

**Annual Report
2018 - 2019**



Best Practices Foundation

Directors Note

This year has been one of recognition and collaboration for BPF in the form of new alliances and new beginnings. First, Best Practices Foundation has moved into our new office welcoming new professionals into our family. Our growth and learnings have been constant through engaging with the communities we work with, across India.

We are fortunate to be supported by corporates like Moody's Analytics, willing to go into unchartered territories like expanding livelihood opportunities for female sex workers in Bangalore. Inflow Technologies has been particularly supportive to us in our endeavour to foster entrepreneurship among poor women in Karnataka. Our work with the transgender community, in preparing them to join the mainstream work force, has been both challenging and rewarding. Partnerships with corporates like METSCON is helping us apply principles of quality and scale to make our work, particularly in the livelihood arena, more effective. Through METSCON, BPF intends to start a Center of Excellence for our livelihood initiative, Market Oriented Value Enhancement. We continue to support IIT-IIT a new initiative that aims at scaling up the work of civil society. We are deepening our partnership with Solidarity Foundation to work on issues relevant to sexual minorities including equity in the workplace and access to livelihoods.

Our association with a national alliance has reached over 12,000 marginalised federation women across four states of India, namely Karnataka, Assam, Telengana and Bihar. The learning from our partners like Bhumika, Nirantar, Mahila Samakhya Karnataka and Assam Mahila Samatha Society has forced us to reinvent our approaches, become flexible and adapt to the ground. While this is sometimes an uphill task, BPF's dedicated team, is constantly innovating tools to improve grassroots practices, strengthen local institutions and build women's leadership.

Our commitment to equity demands that we serve all neighborhoods according to their needs. As we move into new territories, we remain committed to making a difference to all, no matter who they are or where they are from. With this in mind, we look forward to expanding our repertoire to include more diverse and marginalised people, to access their rights and who need to be included into conventional society. With the ongoing support of our donors, our work continues to be fulfilling and meaningful. We're proud to be working with a wide range of dedicated caring individuals and organizations.

Dr. Sangeetha Purushothaman
Executive Director

Current Projects

Mental Health and Counselling Training for Working Class Sex Workers and Sexual Minorities | Ford Foundation | 1 November 2017 to 31 October 2020 |

Mental health in India is a contentious issue given the poor funding as well as the myths and deep stigma attached to this topic. For female sex workers (FSWs) and individuals belonging to sexual minority groups there are a number of challenges in this area. They often relocate for work and live in isolation from their families or outside of familiar environments, or visit their families sporadically, keeping their profession and/or their sexual orientation and gender identity a secret. Socially, they are isolated and have fragile and ever changing social networks and often are not buffered by a steady social network. This project aims at building a positive self-image, self-esteem and psychological resilience. This includes supporting and training to prepare a batch of peer counsellors and link people to professional support.

Mobile phones have become ubiquitous and have had deep impacts on the lives of sex workers. It also helped them stay connected with family members, lovers, friends and colleagues. However there are a range of safety concerns around mobile technology. This aspect of our intervention will seek to improve the safety of sex workers and sexual minorities – both in terms of harassment and risk via the mobile phone and in using it to increase safety.

Harvesting lessons in the field of sanitation | Arghyam | January to August 2019

Open defecation in rural areas affects approximately a third of mankind, mainly in Asia and Sub-Saharan Africa. A grant making foundation, **Arghyam** has supported a variety of practices and innovations in the fields of ground water and sanitation. In order for other organisations to learn from these rich experiences and not have to reinvent the wheel, it is critical that the lessons learnt be harvested. BPF was invited to research what has worked and not worked and to cull out the impact of these interventions, for dissemination.

Primary and secondary research was conducted on best practices in sanitation of five partner organisations in the states of Bihar, Karnataka, Rajasthan, Odisha and Tamil Nadu. The themes that were highlighted included government engagement, financing toilets, toilet usage and defunct toilets, community mobilisation and demand generation, urban sanitary complexes for



Women, beyond toilets, state of sanitation and reaching out to the last mile. Within each of these themes specific processes were documented regarding training, implementation, monitoring, roles and responsibilities of staff, financial aspects, factors influencing sustainability of the practice, and replicability of the practices adopted.

Instruments were developed and adapted for each best practice. The BPF team visited two of Arghyam's partners, to gain first-hand knowledge of their sanitation practices. One was Atmashakthi in Odisha and the other was Bhartiya Jan Utthan Parishad (BJUP), in Nalanda, Bihar. The outcome of this ongoing project will be an eight-chapter long publication on the best practices of sanitation implementation. Eight best practices in sanitation were documented and BPF plan to publish this in the near future.

International Partnership for LGBT Participation and Leadership in India | Gay & Lesbian Victory Institute | 1 January 2018 to 31 December 2018

Over the past three years, the capacities of participants were built to develop both leadership qualities and a vision for their respective areas. Currently, two transgender activists – one in Yadgir and the other in Ongole have been supported to understand and engage with local governance issues. They are also starting to write about their experiences as trans people, and are taking up civic issues such as sanitation, water, health and education.

Understanding Intersexuality Challenges the Binary of Sex | Heinrich Boll Stiftung | 1 March 2018 to 28 February 2019

Since discourse around intersex issues is still new in India, intersex persons are either bracketed as trans women or trans men, or are forced to hide their identity as intersex people. They are deprived of the appropriate help and resources that should be directed towards them leaving them isolated and uncomfortable about their identity. Since not many organisations address the 'I' in the LGBTQI movement, intersex persons often lack a social support system within the community. They often undergo non-consenting genital mutilation when the family and doctors try to determine their sex in the early stages. We have two members from the intersex community document their stories as well as a few others to bring out a booklet. They are also preparing briefs for medical professionals, media and general public and members of the LGBT community.

Strengthening Women's Federations | American Jewish World Service (AJWS) | April 2017 to May 2018

BPF facilitated an inclusive process approach where the voice, expectations and demands of federation women were brought to the forefront through conducting dialogues for women to interact and frame their own agendas. These dialogues with federations, relevant experts and CBOs in the states of Assam, Bihar, Jharkhand, Karnataka, Kerala and Telangana, were held to rethink the federations' organisational structure, identify capacity building needs for the federation leaders to take on new roles and map resource support networks to build leadership with voices at all levels. The thinking of this entire project culminated in a white paper produced at the end of the year. The dialogues provided the basis and foundation of the design of our work for the next three years where, BPF, along with the alliance partners designed an inter-generational strategy to build women's leadership at all levels.

Building Women and Girl's Collective Power - American Jewish World Service (AJWS) | May 2018 to July 2019

After the success of the Federation Dialogues and the northern and southern workshops that followed in 2017, Best Practices Foundation (BPF) was requested to take on the role of Secretariat for four states where the MS programme has been in operation – namely Assam, Bihar, Karnataka and Telangana. AJWS is the funding partner and Nirantar and Bhoomika Women's Collective are the lead organisations in Bihar and Telangana respectively.



Kishori training, Gaya, Bihar

The goals of the project are broadly divided into two categories -

- 1) Institutional strengthening of sanghas and federations and,
- 2) Empowerment of adolescent girls to become change agents to support their access to education and employment

In order to achieve the above mentioned goals, four envisioning workshops were organised in each of the states of Assam, Bihar, Karnataka and Telangana.



A national ToT will be organised in the month of December in Bengaluru, which will see participation from all the state working groups and federation members, who will lead their respective states towards achievement of the above goals. Experienced resource persons will train the federation leaders and address issues related to the goals at the workshop.

Transforming Lives Expanding Livelihood Options for Transgender People | Aricent Technologies (Holdings) Limited | 1 May 2018 Till Utilisation

The transgender community is among the most excluded groups in India. One of their most pressing needs is secure livelihood options. The recognition that sustainable livelihood options are a key component to improve their quality of life, has gained currency. This is especially true for the most marginalised people. For transgender people securing a stable livelihood, presents a set of unique challenges, due to the deep-seated stigma and discrimination against them, resulting in a series of obstacles, as well as low educational levels and lack of experience in formal jobs.

The primary objective of this project is to ensure that members of the transgender community find employment in the formal sector and can work in a supportive atmosphere. It is also aimed at supporting those who are already employed, to move forward in their careers. Through the project, 20 trans people will be placed in the formal sector. We will also be developing communication material and training two members of the trans gender/sexual minority community to be trained to take this forward.

Build Leadership among Sex Workers and Sexual Minorities | Astraea Foundation | 1 July 2018 to 30 June 2019 |

This two year programme continues to provide assistance to CBOs of sexual minorities to initiate and expand their access to entitlements. This also includes building capacity in bettering their skills in report writing, accounting and governance issues. It also includes building skills to reach out to various stakeholders.

International Partnership for LGBT Political Participation and Leadership in India | Gay & Lesbian Victory Institute | January 1, 2018 to December 31, 2018

Over the past three years, the capacities of participants were built to develop both leadership qualities and a vision for their respective areas. Currently, two transgender activists – one in Yadgir and the other in Ongole have been supported to understand and engage with local governance issues. They are also starting to write about their experiences as transpeople and are taking up civic issues such as sanitation, water, health and education.

Strengthen Individual and Collective Leadership among Working Class Sex Workers and Sexual Minorities | AJWS | May 1, 2018 to April 30, 2019 |

People from these communities have expressed a desire to grow beyond the confines of the HIV prevention and treatment service delivery paradigm. There are a number of leaders who are committed, inspired and have not had a chance to develop the ideas and approaches. There is growing dissatisfaction and frustration among grassroots activists as most of the interventions that are focused on HIV prevention service provision are also failing to deliver and they continued to be denied their basic social entitlements.

The fellowship programme supports a small group of such change makers and gives them the freedom to pursue their ideas and vision would bring in new voices into the movement and change the agendas that the movements are pursuing. The fellowship supports them financially, emotionally, socially and intellectually. We are supporting two women who were in the sex trade to work for the welfare of sex workers and also document their stories of struggle and perseverance.

Challenging Invisibility: Building evidence to grow our movements | CREA | 1st October 2018 to 31st March, 2020 |

Overall during this period 4 CBOs we support have stabilized and new leadership is emerging in 2 others. Our support involves training sessions, regular handholding and linking them to resources.

The collectives we work with have started tracking the crises (human rights violations and violence) that they are handling and have also received training on issues around human rights and crises intervention. However, we need to systematize and strengthen the documentation and in the next few months.

Community-led crisis-intervention mechanisms for sexual minorities (LGBTQI+ persons) in small towns | Lush | 1st January, 2018 to 31 December, 2018 |

4 collectives have trained teams to address crises. The other collective has been unstable due to many issues within the organisation. The four have also documented some crises but that needs improvement. We plan documentation training over the next 3 months. In the four collectives, members recognize their rights and have conducted legal awareness workshops (Trans Bill, ITPA) and skill development training. They discuss citizenship issues openly and have deepened perspectives on discrimination. Community members have accessed entitlements like ration card, voter identification card, PAN card, land titles and subsidy loans.

The collectives have organized 4 police sensitisation meetings, free eye camps and SHG meetings. Minimum 3-5 community members emerge as leaders with increased self-esteem, self-confidence and skills

To support various aspects of institutional development | GFCF | 1st August, 2017 to 30th November, 2018 |

We drafted an organisational strategic plan and various organisational policies. We also developed a participatory monitoring tool with members of a CBO we support. In the next phase we want to extend it to other CBOs and also develop our own monitoring tools.

To raise visibility for the organisation and link with other networks we attended some important meetings. As our board meetings were too informal and other documentation was weak, we have started streamlining them. We revisited our financial systems and tightened them.

Nai Disha: Entrepreneurship Development for Female Sex Workers (FSWs) in Bangalore, Karnataka| Moody's Analytics | 15 August 2018 to 14 August 2019

Female Sex Workers are among the most marginalized sections, whose economic empowerment is a major challenge, and this issue is rarely addressed. The proposed project is unique in trying to find solutions to address livelihood issues of FSWs by enabling 30 FSWs to set up self-help groups (SHGs) and for 10 FSWs to run businesses based on market demand, using BPF's livelihood intervention, MOVE.

BPF along with Solidarity foundation and Navajeevan Sangathan have been implementing the Project for about 12 months in Bangalore district. About 38 female sex workers spread across three SHGs, Navajeevan SHG (Bommanahalli), Om Shakthi SHG (Muneswaranagar) and Begur SHG (Begur), have started training for entrepreneurship development project, MOVE.

Navajeevan Sangathan, an organisation working for FSW mobilised them into SHGs and BPF has then focused on building systems to make them creditworthy, ensuring the correct documentation and linking them to banks to establish businesses.

Two businesses have been selected for value addition as a part of the project. One woman is running a tea stall and the other an aquarium shop. Both are members of the recently formed self-help groups. Their businesses have been studied in detail and a baseline survey conducted. Work has now commenced to link them to credit to execute their business plans.

Dialogues continue with the FSWs to build their self-esteem and help them gain control over their finances. Constant mobilisation meetings are the backbone of the project. The biggest challenge being faced today is to help them get credit from banks, where even opening savings accounts was difficult. Today, all the three SHGs have saved INR 82,900 (INR 42,500 INR 29,400 and INR 11,000 respectively), a tremendous achievement in terms of building trust and credibility.



Establishing the “Design for National Scale” Framework: IIT-IIT

In order to identify programmes that can be nationally scaled, a framework needed to be developed, then validated and finally socialised.

Activities – To build the design for civil society initiatives to reach national scale, IIT-IIT shortlisted and evaluated potential projects. The framework for national scale-up was designed based on findings from field visits and potential based on partnering with government.

Outcomes and Impact – The defined framework allowed IIT-IIT to shortlist programs that can be nationally scaled. Socialisation of framework took place in consultation with more than 30 social sector organisations, and with the support of over 500 IITians and 100 funding/advisory institutions.

Launching the “Grow To National Scale” (GTNS) Platform: IIT-IIT

In order to enable national scaling for DFNS programmes a platform approach is needed. This was developed and called the GTNS platform.

Activities – Critical features were designed in order to achieve 3 main outcomes, namely, scaling of partner programmes, involving IITians in the scaling model and engaging funding institutions to support the scaling. The features were refined based on inputs from all stakeholders and programs. Goals were created and the platform was launched

Outcomes and Impact – The platform allows IIT-IIT to partner with DFNS programmes to enable their national scaling. It was socialised with over 30 social sector organisations, 500 IITians, 100 funding/advisory institutions.



Joe Fernandes, IIT-IIT

Developing an outreach capability to engage market participants: IIT-IIT

As an enabler of social scaling, IIT-IIT needed to develop key capabilities to engage market participants.

Activities – Developed the capabilities for newsletter based outreach, events based outreach and social media based outreach

Outcomes and Impact – Reached over 750 identified stakeholders across programmes, funding institutions, IITians and advisors. Delivered over 6 newsletters on an increasing reach basis and developed a Facebook capability to share information. Held more than 30 and events and meetings, engaging over 300 key market participants across IITians, programmes, sector funders and sector advisors.

Proposals

National Foundation of India

On-going discussions with livelihood personnel of NFI took place on the possibility of training their partners on MOVE especially in Assam. Discussions also took place on documentation of best practices in livelihoods for their internal impact assessment.

Ford Foundation

Ford Foundation held multiple consultations with civil society organisations which were attended by BPF as well. BPF had individual meetings with Ford Foundation in Bangalore and Delhi over 2018-19 which culminated in their inviting us to write a problem statement on Violence against Women in Public Spaces, which they are inviting from all potential partners. Ford will shortlist organisations to create an alliance of organisations and donors who will work together based on matching problem statements to a larger collaborative project.

APPI

On-going discussions with APPI took place on a possible proposal for institutional strengthening which eventually led to their inviting BPF to submit an expression of interest.

Axis Bank Foundation

Our partnership with Axis Bank Foundation began in 2015 with work on documentation and evaluation of their projects. Recent discussions have taken place where there is an interest in furthering this association for ABF to learn how to improve their projects through evaluation and assessment.

Kotak Mahendra

BPF has met with Kotak CSR multiple times to seek support for MOVE. Recent discussions have also focussed on on documentation and evaluation of their livelihood and education projects

EVENTS

TCS World 10K Marathon

Marathons, the world over, are platforms for companies to be part of a city event, and to partner with Civil Society to build a more humane society. The TCS World 10K Bengaluru 2019 was not only a RUNNING EVENT encouraging health and fitness, but also a CHARITY EVENT to raise funds to support under privileged communities. The marathon was a chance for Best Practices Foundation to be part of one of the elite running events in the country as well as support our cause of innovating solutions with the poor. Inflow Technologies and Horizon Ventures supported BPF in this fund raising event. About 47 of Inflow employees and METSCON Business ran alongside our federation women to bring attention to issues related to women's empowerment and poverty alleviation.



IIT-IIT

BPF participated in two events by IIT-IIT in Mumbai where presentations on different initiatives they were taking to scale were held in three areas: health, livelihoods and education. Here BPF participated as one of the advisory board representatives of IIT-IIT and we continue to host the organisation.

Meeting of Experts on the issues of Intersex

A meeting of the experts on the issues of intersex issues –along with the activists from the group was held on August 13, 2018. As this was an introductory session, the discussion mainly touched upon the major issues faced by intersex people and the possibility of support from a range of actors – child rights activists, medical professionals, lawyers, mental health experts, members of the LGBT community etc.



Dr Sangeetha Purushothaman

Launch of Intersex Human Rights India

A national meeting of intersex persons was held in Bangalore on 9th and 10th April 2019. The meeting was open only to intersex persons, their families, caregivers and facilitators (including rapporteurs and translators) in the morning half and open to the public and the press in the afternoon. Participants included 12 intersex persons from 8 Indian states and 1 intersex person from Nepal. They, along with their companions and family members shared their stories, challenges and needs. For many participants it was the first meeting prioritizing intersex issues.

Most intersex participants joined the public meeting, though only some participants spoke while others chose not to be identified. During this meet, the intersex persons' support group, Intersex Human Rights India (IHRIO), was launched. The intersex participants shared their experiences and needs and highlighted how society misunderstands intersex people, the lack of support and acceptance in most families and society's callousness. They also discussed included medical misinformation and mishandling, legal problems and their challenges with the police and media. Neeraja Sajan, a research scholar from TISS Mumbai and Solidarity Foundation's collaborator on the intersex persons' rights initiative, introduced the draft briefs for policy and law makers, medical professionals, media and public to the gathering.

MOVE | Inflow Technologies | May 2018

As part of its fund-raising initiatives, BPF participated in the Tata Consultancy Services (TCS) World 10K, a charity running event held to help civil society organisations raise funds for championing their causes. Through this, BPF raised over INR 4 lakhs from Inflow Technologies and Horizen Ventures Management Co. Pvt. Ltd through which BPF supported livelihood training for 2 batches and generated 25 women-led businesses.



MOVE participants playing a game during training

Project ARISE and Vayati | October, 2018

An event was held in October in partnership with Solidarity Foundation and Aricent Technologies, for the launch of Project ARISE, a project to improve the lives of transgender community members by placing them in jobs in the corporate sector and providing any support necessary to make this happen.

Global Alliance for Mass Entrepreneurship (GAME) Dialogues

On-going participation in events held by GAME in August 2018 in Delhi and later in Bangalore led to dialogue for collaboration with multiple potential partners including Kotak and Dalberg. Dalberg later shortlisted MOVE to showcase nationally with the Ministry for Skill Development and with the Chattisgarh government.

Moody's Analytics employees at BPF's federation workshop, Bangalore



Moody's Analytics Employee Engagement | September 2018

Employees of Moody's Analytics attended the Mahila Samakhya Karnataka envisioning workshop as part of their employees' engagement. They also contributed INR 35,000 towards the budget of the workshop and expressed a keen interest in taking this engagement forward in future.

Best Practices Foundation
Annual Report 2018-19

Financial Report 2018-2019

BEST PRACTICES FOUNDATION CONSOLIDATED INCOME AND EXPENDITURE ACCOUNT FOR THE PERIOD FROM 01.04.2018 TO 31.3.2019							
		Amount in Rupees					
Amount 2017-18	EXPENDITURE	Note	Amount 2018-19	Amount 2017-18	INCOME	Note	Amount 2018-19
22,49,523	Balance from Projects	6	69,30,922	91,88,110	Balance from Projects	8	1,00,36,591
1,13,738	Indirect Expenses	7	99,285	14,87,962	Indirect Income	9	6,47,908
47,108	Depreciation	4	61,241				
82,65,704	Excess of Income Over Expenditure		35,93,052				
1,06,76,072			1,06,84,500	1,06,76,072			1,06,84,500

For Thippeswamy & Co.,
Chartered Accountants
ERN-0171955

For Best Practices Foundation

Thippeswamy & Co.,
Chartered Accountants
Bangalore
M. No. 242400

Trustee

Date:
Place : Bengaluru

BEST PRACTICES FOUNDATION BALANCE SHEET AS AT 31ST MARCH 2019							
		Amount in Rupees					
AMOUNT 2017-18	LIABILITIES	Note	AMOUNT 2018-19	AMOUNT 2017-18	ASSETS	Note	AMOUNT 2018-19
1,56,07,761	GENERAL FUND	1	1,92,00,813	1,45,665	FIXED ASSETS	3	2,13,302
	CURRENT LIABILITIES				CURRENT ASSETS		
-	Current Payable	2	2,82,981	1,43,47,502	Fixed Deposit	4	1,65,94,205
					Cash and Bank Balances	5	
				2,65,700	Cash at Banks		18,45,028
				37,518	Cash in Hand		33,179
				8,10,977	Loans & Advances	6	8,01,037
					Branch		-2,956
1,56,07,761	Total		1,94,83,794	1,56,07,761	Total		1,94,83,794

For Thippeswamy & Co.,
Chartered Accountants
ERN-0171955

For Best Practices Foundation

Thippeswamy & Co.,
Chartered Accountants
Bangalore
M. No. 242400

Trustee

Date:
Place : Bengaluru