

ANNUAL REPORT 2020-21

NOIDA DEAF SOCIETY



CONTENTS

FORWARD	3
VISION	4
MISSION	4
2020-21 OUTREACH	4
PRIMARY EDUCATION	5
LIFE SKILLS.....	6
Challenges faced by our young learners -	6
Innovations we adopted-	7
Supplementary Education.....	8
UPDATES FROM THE VOCATIONAL TRAININGS CORNER.....	9
Transforming the Adversity into Opportunity:	9
Strategic Innovations:	9
IMPACT THROUGH THE DEAF SCHOOL STRENGTHENING PROGRAM	15
CASE STUDIES	16
NEWS FROM THE PLACEMENT & ALLIANCE DIVISION	18
Alliance Building Initiatives	21
Success Stories	22
OUTREACH ACTIVITIES	23
Covid Relief:	23
Collaboration with the Embassy of Israel in India	23
WORKSHOPS AND EVENTS	24
Parent Enabling Program	26
A BIG THANK YOU TO ALL OUR DONORS	27

FORWARD

"The year 2020- 21 has been one of consolidating the learning from the start of the pandemic in 2019.

From struggling to reach out to students from the remotest corners of the country, this year saw active participation of students in all our virtual classrooms. A big shout out to all the parents who understood the need to keep their wards fruitfully engaged and worked along with us to make online learning a viable model.

The adversity in the form of the pandemic made us resilient and brought about innovations that we had not done before. Conducting online assessments through google forms, one on one feedback sessions with teachers and students, E certifications and opening up employment opportunities online was the new normal. Online Interviews and sensitization sessions helped us find livelihood for students across the country.

Our Deaf school strengthening initiative brought us in close collaboration with the school management teams and along with them we made sure that no child gets left behind and that maximum number of children continue to receive education, soft skills and have direct interaction with our Deaf trainers , who besides teaching course content also provided hope and inspiration to the many children learning from their homes.

I am deeply grateful to all our funding partners, well wishers, employment partners and all the compassionate individuals who believed in our work and helped us continue our operations and impact with the Deaf community.

Thank you so much."

Ruma Roka

Founder & Secretary – Noida Deaf Society

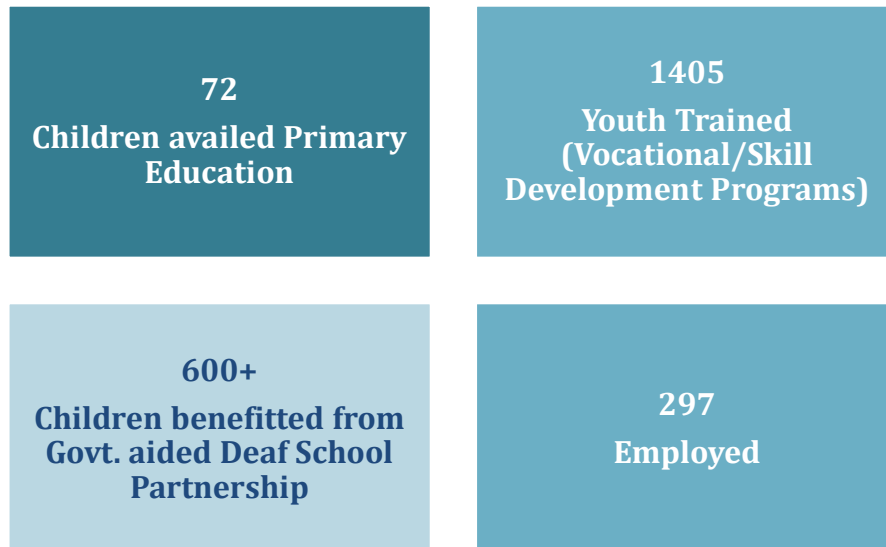
VISION

Mainstreaming Deaf children and youth through quality education and skill development.

MISSION

Empowering the Deaf community in India to lead sustainable and self-reliant lives through customized trainings and employment opportunities.

2020-21 OUTREACH





Primary School students learning through WhatsApp

PRIMARY EDUCATION

The NDS Primary School is a full-fledged Open Basic Education (OBE) center accredited to the NIOS. Learning is facilitated in a nurturing and enabling environment through play way methods and visual aids helping the children to develop cognitive, social as well as academic skills. The starting point is development of Indian Sign language skills which then become the medium of instruction to teach other subjects including Hindi,

English, Science, Social Science, EVS, Computers, Mathematics, Art and Crafts and Core Life Skills.

Teaching picture – Primary Education



LIFE SKILLS

Through the use of Indian Sign Language (ISL), Deaf trainers and Special Educators – the delivery of accessible education is imparted to these strong visual learners. During the year, owing to Covid pandemic, classes from Nursery to 6th were conducted online using Zoom and Whatsapp video calls.

Regular feedback and counselling sessions held through the year and it was an opportunity to further strengthen the bond with our wards and the parents. On an average 50 students of primary school were taught through digital platforms.

Challenges faced by our young learners -

- Coming from economically weaker sections of society, many students do not own phones and we would need to request the families to allow them to use it for the sessions.
- Parents are often out on work or in the fields and accessing the phones may not be viable at all times, hence following a strict time table was difficult for all students.
- Recharging of phones once the mobile data is consumed, posed another major challenge for the parents and students.
- Children based out of remote locations had immense difficulty to attend such classes due to poor internet connectivity.

Innovations we adopted-

- We customized all curricula for easy content delivery via whatsapp
- Assessments, feedback sessions were conducted using whatsapp
- Short videos, worksheets, pictures were shared for offline learning and practice
- Engagement with parents on whatsapp for feedback and counseling

A hopeful story of Little Komal:



Komal is a little Deaf girl who joined NDS 3 years ago. At that time she was six years old but was devoid of communication skills to express and with no reading and writing capability. The family moved from Bihar to Uttar Pradesh in search of livelihood and better prospects for their children. Eventually Komal's father found work as a tailor in Noida, and then started looking for a school for his Deaf daughter. With help of a set of known neighbors and internet he was able to locate NDS and got Komal admitted to our primary school. When Komal joined the school in nursery grade she regularly came to school unclean and wearing unwashed clothes.

Her mother did not maintain even routine hygiene practices. Along with giving foundational language to Komal, the teachers had to teach Komal about soft skills and also counsel her mother about cleanliness, hygiene and other good practices. Due to continuous counseling slowly and gradually marked improvement was noticed in both Komal and her mother. Komal's mother was so inspired by the NDS teachers counseling that she started learning ISL to communicate with and support her daughter in her studies. Komal is excelling in her studies; she now communicates fluently in sign language and is gaining reading and writing skills steadily. Today she is a completely changed person from the shy, under confident little girl to a joyous and expressive one.

Supplementary Education



Online Supplementary Classes

This is a specialized program vertical for the school going Deaf children. With schools physically closed and classes being held online, the post school hours of these young learners at NDS focused on building communication skills through Indian Sign Language, English and Hindi. Students were also taught Functional Mathematics, EVS and Core Life Skills.

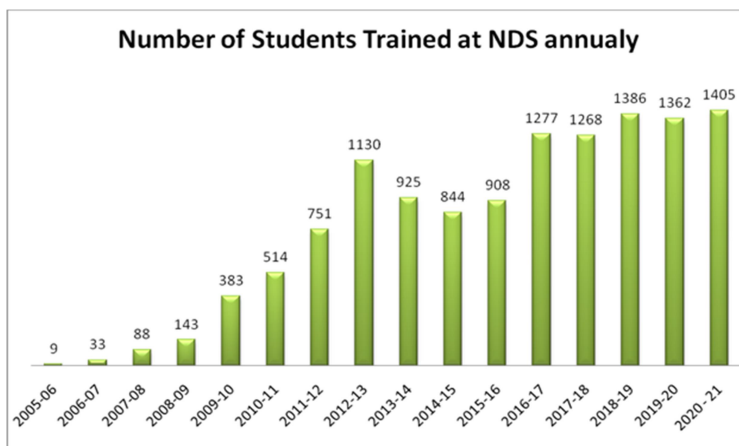
The main objective of this vertical was to continue sustained handholding of Deaf children and equip them with the right foundation to access vocational training at NDS after finishing school. This year the program reached out to 60 students and all the sessions were conducted by our Deaf trainers' online using Zoom and Whatsapp group video calls.

UPDATES FROM THE VOCATIONAL TRAININGS CORNER

Transforming the Adversity into Opportunity:

Due to the ongoing Pandemic situation all our training programs were conducted online, centre was opened for very limited period of time in April for the students and staff. However, students from remote and far flung areas of the country joined our

online courses to undergo pre vocational and vocational training. These students are from places such as Amrawati, West Champaran, Kollam, Wardha, Betul, Jind, Patna, Aligarh, Ratlam, Sagar, Jalgaon, Chandauli, Gonda, Yavatmal, Jhhajhhar, Mandi, Agra Jalandhar, Bilaspur, Hisar and different parts of North East, Himachal Pradesh, Chhattisgarh, Karnataka, Uttar Pradesh, Madhya Pradesh and Maharashtra.



Annual Enrolments till date

Strategic Innovations:

Online trainings helped us to reach out to the Deaf community in remote areas who otherwise would have had no opportunity to develop their skills or be engaged in any educational outreach programs. Mobilization of students was done using social media platforms such as Facebook, Instagram and Whatsapp video messages and calls. NDS alumni (Deaf students) and Trainers led numerous students for enrolment from across the country by interacting with their peers. Our Project Managers supported this drive

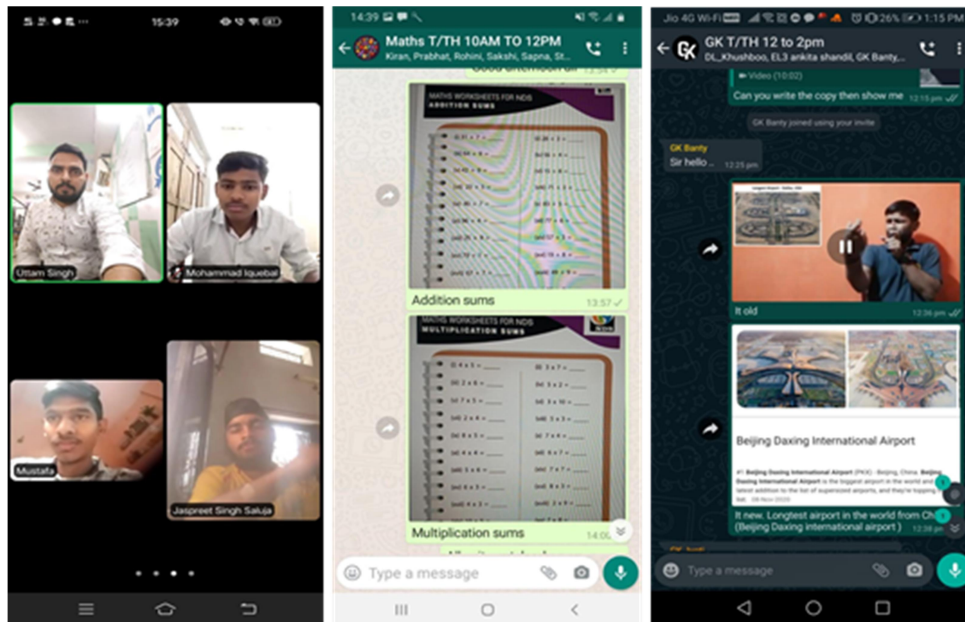
by calling parents and providing information regarding admissions, trainings and courses being offered at NDS.

With the Covid-19 pandemic on full surge, all the trainings programs were shifted to online platforms. That required diligently customizing all our course curricula into short topic wise videos, power point presentations & images and brings them to the students via Whatsapp, Zoom and Google meet by Trained Deaf trainers. Once the lesson plans were finalized, classes were conducted through group video calls. Monthly assessments were carried out through Google forms. Tuesdays and Thursdays were earmarked for conducting value education classes for the students and also resolving the issues of the students through one on one interaction. Reaching out to Parents was the key in our effort to continue with the online mode of education and skilling. Issues related to their children and trainings were resolved over phone calls and PTMs.

The aim of the Trainings offered at NDS is to help students develop the foundation and understanding of Indian Sign language. Improved English comprehension and it's usage in daily life, enable them to communicate through reading & writing. Value Education and Life Skills Training form an integral part of our programs, helping students to manage their emotions and mental health, especially in these extraordinary times.



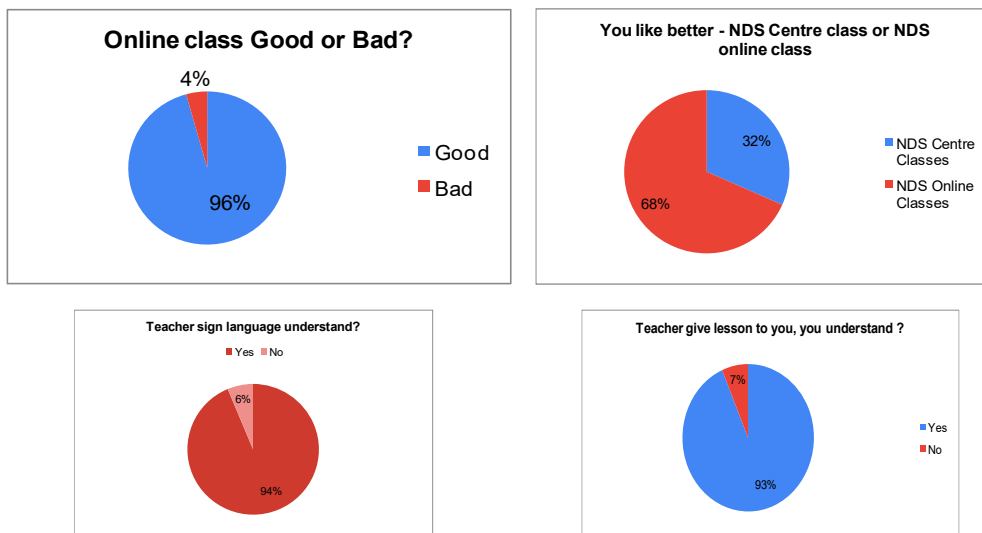
Offline Trainings at Delhi & Noida centres before Covid surge



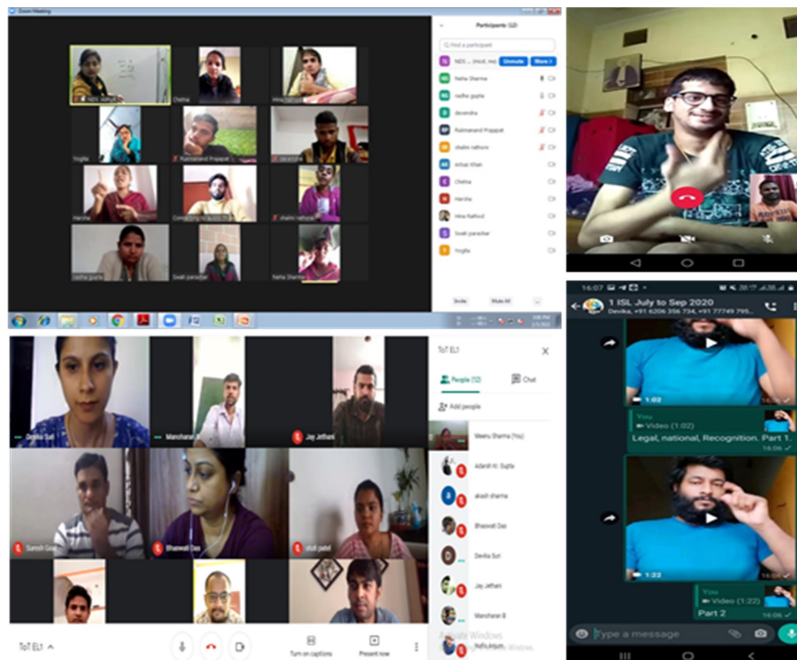
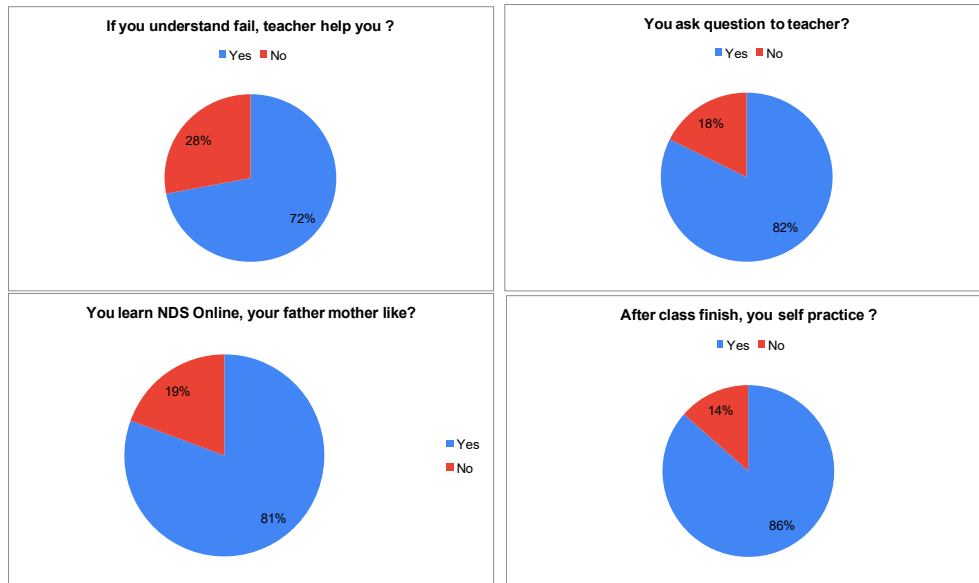
Online Trainings

Feedback is an essential element of any learning process. The team at Noida Deaf Society collected feedback regarding the online classes from students using Google Forms. The feedback collected from the 443 students across all centers were analyzed and taken into consideration pertaining to the teaching learning process.

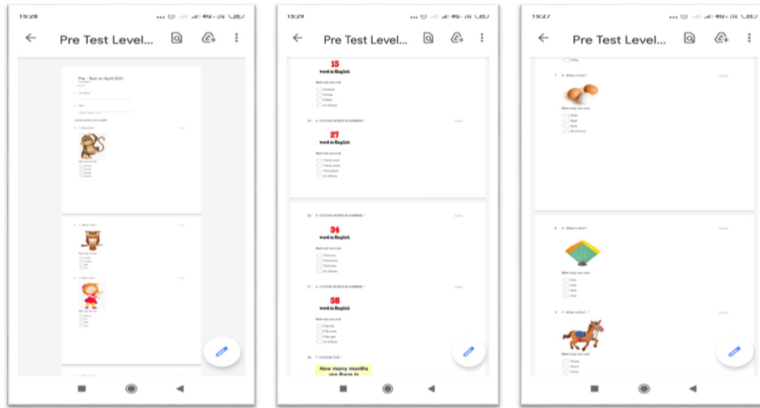
Students' feedback was sought all across our training programs and depicted that the students were satisfied with the online classes. It was also observed from the students' feedback that keenness for enhancing their IT Skills have been immense despite the difficult and resource poor background they come from wherein the households may not even have the necessary infrastructure.



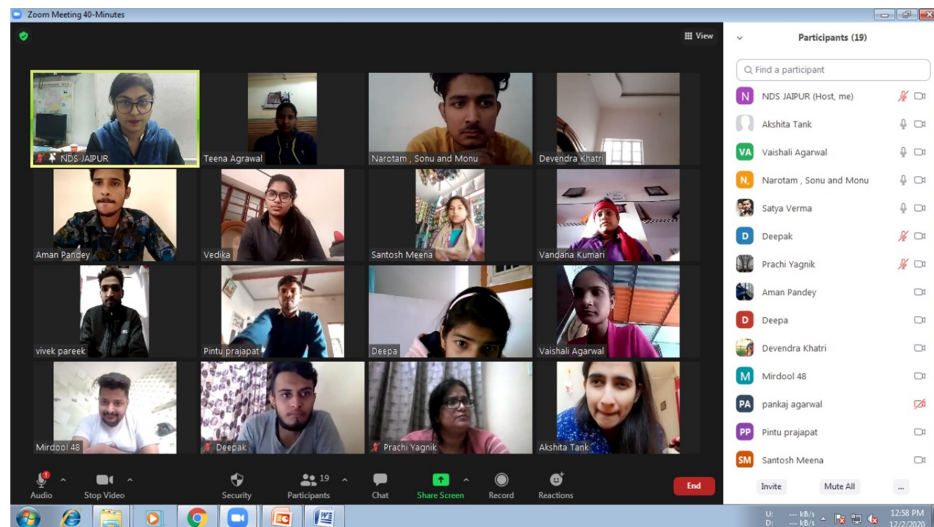
Majority of the students strongly agreed that the online classes are good. Around 94% of the students agreed that they understand the sign language of the teacher for their online learning. The students' feedback revealed that 93% of them agreed to the point that they receive lesson plans from their trainers and they understand. Also, 72% agreed that if they do not understand any concept then the trainer helps them with it.

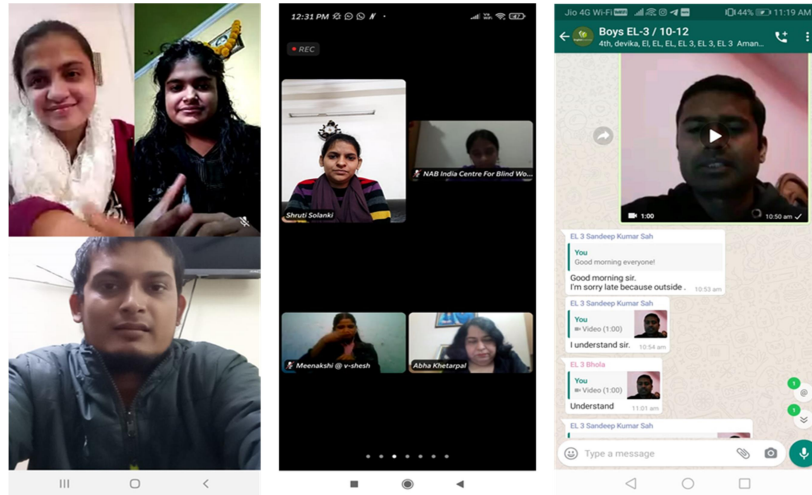


Online Skill Development Training



Online Pre Enrolment assessment documents

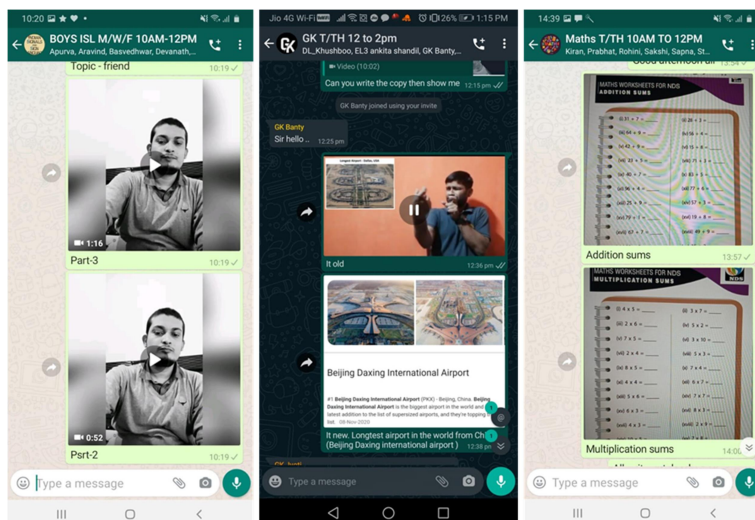




Feedback Sessions



Interactive Session through Whatsapp & Zoom

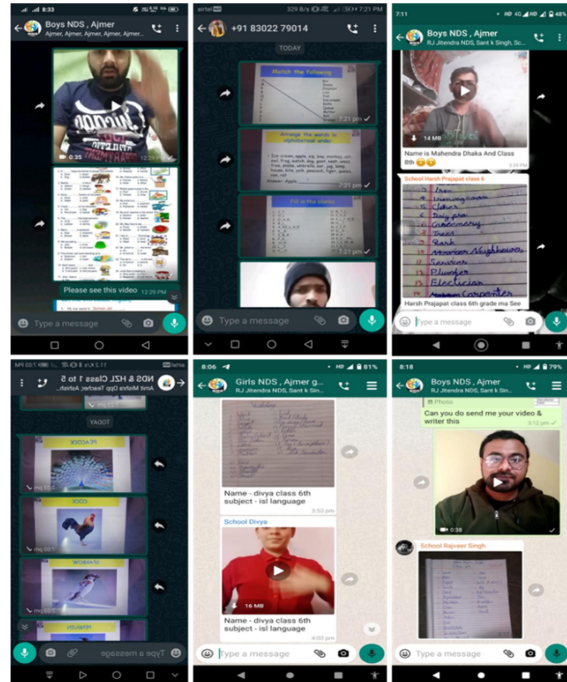


IMPACT THROUGH THE DEAF SCHOOL STRENGTHENING PROGRAM

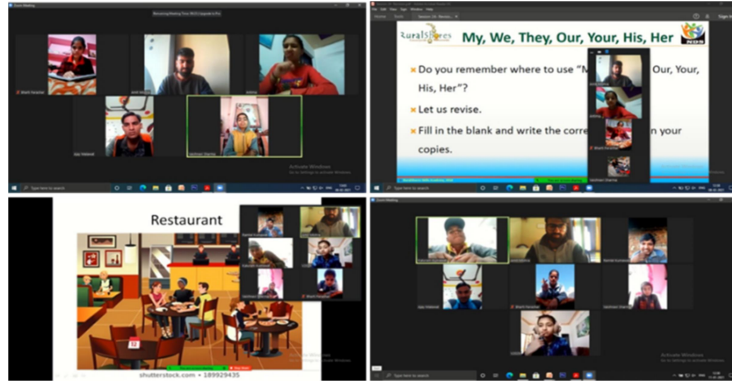
The formal Deaf education system is not geared towards meeting the needs of Deaf learners. Sign language is often discouraged and most schools follow the oral method of teaching, leaving the child with very little understanding of education content. Lack of communication with their own families cuts off the Deaf children further from all round social development. To mitigate this problem Noida Deaf Society partnered with 16 govt. aided Deaf schools across the country.

Over 600 students of Deaf schools across six states which includes Delhi, Rajasthan, Haryana, Odisha, Maharashtra and Uttar Pradesh and are getting impacted under the Project. Children are attending online classes through online teaching learning platform like Zoom, Google classrooms and Whatsapp video calls. During pandemic, online classes were conducted which helped the students and parents in many ways. Value Education/Life skills helped the students to manage negative influences like anger and emotional outbursts much better. It also helped the students to live with a positive attitude towards life.

The Deaf trainers from NDS are developing the foundation learning capability in students through ISL (Indian Sign language), basic English Literacy, Hindi and basic Computer Literacy with the help of customized visual curriculum.



Trainers & Students interacting in Online classes at partner schools



Online classes in partner schools

CASE STUDIES

Veer Soni (Class X) – Viklang Kalyan Samiti, Udaipur

Veer, age 15 years lives with his family in Delwara, Rajasthan. He is the only Deaf person in his family. His father is a farmer and doesn't earn enough money to fulfill basic needs of the family. At the age of 5, Veer started going to Viklang Kalyan Samiti, a Deaf School in Udaipur. In school it was hard for him to understand his teachers as well as other Deaf students. There was no Sign Language in the School. He found it difficult to understand his subjects.



In 2016 at Viklang Kalyan Samiti School, Noida Deaf Society (NDS) with support from Hindustan Zinc Limited (HZL) started the Deaf School Strengthening Project. NDS Deaf Trainer took charge of teaching Sign Language in the School. Gradually, Veer started to develop interest in studies. He is more confident now, has more friends and has learned new skills. He is now able to use Indian Sign Language to communicate with friends and to have conversation with teachers and family.

His father Chandra Prakash says "I have seen drastic change in the curiosity of my son. Earlier Veer lacked sincerity towards his studies and his exam result was not up to the mark. But now his knowledge in Basic English, Indian Sign Language and computer skills has improved. He regularly attends school and completes his homework on time." When discussing Veer's progress, he said "Thanks to NDS and HZL for their support to Deaf children. After completing my studies, I want to work in computer field".

Antima Ranka (Class IX) – Badhir Baal Kalyan Vikas Samiti, Bhilwara

“Where there is a Will there is a Way”, this assertion fits young Antima, the 14 year girl from Bhilwara, Rajasthan. She was born Deaf. Her elder sister is also Deaf. Her father works as a Shopkeeper. Antima’s family tried all possible ways to address her Deafness medically but to no avail.. They wanted her to speak, but all their efforts went in vain. She grew up with anguish of not being able to communicate with people around her.



Antima’s parents admitted her to Badhir Baal Kalyan Vikas Samiti, a Deaf School in Bhilwara. It has been 9 years from that day and she is now in Class VIII. She used to have difficulty in the areas of vocabulary and language skills and needed support to participate in class and complete assigned homework. Today, Antima happily shares her experience and says “I have become more confident in Sign Language, Basic English and Computer Skills. I thank NDS and I love being taught by Deaf teacher and I now understand my subjects clearly” When discussing her future, she said “I want to work as a teacher”.

Muskan- Class VI - Badhir Baal Vikas Samiti , Ajmer

Muskan, was born in 2003 in Ajmer. She was born Deaf, yet her parents did not realize it until she was 1 year. Her father works in police department, Rajasthan government, and tried all possible ways to bring her up like a regular child. However, she had trouble interacting with her family because of lack of communication.

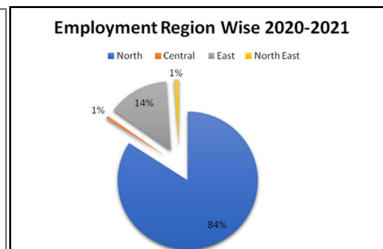
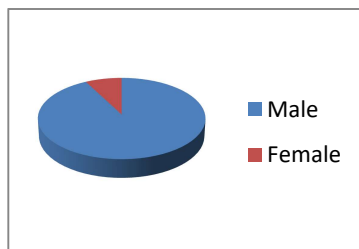
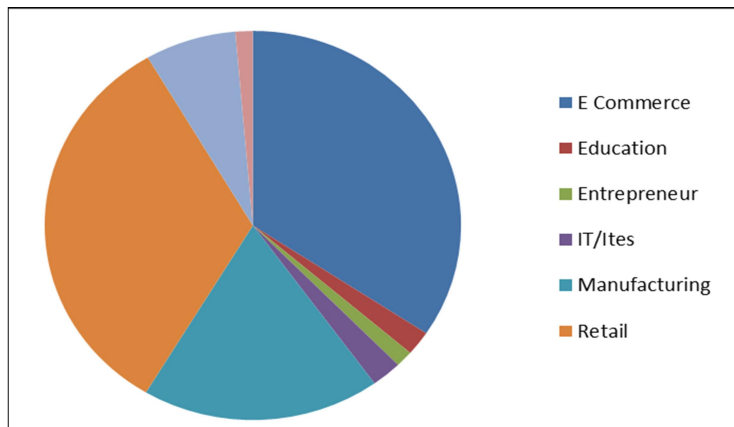


Muskan’s younger sister was deaf too. Her father got her enrolled at the Deaf School, Ajmer in April 2017 where the medium of teaching was via speech. She could not understand what the teachers were teaching. After the intervention of NDS & HZL, she started learning sign language and Basic English. She says that she likes coming to the school because not only the students but also the NDS trainers are deaf. She says, “The teachers have given me hope that just like them, I can also create a bright future and get a good job in a company.” The NDS trainer Mr. Dipesh says, “Muskan has improved a lot in the last two years. Her curiosity to learn has set an example for all the students in the school.”

NEWS FROM THE PLACEMENT & ALLIANCE DIVISION

In the year 2020-21, NDS successfully facilitated the employment of 297 skilled Deaf youth in E-Commerce, Manufacturing, Retail, IT/ITeS, and Education industry across India. Of the 297, 23 were Female and 274 were Male candidates. Despite Covid-19 Pandemic hurting the economy and with no employment breakthroughs in the 1st quarter, jobs were gradually available mid-July onwards as businesses affected by the nationwide lockdown slowly opened up. Those have been periods of extreme challenge as hiring of PwDs (Persons with disability) was not a priority for corporates and employment partners when there is an utmost need of re-establishing the businesses hit badly by the epidemic.

With slight changes in our existing strategies, the team at NDS started reaching out to Human Resource Departments of all existing partners to build a rapport and provide much needed trainings, feedback sessions, refresher trainings, safety trainings to help companies realign themselves with their Deaf candidates. Once the trust was built again, we approached our partners for employments for our candidates. With the booming E Commerce sector in the Pandemic times, we were able to mark our presence across pan India and in two/three tier cities too. Next the manufacturing sector opened up for bulk hirings and then came the retail sector employments. Needless to say that the sector of Hospitality & Tourism where in Pre pandemic times, we had the highest number of employments, was hit the hardest leading to huge number of jobs being lost.



Of the total 297 candidates placed, 102 were employed in E Commerce sector, 98 in Retail, 55 in Manufacturing and Production, 21 in Retail-QSRs, 7 in ITeS/IT profiles & the rest of them gained employment in education and entrepreneurial roles.

Corporates like Flipkart, Amazon, Big Basket, Reliance Fresh, Vishal Mega Mart, Reliance Trendz, Noida Electronics, Richlite Industries, Tript Chai, Atrangi Chai, Nari Niketan-Noida, Rajlakshmi Cotton Mills, Steelbird India, Richlite Industries, Quase, Clovia, Kemmexel, Nirmitee Robotics Pvt. Ltd, Minda Corporation, Burger Farm, Vitthal Kitchen welcomed NDS candidates to be employed in their companies.

Life changing opportunities: a picture gallery of Placements & Trainings



Employed Deaf youth at Nirmitee Robotics. Delhi



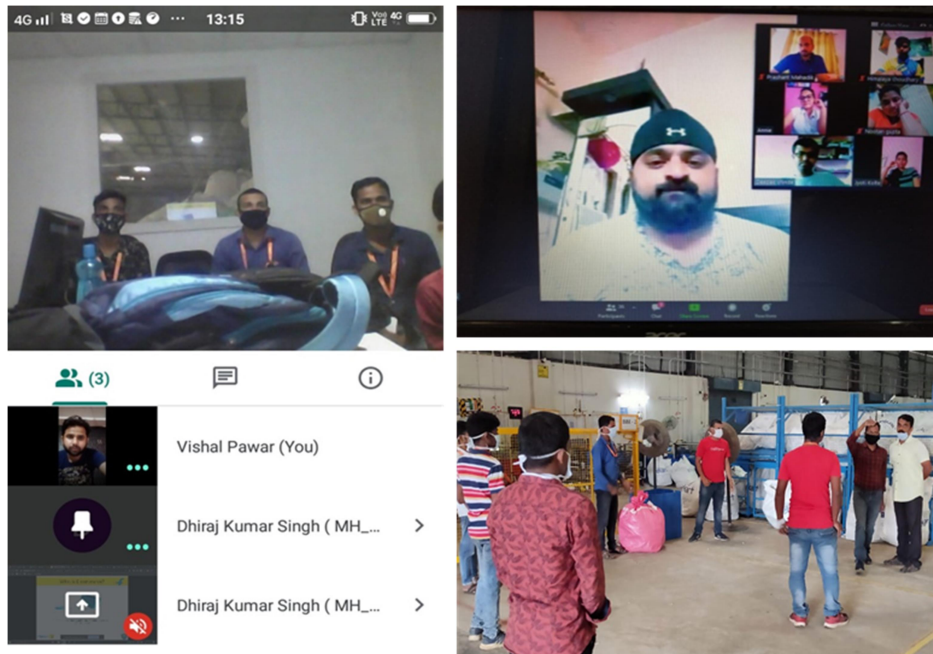
Career counselling for Job ready Candidates



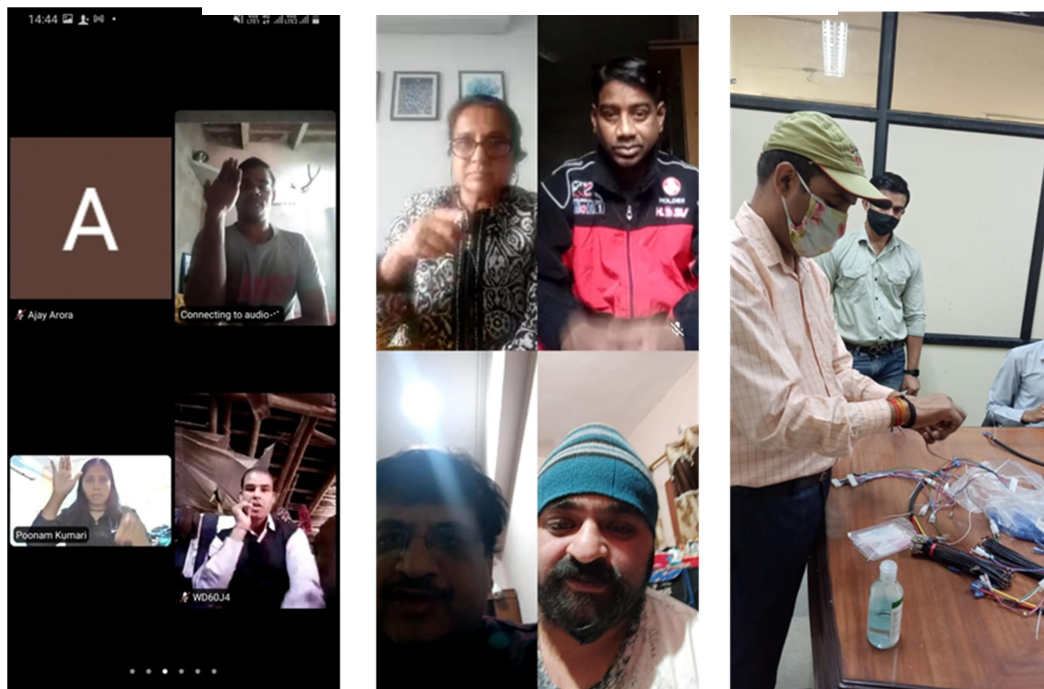
Induction Session at Minda Corporation

Apart from the Livelihood Interventions at NDS, students were encouraged to apply for the pre-employment trainings that were conducted virtually. The topics included preparing for interviews, personal grooming for professional workplace, importance of punctuality, procedures to be followed for taking leaves, ethical behavior, assessing/analysis of our own SWOT, reporting hierarchy as well as timely delivery of tasks assigned at workplace. These initiatives boost the confidence and self-esteem of

job ready candidates as they pave their way for a professional life in mainstream industries.



On the Job and Refresher Trainings



Virtual On the Job and Refresher Trainings

Alliance Building Initiatives

In the year 2020-2021 NDS developed a set of new alliances with corporate houses, academic institutions, like minded civil society organizations to make its mission forward. The thrust was on generating awareness on e issues and challenges of Deafness, the Deaf community and thereby promote Indian Sign Language to create a future inclusive society in the mainstream arena.



Teachers' Training workshop at Lady Noyce Sr Sec. School for the Deaf, Delhi

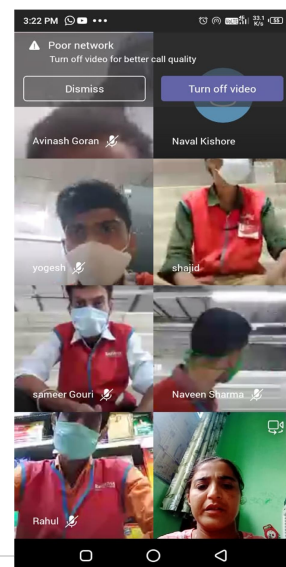
Year on year NDS has been collaborating with Directorate of Specially Abled Person (DIR-DSAP), Government of Rajasthan, to provide training to government staff from different line departments. During the pandemic, like all other trainings being provided online, 90 participants took part in the 3-month long program and went on to successfully complete the training program. A total of 200 non Deaf participants enrolled in NDS for training in Basic Indian Sign Language.

In a first, HSBC and NDS came together to build an online platform for a 6-month Training Program on Soft Skills starting in February 2021. The aim of the program is to train 15 employment ready candidates on workplace readiness and help enhance their employability quotient.

Another partnership with Amity University (AIRS) saw 50 special educators being trained in a 50 hour curricula in Basics of Indian Sign Language was conducted online and successful participants were provided with NDS certificates.

Netrahin Vikas Sanstha, Jodhpur & NDS collaborated for a 6 months training program on Indian Sign Language wherein 16 special educators of the school got trained and sensitized in Deaf culture, issues and challenges faced by the Deaf community and how Sign Language has been a game changer in skilling and employment of Deaf youth.

Corporate Houses like Flipkart, Amazon, Big Basket, Reliance Fresh, Vishal Mega Mart, Cognizant, Reliance Trendz, Noida Electronics, Tript Chai, Atrangi Chai, Nari Niketan, Rajlakshmi Cotton Mills, Steelbird India, Richlite Industries, Quase, Clovia, Kemmexel, Nirmitti Robotics Pvt. Ltd, Minda Corporation, Burger Farm, Vitthal Kitchen welcomed NDS to conduct Sensitization



Sessions, both online & offline for their non-Deaf team members. These sessions provide us with an opportunity to share about the work of NDS and the dos and don'ts of working with skilled Deaf candidates in a professional workplace.

Success Stories



Deepa Rana

28-year-old Deepa Rana is a working mother. Striking a balance between work and household, Deepa works as an Analyst at Tele-performance. Diligent and sharp, she underwent multiple levels of interviews and scrutiny before being on boarded by the MNC. It was all not so easy for Deepa to be where she finds herself today - a confident, young woman professional. Being born as the only Deaf member in a family in Modinagar, Uttar Pradesh, Deepa completed her graduation with much struggle. With lockdown came the challenges of changing deliverables and targets and the pressure of how to showcase her work remotely. The much needed support came from her family, NDS team and much to her surprise from her non Deaf team members whom NDS has been sensitizing over the years. Deepa went on to gather awards and accolades from the company and takes pride in her achievements, which she feels would not have been possible without the support of NDS.

Bharat

19-year-old Bharat was born Deaf and was raised by a single parent. He also missed out on proper education due to financial constraints as well as his deafness. Bharat however did not allow these challenges to stop him. Upon completion of his schooling in Delhi, his friends led him to NDS and within a year he was shining in all his training programs ranging from English Communication, Computers and Workplace Readiness. His trainers shared very positive feedback about Bharat and a constant connect with his mother helped us understand the kind of work he was looking for. So, when Nirmity Robotics Pvt. Ltd partnered with NDS and interviews were conducted Bharat was immediately selected from a pool of 60 candidates by the company for their Delhi location. Bharat joined Nirmity Robotics which specializes in cleaning of AC ducts on Delhi Metro Trains. Today, He is successfully working as a "Superman" with confidence and happy to be financially independent and supporting his family too.



OUTREACH ACTIVITIES

Covid Relief:

The Covid-19 Pandemic brought in unprecedented suffering in the lives of many. In India, the lockdown has severely impacted migrants, several of whom lost their lives, jobs due to the abrupt shutting down of industries and got stranded in far off places from villages. The desperation to go back to their homes was immense. With passenger trains and buses being halted, this group was left with huge amount of uncertainty, suffering and pain.

The collective efforts of arranging special buses by Giveindia, NDS and India care came as a ray of hope, helping in the safe return of more than 200 migrant workers to Sitamarhi and Madhepura districts of Bihar. Refreshments (bananas, biscuits and drinking water) have also been arranged to make their travel smooth and safe.



Collaboration with the Embassy of Israel in India

Ever since the COVID-19 outbreak resulted in a nationwide lockdown, Noida Deaf Society (NDS) moved its lessons online. Online classes saw a challenge in the beginning as many students and parents did not have smart phones or have gone back to villages with limited internet connectivity and were therefore unable to connect with us. Through regular interaction and counseling with the parents and by providing internet recharge support to the students; NDS was able to connect with more number of students. Structured teaching timetable has been a challenge as families often share one phone and parents often take the phone with them when they go to the fields or to work. Moreover, the NDS teachers reported problems related to their internet, phones and laptops.

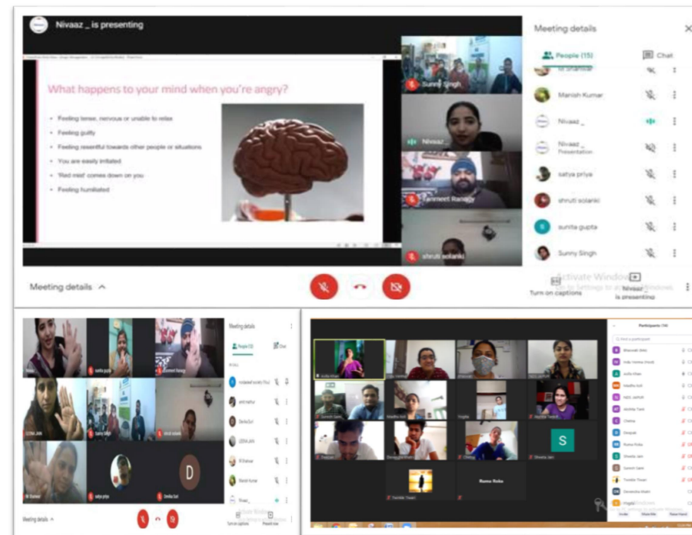


Smart Phones for Trainers

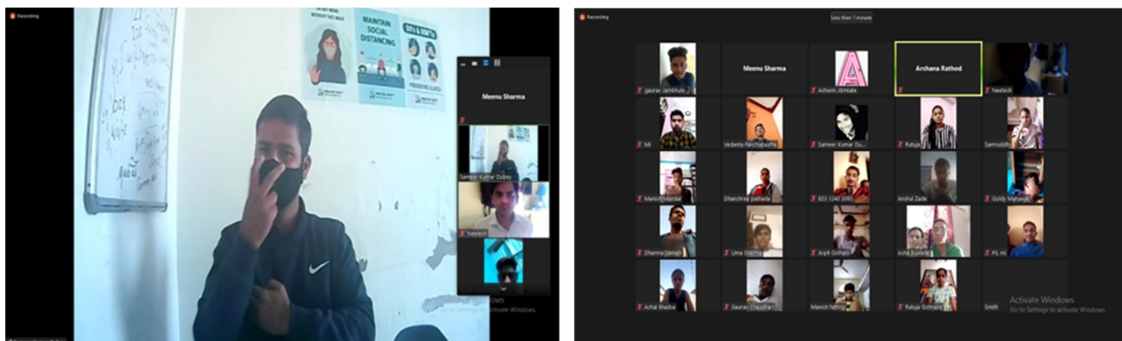
Technology and using smart phones has been a key tool for NDS to impact our Deaf students during lockdown. NDS with support from Embassy of Israel in India provided

13 smart phones with Sim cards and data package to be used by NDS teachers to take online classes during lockdown. These smart phones are equipped with features like, built-in camera, audio-video and recording, built in apps for social websites and surfing the web, data package and much more. The online classes gave a rare learning opportunity to Deaf students - most of whom come from disadvantaged and poor communities of India and were languishing in home isolation. The opportunity helped the teachers to teach Deaf children and youth irrespective of their presence (anywhere in India) and Deaf students could learn sitting at the comfort of their home with complete flexibility of day and time.

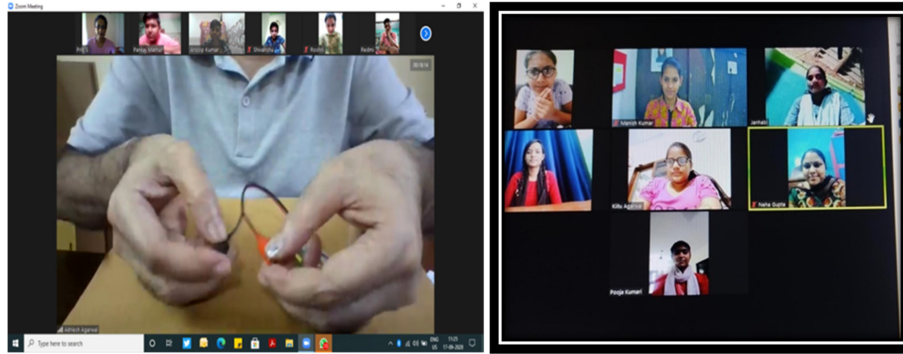
WORKSHOPS AND EVENTS



Workshop on Anger Management



Workshop on International Week of Sign Language



Interaction on Menstrual Hygiene & Science Workshop

More screen time also meant more affinity towards the virtual world and being cut off from the real world. Deaf students, especially young ones are more vulnerable given their backgrounds and lack of communication within family. Strategically involving and leading them to their role models- the teachers, trainers or resource persons they would relate to was key in aspiring for a balanced outlook on life in these unprecedented times.

These knowledge thirsty learners through the year learnt, participated and interacted in various online workshops and events ranging from Anger Management, Menstrual Hygiene and celebrating World Disability Day. This year the World Disability Day on 3rd December and International week of Sign Language, that was from 23-30 September specially focussed on the 3 things to do:

- 1) Wear Mask, 2) Wash your hands, 3) Social distancing.



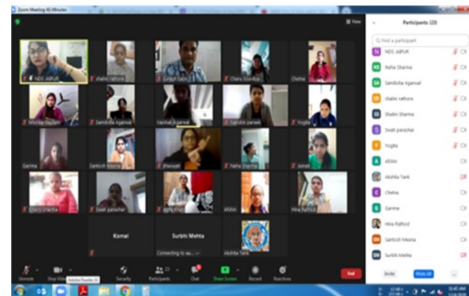
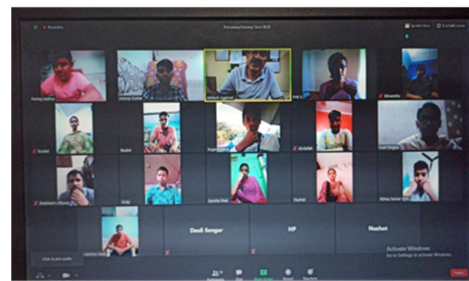
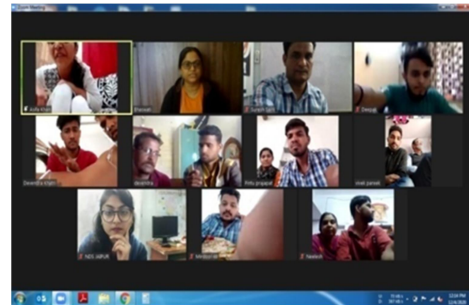
Creativity at its best done by NDS Students

Parent Enabling Program

NDS works closely with parents of Deaf children and young adults. Structured and periodic parents teachers meetings are held across centers in Noida, Delhi and Jaipur. These platforms provide us with an opportunity to connect with new parents, understand existing parents better and also share a glimpse of our world and the work we do with them.

As we connect with the parents of employment ready youth, we helped them develop an understanding of the workplace scenario of mainstream industries. All of these interactions were conducted online using Google Meet and Zoom.

- These interactions provided ample opportunity to hold discussions on the causes & effects of anger in Deaf children & youth
- Share ways & method to help Deaf youth to deal and manage anger issues
- Identify the challenges Deaf people face at work
- The importance of learning and engaging with 'SIGN LANGUAGE' was also stressed upon. This would help all to connect better with each other and build a culture of inclusivity.



Glimpses from Parents Teacher Meetings

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