saw a peak in WOWs impact through training programmes.

These are some of our most requested workshops:

- 1 Positive Student Teacher Relationships
- 2 Woman Uninterrupted Series for Working Women
- 3 Fearless Project Training on Child Sexual Abuse for Parents, Teachers & Students: Prevention and Recovery
- 4 Social Media and Women's Safety in a Digital World
- 5 Leading Change and Fighting Inequalities Emotional Intelligence
- 6 Women and Leadership
- 7 Women and Gender Based Violence: Prevention and Recovery
- 8 Work Life Balance
- 9 Breaking Stereotypes
- 10 Overcoming Skin Colour Bias

## TRAINING STATISTICS - 2017-18

1500 Students

800 Working Professionals

300 Teachers

200 Parents

Apart from training workshops, WOW has delivered lectures and keynote speeches in various colleges and corporate offices, participated in and conducted panel discussion on the safety of women and the girl child.





# Rehabilitation

The rehabilitation wing of WOW aims to identify and engage with adolescent girls who are from abandoned, trafficked or neglected backgrounds. WOW offers counselling, life skills training, therapy of different kinds and a non-judgemental approach towards all marginalised women and children.

Our programmes include:

- group therapy / counselling
- life skills coaching
- individual counselling
- community transformation & development:
- bhojaraja nagar, washermenpet
- vocational training
- knowledge enhancement workshops and medical camps
- scholarship/ higher education assistance
- aftercare programme
- counselling, trauma care to help reintegrating back into the community
- need analysis
- networking and partnerships with girls homes

## Juvenile Girls' Home

The Juvenile Girls' Home, Kellys, Chennai is maintained and governed by the Child Welfare Committee appointed by the Government of India. It caters to all of Chennai district and houses girls under 18. The home has two divisions - the Reception Unit and the Cottage Unit. The Reception Unit houses girls who have been identified by the Juvenile Justice Police as law offenders or found missing/abandoned. The Cottage Unit houses girls who have been admitted to the government as a result of needing care and protection.

With the help of like-minded donors, Women of Worth has been working at the home for over 8 years and has been actively involved in the betterment of the welfare of the girls by offering Group Therapy/Counselling, Life Skills Coaching, Individual Counselling, training, providing hygiene kit, educational supplies, medical care and support.

### Group Therapy/Counselling

As the issues faced by many girls residing there are common, our counsellors create greater impact while counselling them in groups about issues such as Self-injury, Abusive language, Battling Guilt and other problems faced by the girls.

**No. of group counselling sessions completed - 64 sessions**

**No. of girls who benefited - 205**

## Life Skills Coaching

Being away from home and living in an isolated environment exposes the girls to poor worldviews about life. Our counsellors understand this and offer life skills coaching that addresses much needed topics such as Building Healthy relationships, Menstrual Hygiene, guidance and support in areas that the girls require.

**No. of Life skills coaching sessions completed - 52**

**No. of girls who benefited - 69**

## Individual Counselling

Every girl in the home has a unique yet painful past that requires sensitive yet persistent therapy. Our counsellors maintain a clear case history and counsel girls and help them navigate through feelings of shame, guilt, abandonment, neglect, abuse and more. Professional Counselling services is key to recovery. Girls are equipped with skills to overcome difficult situations and enables them to set goals for further development.

**No. of counselling sessions completed - 146**

**No. of girls who benefited - 79**

## Bhojaraja Nagar, Washermpet

In December 2015, Washermpet suffered great losses due to floods. At that time of need, Women of Worth stepped in to the community and helped over 200 families. After the flood relief Programme, Women of Worth adopted the community and conducted wellness Programmes regularly for the community, building rapport paving the way to address strong rooted issues affecting adolescent girls and women.

## Vocational Training

On identifying the number of unemployed women in the community, Women of Worth organised a skill training Programme for the women to enable them to attain a sustainable employable status that would better the quality of their lives. Through this initiative, women learned to sew blouses and other apparel aiding to income generation.

**No. of vocational training Programmes - 2**

**No. of women who benefited - 35**

## Knowledge Enhancement Workshops and Medical Camps

On observing the lifestyle of the community, it was clear that the people suffered owing to lack of knowledge and lack of proper facilities to health and hygiene. Women of Worth aimed to fill the gap by organising workshops and camps to address the need of the hour.

**No. of workshops and medical camps conducted - 9**

**No. of people who benefited - 110**



### Scholarship Programme

A common problem identified by Women of Worth in the community was the high rate of school dropouts among adolescent girls. Financial, cultural, patriarchal and deep-rooted beliefs discouraged the girls from continuing education. Women of Worth sought to counsel the girls and provide for their education to encourage them to study further and be financially independent.

**No. of girls who benefited - 11**

### Aftercare Programme

In order to have greater impact in the lives of the girls in the Juvenile home, Women of Worth decided to launch the Aftercare Programme which aimed at emotionally and mentally equipping the girls who were ready to leave the Juvenile home. Women of Worth believed that every girl needed to be healed of the abuse faced in the past in order to live in freedom in the future. The program as the name suggests provides “after care” for girls preparing them to exit the Government shelter home and hand holding them to integrate back to normal living. The process involves counselling, trauma care and support, skill training, educational assistance and a strong networking with other like-minded organisations to ensure that the girls do not relapse.

#### Programme Design:

The 18-month long Programme was designed keeping in mind the limitations of the ability to work with the girls as they still were under the supervision of the Child Welfare Committee. With the help of experienced counsellors and therapists, the aftercare Programme was charted out to address and include Trauma Counselling, Material Provisions, Career Guidance, Family counselling, Educational Needs, Recreation, Health and Hygiene.

#### Identification of Beneficiaries:

In consultation with the District Welfare Officer and the Child Welfare Committee, a list was drafted, and discussions took place to identify the girls who needed the help that Women of Worth could offer. It was imperative that the beneficiaries matched the criteria to be able to receive the full benefit of the 18-month long Programme.

### Networking And Partnering With Girls’ Homes

To successfully carry out the aftercare Programme, Women of Worth identified credible, well-established and government authorised institutions that could house the chosen girls. This process of partnering with the homes involved extensive research and background checks to ensure the safety and well-being of the girls. All the background work was complete in time for Women of Worth to accept the very first batch of girls into the aftercare.



## PROGRAMMES IN 2018-19

### Kolkata Rehabilitation Program Launch

In 2014 August WOW felt the need to extend its rehabilitation program to Kolkata, which is a hub for Asia’s largest commercial sex trade. WOWs main area of focus is prevention of human trafficking through advocacy, training and counselling programs for adolescent girls and women from high prone human trafficking areas. WOW believes in networking with other like-minded organizations to create a greater impact and therefore has been building networks to support its launch in Kolkata.

**Total number of awareness programs conducted in the Red-Light district- 4**

**Total number of training programs for working women and housewives - 2**





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[www.womenofworth.in](http://www.womenofworth.in)



# The Way Forward

In order to build WOW on a solid footing and to strategically plan and execute projects to attain maximum impact, several meetings were convened to arrive at Major Goals and Critical Success Factors. As an integral part of WOW, it is important that you are aware of the results of those meetings.

Critical Success Factors identified for the coming year

- building sustainability
- infrastructure growth
- capacity building for staff
- capacity building for programs

## Overarching Goals:

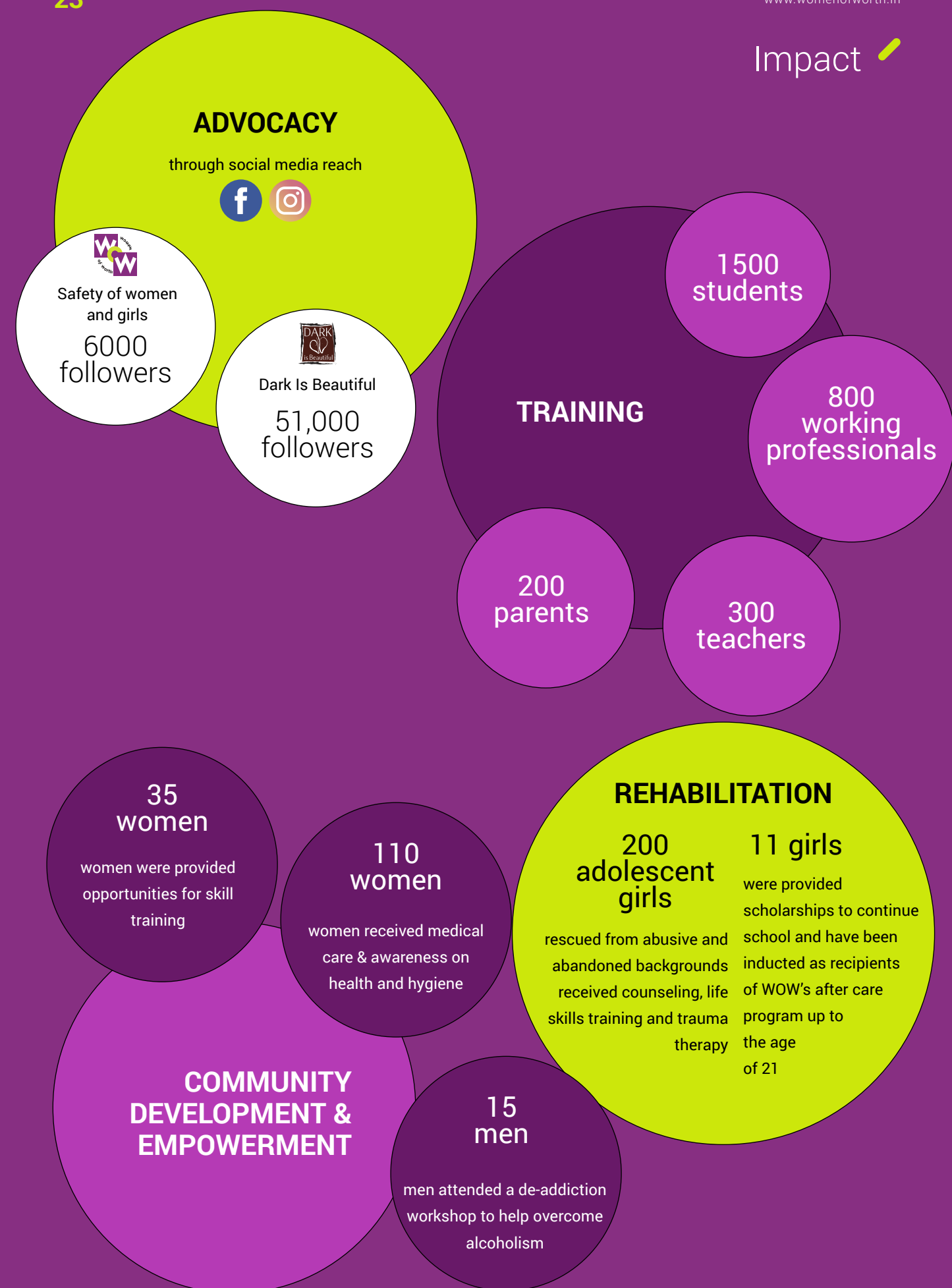
- Advocate for and Create environments for the Safety of women and girls
- Advocate for and Create environments for Equality & Growth in all spheres of life.
- Advocate for and Create Environments for Challenging & Changing Stereotypes that define women and adolescent girls

## Five Years Goals:

- build drop-in centres in 3 cities
- build a national network of counsellors & trainers committed to empower women and the girl child
- fearless project: publish training modules on safety: on child sexual abuse and safety of women at work
- expand capacity of the woman uninterrupted series across corporates in india to promote safety at work
- expand capacity of wow's aftercare program to reach more girls rescued from human trafficking, neglect and abandonment
- publish, compile, produce advocacy and training material to end colourism across the globe



## Impact





## Contact

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[www.womenofworth.in](http://www.womenofworth.in)  
[wow@womenofworth.in](mailto:wow@womenofworth.in)

## Volunteer

Please follow the link for more information:  
[www.womenofworth.in/volunteer](http://www.womenofworth.in/volunteer)

## Donate

Please follow the link for more information:  
[www.womenofworth.in/give](http://www.womenofworth.in/give)