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MESSAGE FROM THE CEO

Dear Friends,

In 2020 the world witnessed a pandemic of immense magnitude that forced humanity to rethink its purpose on this planet and learn to appreciate what truly matters.

As with every crisis in the world, women and girls are one of the most vulnerable groups, but the resilience they showed in the face of such a crisis brought hope and confidence to begin the journey of recovery.

We at Milaan were testament to the resolve of girl leaders who led and initiated awareness about COVID-19 in their communities. Driven to deliver action-oriented solutions, the girl’s mobilized themselves to be a support system for over 5000+ girls by cultivating a space to interact and share concerns, but most importantly, help some of the poorest families put food on the table.

The year at Milaan began with the consolidation of learnings and reflections to determine the future of our flagship project, The Girl Icon Program. Considering the overwhelming response we received in 2018 with over 16,000 girls applying for 250 positions inspired us to dream big. Enhancing our capacity to work with more Girl Icons and deepening our reach in Uttar Pradesh, Madhya Pradesh, and Karnataka are objectives for the program expansion in the coming year.

Milaan strongly believes in the power of collectivization and progress that accounts for each member of society. With this spirit, we began the State Coalition for Adolescent Girls in Uttar Pradesh to build a platform for instigating collective learning and action to empower adolescent girls. In the first year, we were successful in bringing 15 community-based organizations representing 13 districts of UP that democratically formed a leadership council to navigate the operations of the coalition. We also celebrated our partnership with ‘Girls Not Brides’ in strengthening the coalition with their experience and networks.

The heart of Milaan, Swarachna School, once again delivered a 100% result, both in grade 10th and 12th in the UP Board exams. It has been extremely rewarding to observe the change from regressive social and gender norms to positive and equitable mindsets in the school children. This year, we built the foundation to envision the future of the school with more programs for children, especially adolescent girls for accessing quality education that will enable them to draw their own destinies.

We hope that this year brings renewed hope, love, and energy into the world– A year where Milaan builds its strength to serve and participate in the rebuilding process, keeping children and young people's wellbeing at the center of its focus.

I want to express my sincere gratitude to each one of you who stood by us in these challenging times, believed in us, and invested in us to stand tall and strong. We would have not been able to cross the bridge without your unconditional support and the commitment and compassion of the Milaan team.

With Gratitude,
Dhirendra
ABOUT MILAAN FOUNDATION

Founded in 2007, Milaan Foundation is a non-profit, social development organization that educates and empowers children, especially adolescent girls to uproot the pillars of poverty and patriarchy through individual and collective empowerment.

From the last 13 years we have worked with 40,000 children in 4 states of India; Assam, Karnataka, Madhya Pradesh, and Uttar Pradesh, advocating for safer and more inclusive spaces at various state and national platforms.
Accelerating India’s progress to achieve UN Sustainable Development Goals by 2030

1. NO POVERTY
2. GOOD HEALTH AND WELL-BEING
3. QUALITY EDUCATION
4. GENDER EQUALITY
VISION
We envision an inclusive and equal world, where every girl has the knowledge, skills, and social environment to pursue her dreams and explore her full potential.

MISSION
Milaan is on a mission to empower adolescent girls to challenge social norms and create new narratives by addressing 4 dimensions that are critical to their well-being:
- Continuation of Secondary Education,
- Adolescent Health,
- Enhanced Agency,
- Prevention of Gender Discrimination and Violence

GOAL
By 2030, Milaan will empower 10 million girls across India and build a movement of Girl Leaders with a thriving ecosystem of change-makers and networks.
OUR CORE VALUES

Empathy  Respect  Diversity  Integrity  Innovation  Inclusion  Excellence in Execution
OUR OUTREACH

03 States
16 Districts
160 Blocks
8,238 Girls
380 Boys
40,966 Community Members Impacted
11 Local Partners
56 Local women trained for Community Engagement
14 Organizations - State Level Coalition for Adolescent Girls, Uttar Pradesh
OUR PROGRAMS

THE GIRL ICON PROGRAM

The Girl Icon program is a girl-led leadership development program that invests in collectivizing girls at the grassroots, delivering comprehensive life-skills based education, and instigating collective social actions on issues that affect adolescent girls.

PROGRAMMATIC STRATEGY

- Collectivizing Girls at the grassroots
- Imparting Comprehensive Life skills education
- Invest in local Community-Based Organisations
- Collective Action
COLLECTIVIZING GIRLS AT THE GRASSROOTS
providing girls safe spaces or platforms to meet, grow and practice their skills and perspectives are central to the process of building a movement of girl leaders. It is critical to make this journey toward citizenship possible; the journey entails the movement from self to other and beyond and then back.

IMPARTING COMPREHENSIVE LIFE SKILLS EDUCATION
We work with school going and out of school adolescent girls to impart critical life skills education through a comprehensive leadership framework that responds to the specific needs of girls outside the classroom. Our learnings from running a school from our founding days have helped us in comprehending that obstacles faced by adolescent girls are not due to lack of schools but because of the status quo held by girls that are deeply rooted in the communities.

INVEST IN LOCAL COMMUNITY-BASED ORGANISATIONS
Our partners are closely chosen local community-based organisations that have a community-centric approach and a thorough understanding of the communities with over 15 years of experience. We’re further investing in building their capacities to advocate for girls’ rights and create local support networks for adolescent girls and their communities to thrive as spaces of equality and opportunity.

COLLECTIVE ACTION
Every community has its unique conditions and needs. Girl Icons are trained to identify issues that affect adolescent girls of their communities. The Program leverages a multi-pronged strategy to build and facilitate a groundswell movement of girl leaders, who individually and collectively rally for and address issues that are critical to their well-being. Girls work within their communities with local stakeholders, community based organizations and community members to drive intergenerational and systemic changes.
India’s growing young population has a significant demographic that represents our country’s leadership and workforce. The largest population of adolescents in the world live in India, almost 50 percent of them are adolescent girls (120 million). Unfortunately, most of them live in underserved communities and would not achieve their full potential, JUST because they are girls.

This inter-generational gender inequality stands on the deep-rooted pillars of patriarchy, poverty and power, which in turn leads to 40% of the girls dropping-out before completing secondary school, 27% of girls getting married before the legal age of marriage and 30% of women in India experience physical violence since the age of 15 years. These are not just percentages but a representation of the lives of millions of girls who could not ever break the shackle of social norms to create a new narrative for themselves.

A plethora of research and evidence continues to highlight that adolescent girls are the SILVER BULLET to the most pressing issues our world is facing today. They have the power to break the intergenerational transmission of poverty, scale economies and even reverse the climate change.

At the core of Milaan’s work is a vision to create a cadre of empowered young women who will write new narratives built on the pillars of equality, aspiration, and access to equal opportunity. This resonates strongly with the United Nations appeal to create a world in which “no one will be left behind”.

In 2015, we launched The Girl Icon program to enable adolescent girls as the “agents of change” for themselves and for their communities. With a vision to make adolescent girls recognize themselves as individuals who have the voice, choice, and power to dare to dream and live in a more gender-equitable world.

Creating dialogue and working towards a collective goal to empower girls in partnership WITH GIRLS filled our year with boundless possibilities. In 2018 we onboarded the largest cohort of the Girl Icon program, and in 2019 we have invested in building the knowledge and skills of specifically selected 292 Girl Icons who are leading and educating 5118 adolescent girls in 3 states of India. Their transformational journeys and passion to work in their communities have strengthened our goal to reach 10 million adolescent girls by 2030.

In a year’s training Girl Icon Ruksar from Uttar Pradesh who fought for her right to be educated has enrolled 20 girls in school. She is continuously working with girls’ and their parents. Today, girls in her community enjoy the freedom of being a girl in the same community where once they were not even allowed to see out of the window.

The ability to solve problems is not something reserved for special people: it is the path that opens before any of us when we face reality head on and act with persistence. Girls, in particular, can catalyse chain reactions of positive change. Leadership can be seen as a way of life where their everyday relationships with friends, family, and peers can be seen as leadership opportunities.

If we want to address gender inequality in our lifetime, it is imperative to invest in these Girl Leaders to be the voice of their community and be a role model for other girls, for them to create and lead a pathway of possibilities being educated, enabled and empowered.
2019 HIGHLIGHTS

292
Girl Icons

5,118
Adolescent girls in peer groups

25,476
Community members Impacted

“Girls in my community are taught about household chores and marriage but never about aspirations and careers. Milaan changed that for me and now I also have a dream career that I want to achieve”

Girl Icon Khadeeza, Uttar Pradesh
360 Hours of Leadership Development Training was imparted to 292 Girl Icons in Assam, Karnataka and Uttar Pradesh. This year our focus has been to train Girl Icons on design thinking principles and impart life skills based education on critical areas: Gender roles, Sexual and Reproductive Health, Rights and Laws, Emotional and Mental Well being, Health and Nutrition, Career Goals, Child Marriage, and Violence and Safety. Their collective training has helped us to build a network of Girl Leaders who actively learn, share and grow together on a shared commitment of leading more girls in their communities.

265 Social Action Projects on Menstrual Health and Hygiene have been implemented collectively by Girl Icons and their peers in 16 districts of Assam, Uttar Pradesh and Karnataka. Social action projects are a tool for girls that aim at collective action for community development, engagement and social transformation. From the quantitative data collected during the baseline - on awareness about the menstruation before menarche, it was found that on an average 75% of Girl Icons had no knowledge and were unaware of menstruation, and 57% of peer members reported unaware. For girls in marginalised communities, menstruation can mean an end to their education simply because of the taboos and the lack of education to hygienically menstruate. After enhanced knowledge on their sexual and reproductive health, each Girl Icon engaged with her peer members in designing and implementing their first social action project, with an aim to at least reach 100 people in the community. They actively engaged their communities through street plays, community meetings, rally’s etc.

5000 peer meetings were organized by Girl Icons across the three states of intervention. Every fortnight for 2 hours - Girl Icons are collectivising their peer group girls to transfer knowledge through creative discussions facilitated with help of the workbooks designed for peer meetings. Most importantly, Girl Icon are providing safe space for girls to share their hopes and dreams, and talk about the challenges they face - Peer meetings help us shape a positive path for girls in partnership with them.

25,476 Community members have been impacted in 2019 by Girl Icons and their peer group girls. Healthy, educated and empowered girls can foster the changes needed to create empowered communities. Girl Icons work alongside their communities to garner support towards the advancement of girls' to build safer and equitable communities. They leverage diverse tools such as peer meetings, social action projects, and home visits to influence social and behavioral outcomes to reduce disparities faced by girls’. Through continuous engagement, community members understand the need of the girls by listening to their voices. Evidence shows that investing in girls creates a ripple effect that yields multiple benefits that extend to their families, communities, and countries.
Over the last one year, Simpi has emerged as an active grassroots girl leader. This year Simpi stopped 4 child marriage in her village with the help of her peer group girls. She actively works with other stakeholders such as Child Line, and Gram Pradhan to uplift girls in her community. Simpi has convinced the parents of 5 children (3 girls and 2 boys) who had dropped out of school and re-enrolled them in school. Simpi says “Every girl should develop herself just like I did with the help of Milaan and should find her goal and motive of life.” Simpi has continued to work towards her education, this year she has completed her class 12th and joined college to pursue her Bachelors in Science. She regularly convenes a meeting every two weeks for 20 girls in her community and imparts education on a life skills curriculum to them. She is helping more and more girls to learn, share and grow in a space where they are not discriminated against. Simpi has become a role model for girls’ in her community, they are standing up for their right to be educated and lead respectful lives.

“The Girl Icon Program has given me the courage to fight for the rights of girls and take a stand against injustice. I don’t doubt my capabilities anymore and I am grateful to Milaan for helping me trust myself and my abilities”
— Girl Icon Simpi, Uttar Pradesh
SUCCESS

Independent Exploratory Evaluation Study by University of California Berkeley

In 2018, UC Berkeley (UCB) and Milaan Foundation collaborated to study and explore how Milaan’s Girl Icon Programming influences girls’ agency and capabilities. This was the first evaluation of Milaan’s Girl Icon Program with an aim to build an evidence base of success and opportunities for improvement.

The entirety of the study took place between 2017 and 2019 with Girl Icons from Uttar Pradesh of cohort 2016-2018. UCB researchers utilized a mixed-methods approach with in-depth interviews and surveys; this multidimensional approach highlights trends and ensures findings grounded in participant experiences.

In 2019, UCB submitted an in-depth report on the independent exploratory study. The study highlights: “The Girl Icon programming develops and fosters a series of self-positive behaviors that are essential for continued resilience and future leadership. Empowerment is a personal journey, as unique and diverse as the individuals themselves. Self-positive traits of independent mobility, knowledge of resources and services, awareness of gender inequity challenges, and ability to express oneself are examples of interim outcomes that support the development of resilience, identity development, and empowerment. Milaan’s Girl Icon Program provides essential empowerment training for girls as a stepping stone, exposing girls to structural gender challenges and encouraging girls to believe in their own abilities and to foster a sense of self”
ALUMNI NETWORK ASSOCIATION

40% of girls have no access to education

90% of girls are pursuing their higher education

India Alumni Network

114 Girl Icon Alumni
"Milaan has given me an identity to achieve my vision and the courage to work as a social worker."

Girl Icon Alumni Rajni

In 2015, we selected Rajni as one of the first Girl Icons from Uttar Pradesh. At the age of 14 Rajni stopped her own child marriage to continue her education. Our leadership development training helped Rajni to stop six child marriages in her community. Rajni’s commitment towards girls’ has helped her garner support from community members. She has raised her voice on key issues such as child marriage, lack of toilets in the village, girls’ education etc. Over the years, through her continuous efforts for community development, Rajni has emerged as a strong sustained leader in her community. Recently, Rajni co-founded a non-profit organization called Dream Creations Foundation to work for women’s empowerment. She is working in more than five districts of Uttar Pradesh with the support of 11 team members and other volunteers.
In 2019, we laid the foundation of the alumni network association to continue engaging Girl Icons after their two years of leadership journey with the Girl Icon Program. Our Girl leaders come from diverse backgrounds but share a common passion of empowering girls in their communities.

The Alumni network is a five year association to provide Girl Icons with requisite information, mentoring support, resources and opportunities to continue their senior secondary education and increase enrollment in higher education.

Through the five year engagement we aim to pave a path towards employability and financial stability for girls. The focus of the association is to advance their leadership journey and ensure they continue to create impact as role models for girls and their communities at large.

In 2019, we designed the onboarding process, engagement strategy, and conducted in-depth interviews to map their specific needs towards their secondary and higher education. An event was organised to convene the first alumni network association meet and onboard our first batch of alumni Girl Icons from Uttar Pradesh and Madhya Pradesh.

Individual development plans made during their two-year leadership and alumni engagements have helped us to structure the association based on their interest and need mapping. We have actively identified opportunities for Girl Icon Alumni through Scholarships, Partnerships, Internships, Collaborations, Residential courses, Fellowships and Government schemes for adolescent girls and young women. The five year intervention is systematically built to track each Girl Icon’s progress towards her employability prospects and skills. Their active participation and contribution will provide mentorship support to the new Girl Icons to shape a future and network of girl leaders.

In the upcoming year, we will design processes to create deeper engagement with Alumni Girl Icons - an advisory board, a leadership council and a resource pool will be created to increase their commitment and to continuously evolve the Girl Icon program.
“I love coming back to Milaan’s training even though I am an alumnae now because it reminds me of my young days, how naïve I was and today I am running a successful business of tailoring. All the confidence and commitment I have today is because of Milaan and its leadership training. It changed the course of my life, truly”

Girl Icon Alumni Rupali
Uttar Pradesh with its grave challenges is home to the largest population of adolescents in rural areas, 38.5 million girls are living in marginalized communities of Uttar Pradesh. There is an urgent need to create multiple pathways and systemic approaches to reach a vast majority of girls.
With evidence informed learnings from our program intervention strategies. In 2019, in our endeavor that no girl will be left behind, we launched the pilot of The Girl Icon program - community intervention - a one-year leadership development program designed to accelerate our efforts in building agency, knowledge, and skills of adolescent girls in rural communities of Uttar Pradesh.

In partnership with our local community based partners we identified two districts; Azamgarh and Raebareli and recruited 15 local women to enable a support structure for girls within communities.

We conducted 2 residential trainings to build their capacities on the leadership framework and conduct baseline surveys for a critical assessment of the villages, educational status of adolescent girls, and identification for the peer groups.

1810 girls were identified from 55 villages after critical analysis of the districts at block level with government officials, Nari Sangh (Women Association), Police officers, Medical officers, Health workers, Asha and Aganwari workers.

900 bi-monthly meetings have been attended by girls between 12-18 years of age and imparted educated on 60 hours of life skills curriculum by the Sahayogi (local women). This year through residential workshops we worked in partnership with Sahayogi to continuously build their knowledge and delivery on the 18 focus areas of life skills curriculum, provide safe spaces for girls and enable an equitable environment within the communities for girls.

8305 community members have been impacted through Social Action Projects, collectively conducted by girls on various issues pertaining to their education, health, and safety. Girls have shown exceptional progress with enhanced decision-making skills and the ability to work towards their education.

The one year pilot has been successfully delivered this year, Sahayogi were enabled with various technology driven solutions and tools such as tablets, and a web based application to capture data, conduct assessment and map the progress of girls in the peer group.
EXPECTED IMPACT

95%  
Girls will transition to **secondary and senior secondary education**

99%  
girls will **not get married before the legal age of 18**

90%  
will show an **increased awareness of sexual and reproductive health**

85%  
girls will **recognize gender based discrimination and violence in their families and communities as unconstituional and unlawful**
“We all just want to educate ourselves with each other’s support and resolve the problems that hinder our well-being. Due to financial constraints, children become victims of child labor and drop out from school. We want to stop that so they can lead a better life. With help of the training, I was able to successfully bring five drop out girls back to school. I have identified seven more girls and am trying to help them get the education they deserve,”

Girl Icon Sakkubai, Karnataka
Among Indian states, Uttar Pradesh ranks first in population and second in poverty. According to the World Bank, more than a quarter of the state’s residents (60 million people) live below the poverty level. Most importantly, **UP is home to the largest population of children, and adolescent girls in India**. A report from the *National Commission for Protection of Child Rights* highlights that more children are doing menial work in UP than any other state.

With the belief that every child should have the chance to participate, progress, and achieve, Milaan established Swarcahna school in Sitapur district thirteen years ago. Located in the heart of rural Uttar Pradesh (UP), **Sitapur is one of the most backward districts of India**, according to the Ministry of Panchayati Raj.

In 2008, the community came together and donated an acre of land to Milaan, to build **the first and only Senior Secondary School in the region**, catering to **15 villages** in Sidhauli Block of Sitapur District. With 84 percent of the population under the poverty line out of which 78 percent is the Dalit community, our students are first-generation learners with hope and aspiration to pull their families out of the poverty pit.
In 2016, Swarachna School was awarded lifetime affiliation by the UP board, till grade 12. This year once again, for the FIFTH consecutive year, our incredible students have delivered 100% pass results in grades 10th and 12th. We couldn’t have achieved this without the relentless efforts of our teachers, and the mothers of our students who work as our support staff and run the midday meal program in the school.

As more and more children with dreams and will to be educated rise from the community, we are committed to helping children become confident, healthy and aspirational individuals. In 2019, with support from our generous donors, we bought another acre of land to build our dream project.

Education is pivotal for the development and prosperity of communities yet traditional gender norms and school-related factors, like poor infrastructure, lack of security, teachers etc, are factors that lead to dropout among children, especially girls in Uttar Pradesh.

To eliminate disparities in education with focus on equitable, quality secondary education, and vocational training for the youth in the community, in 2019, we met team AKDA and reimagined our school space into an exemplary model for every child and every community. Purposeful use of designs for campuses, buildings, classrooms and social spaces can facilitate deeper learning, and greater social connectedness which can increase school enrollments.

AKDA is a team of innovative thinkers, from the last 30 years they have delivered integrated sustainable solutions for a diverse range of building types and environmentally challenging situations especially educational institutions. Together, we laid down the new plan to raise the bar of education for marginalised children especially adolescent girls in Uttar Pradesh.
2019 HIGHLIGHTS

Rangoli Making - This year on the occasion of Diwali, students participated in rangoli making competition. The rangoli designs illuminated the school corridors with colors.

Sports Day - A much awaited event every year is the Sports day. This year to break the gender stereotypes, girls and boys played as one team and showed the spirit of sportsmanship.

Inter house Competition - A science quiz competition for junior and senior wing took place as an inter house competition activity.

Republic Day Celebrations are held annually in school. Our students celebrated the day with a special assembly, coir, flag hoisting and speeches on our fundamental rights and duties.

Teachers day was celebrated to honour our dedicated teachers and support staff that works relentlessly to educate and enable our students.
Built on the pillars of equality, access and sustainability, the new school campus has been critically designed to increase school enrollment and retention rates for girls. By 2024, the new school campus will enable us to educate **1000** children along with modern residential facilities for **400** adolescent girls from marginalised communities to complete their secondary and senior secondary education.
PRIMARY SCHOOL
building is an independent three storey wing for our tiny
tots from lower kindergarten to grade 5th. The new space
will offer our children a vibrant and child centric design with
a junior library and ample play area and recreational
equipment.

KITCHEN GARDEN
will provide our students an opportunity to grow their own
greens and learn sustainable food harvesting practises so they
care about the planet. Growing our own food will help us reduce
waste and connect students to nature, which can improve their
productivity and creativity.

BOARDING FOR GIRLS
will meet the end-to-end needs of 400 adolescent girls from
class 9th to 12th to complete secondary and senior
secondary education without the risk of dropping out of
school. The space is dedicated to empowering girls with
innovative spaces and recreational rooms, to convene
dialogue and active participation.

SUSTAINABLE
use of materials, zero maintenance finishes, dust mitigating
channels, solar panels and rainwater harvesting will make sure
we are building for a sustainable future. The importance of
sustainability can't be understated.

KITCHEN AND DINING BLOCK
is a large space with ample lighting, open dining stations,
comfortable seating and adequate drinking facilities that
will focus on good health and well being of our students to
meet their daily dietary requirements for an overall
development.

OPEN LEARNING SPACES
such as huts, benches, tree houses, open auditorium, and squad
posts will offer students and teachers a flexible learning space
that will serve as an extension to the indoor learning
environment.

STAFF RESIDENTIAL BLOCKS
for our teachers, fellows, volunteers and support staff with
modern day amenities will help us bring more credible
talent to school. It will increase accountability, involvement
and create a secure environment for our students to thrive.

ENABLING TECHNOLOGY
is imperative to provide our students equal learning
opportunities and upskill them beyond the traditional education
system. Broadband, AV rooms, computers etc will improve
learning outcomes. It will support our teachers in meaningful
ways to provide access to education content and resources.
STATE LEVEL COALITION UTTAR PRADESH FOR ADOLESCENT GIRLS

15 Community based organizations

200 Grassroots Girl Leaders

The largest population of adolescent girls in the country live in the underserved communities of Uttar Pradesh. Unfortunately, the state ranks first for the highest school dropouts, and crime rates against women. Deep-rooted cultural norms, fear of everyday violence and patriarchal mindset creates a complex web of problems for adolescent girls to access basic rights to their education, health and safety.

In 2018, we launched the Girl Icon Community Network (GICN) in Uttar Pradesh with 11 community-based organizations with over 15 years of experience to strengthen collective action for girls’ rights and create local support structures to enhance the agency of adolescent girls in marginalized communities. The network focuses on consolidating our unique learnings from the ground, listening to girls, strengthening adolescent programming and creating an ecosystem for girls to thrive.

In 2019, we collaborated with “Girls Not Brides” to evolve the network into a state-run coalition to deepen the multi-stake holder engagement and create a sustainable ecosystem to facilitate dialogue, inculcate cross learning and co-create multiple pathways to empower adolescent girls. This year we have grown stronger with 15 community based organizations and 200 grassroots girl leaders.

The state coalition aims to address systemic and normative inequalities impacting adolescent girls. At the state level, the coalition will advocate for a stronger focus on adolescent girls in the larger development discourse. This year to generate evidence informed outcomes and action the coalition co-created a social audit tool to gather measurable results. 200 grassroots girl leaders were trained to effectively engage and implement the social audit tool in their communities.

6000 adolescent girls and women participated in the social audit intended to increase their awareness on government schemes for adolescent girls, map their health and educational needs and to assess the impact of COVID-19 on core issues such as education, child marriage and violence against women and girls in their communities.

The findings will further strengthen the collaborative efforts of the coalition to create multi pathways by working in partnership with girls to address and advocate for their rights, and safety with the state governments and local actors.
COVID - 19: IMPACT AND RESPONSE

[Images of people engaged in various activities related to COVID-19 response]
From the last 12 years, Milaan has worked within the rural and marginalised communities but never have we witnessed a tougher time for the community members. As COVID-19 grappled the world around us, food shortages quickly threatened the communities we work in.

Despite having no experience or expertise in disaster management, we shifted our focus completely on operations to meet the urgent needs of the communities. On March 24th, we launched the ‘COVID-19 Emergency Support Program’ to ensure families have food on the table to survive the pandemic especially women led households who have been adversely affected with no support structures.

While the challenges looked grave and frightening they were not insurmountable without collective action. We started a crowdfunding campaign and raised INR 4,00,000 to procure and distribute ration kits to the families and support community health workers with protective gears. With collective efforts from our individual donors, relief work started on the ground.

We proactively worked with the help of The Girl Icon network of over 300 Grassroots Girl Leaders in four states along with 56 Women field workers and 11 community based organizations to assess and map the impact of COVID-19 in the communities especially in the most populous state of India; Uttar Pradesh.

The Girl Icon community network identified 2000 families in dire need of food, We procured food and hygiene essentials for ration kits and started strengthening our reach on the ground. The most distressed families - the ones with pregnant women and sole women -led households were reached out proactively. Women-led households were also supported with direct cash transfers between INR 1500 - 5000 into their bank accounts to meet their urgent needs.

The effect of covid-19 on women and girls is devastating, the nation lockdown to slow the transmission led to serious threats to their physical, mental and psychological well-being. Economic and food insecurity led to adolescent girls being the last and least to be fed, overburdened with household chores and facing the brunt of aggravated violence within homes.

Chanda lives in a village in Varanasi with her three children and an alcoholic husband who doesn’t contribute to run the household. She used to work as a domestic help but lost her job due to the lockdown. Chanda started selling vegetables during the lockdown to earn a living to feed her children but the situation started worsening with each passing day. The lockdown continued to pushed her family into a hunger crisis.

Milaan identified and reached out to 10,000 individuals like Chanda to overcome the biggest hunger crisis.

Despite our funding commitments being pulled back, with the help of individual donors and partners, we were able to provide some respite to the families. To survive the financial impact on the organization, our staff took a 10 percent cut on their salaries. We have been able to retain 100% of our staff, not a single staff member was left behind.

‘My husband was a brick worker but he lost his job due to the pandemic. I am seven months pregnant for the first time. We had completely run out of food to cook. We are thankful to the organization for providing us the dry ration kits.

It means a lot for us in such a situation.

- Chhaya Shikari, Pedra Village, Azamgarh, Uttar Pradesh
INITIATIVES BY GIRL ICNOS DURING COVID-19

2020 showed us the impact of creating grassroots girl leaders. All out efforts were made by Girl Icons to address the inequalities and achieve social justice. Several tools were used to reach out to girls and women isolated within their homes.

SEWING NEW FUTURES
Several Girl Icons stitched masks and distributed, hundreds of masks were distributed to community members especially old and elderly. This also exhibited an important message to communities to unite against COVID-19.

TACKLING GENDER BASED VIOLENCE
With nation-wide lockdown in place, there has been a surge in cases of domestic violence. Girl Icons stayed vigilant to take action, inform authorities and used wall writing to display helpline numbers to support women, children and adolescent girls. Girl Icons were provided a 24x7 helpline number from Milaan to access counselors and seek support.

PERIODS IN PANDEMIC
Access to menstrual hygiene products especially for adolescent girls and women in rural areas, was severely impacted due to the strict lockdown, school closures further compounded the problem. Several Girl Icons and their peers started making cloth pads at home for distribution in their community. Hundreds of girls and women were imparted door to door training to make cloth sanitary pads at home to hygienically manage their periods.

“A when I failed to find sanitary napkins for myself, I immediately learnt how to make cloth sanitary pads at home, with help of my peer group girls, I have trained 60 girls and women in my community to do the same during the lockdown”

Girl Icon Jyoti, Uttar Pradesh

When girls are empowered, their power is immeasurable. Despite the odds, 2020 showed us the impact of building an ecosystem of girl leaders and networks to challenge and overcome adversities for themselves, their families and communities.
## FINANCIALS

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<tr>
<td><strong>SOURCE OF FUNDS</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>1. FUND BALANCES:</td>
<td>(1)</td>
<td>3,00,34,691.26</td>
</tr>
<tr>
<td>a. General Fund</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2. LOAN FUNDS:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>a. Secured Loans</td>
<td></td>
<td></td>
</tr>
<tr>
<td>b. Unsecured Loans</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td>(1 + 2)</td>
<td>3,00,34,691.26</td>
</tr>
<tr>
<td><strong>APPLICATION OF FUNDS</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>1. Fixed Assets</td>
<td></td>
<td></td>
</tr>
<tr>
<td>written down Value</td>
<td></td>
<td>1,82,62,211.88</td>
</tr>
<tr>
<td>2. Investment in for</td>
<td></td>
<td>23,75,000.00</td>
</tr>
<tr>
<td>3. CURRENT ASSETS, LOANS &amp; ADVANCES:</td>
<td>(3)</td>
<td>10,09,996.90</td>
</tr>
<tr>
<td>a. Loans &amp; Advances</td>
<td></td>
<td></td>
</tr>
<tr>
<td>b. Sundry Debtors</td>
<td>(4)</td>
<td>1,14,01,903.18</td>
</tr>
<tr>
<td>c. Cash &amp; Bank Balance</td>
<td>(A)</td>
<td>1,24,11,900.08</td>
</tr>
<tr>
<td><strong>LESS: CURRENT LIABILITIES &amp; PROVISIONS:</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>a. Expenses Payable &amp; Provisions</td>
<td>(5)</td>
<td>5,77,963.70</td>
</tr>
<tr>
<td>b. Unutilized Grant</td>
<td>(6)</td>
<td>24,36,457.00</td>
</tr>
<tr>
<td><strong>NET CURRENT ASSETS</strong></td>
<td>(A-B )</td>
<td>93,97,479.38</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td>(1+2+3 )</td>
<td>3,00,34,691.26</td>
</tr>
</tbody>
</table>
## INCOME & EXPENDITURE STATEMENT FOR THE YEAR ENDED MARCH 31, 2020

<table>
<thead>
<tr>
<th>PARTICULARS</th>
<th>SCHEDULE</th>
<th>AMOUNT</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>1. INCOME</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Grants and Donation</td>
<td></td>
<td>1,01,73,737.58</td>
</tr>
<tr>
<td>Donation FCRA</td>
<td></td>
<td>2,13,70,717.17</td>
</tr>
<tr>
<td>Interest Income</td>
<td></td>
<td>9,30,278.00</td>
</tr>
<tr>
<td>Liability Written Off</td>
<td></td>
<td>70,345.00</td>
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<tr>
<td><strong>TOTAL</strong></td>
<td></td>
<td>3,25,45,077.75</td>
</tr>
<tr>
<td><strong>2. EXPENDITURE</strong></td>
<td>(7)</td>
<td></td>
</tr>
<tr>
<td>Administrative Expenses</td>
<td></td>
<td>26,40,728.01</td>
</tr>
<tr>
<td>Swarachna School: Kaintain</td>
<td></td>
<td>41,11,476.00</td>
</tr>
<tr>
<td>Girl Icon Program Expenses</td>
<td></td>
<td>1,95,43,030.50</td>
</tr>
<tr>
<td>Other Program Expenses</td>
<td></td>
<td>25,24,016.00</td>
</tr>
<tr>
<td>Depreciation</td>
<td></td>
<td>3,45,748.75</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td></td>
<td>2,91,64,999.27</td>
</tr>
<tr>
<td><strong>3. EXCESS OF INCOME OVER EXPENDITURE</strong></td>
<td>(1-2)</td>
<td>33,80,078.48</td>
</tr>
</tbody>
</table>

**Audited by**
Shahab & Associates
Chartered Accountants
CA Mohammad Rais partner
M.No. 420342
FRN. 017126C
UDIN: 20420342AAAAAM3664

Dhirendra Pratap Singh
President
Rati Mishra
Treasurer
We work with incredibly generous and creative organizations who choose to support Milaan. Our Partners from across the world have come together to help transform lives and advance our mission. In 2019 they grew stronger than ever.

NEW PARTNERSHIPS

GIRL RISING  |  SHADHIKA  |  IS  |  HSBC

PARTNERS AND DONORS

EdelGive Foundation  |  ALPHAGEO  |  SHEROES  |  THE SCHOOL FUND

give India  |  GlobalGiving  |  ARMENTUM  |  PHICUS

AYATI  |  genpact  |  Murle Fund  |  eFe Foundation
In 2019, our social champions and their stories of achieving gender equality and collective empowerment were featured in some of the most credible national and international media houses. At the core of our work we believe that amplifying stories of adolescent girls has the power to shift the narratives that place restrictions on their lives and create new narratives of equality and empowerment that drive change and inspire millions of girls.
वाराणसी मंडल की 70 किशोरियों को प्रशिक्षण

कार्यक्रम
- डराल 1090 की दीवार ने वे अधिकारियों की जानकारी
- समाज में महिलाओं के अधिकारों पर जाना गया था।

70 किशोरियों को प्रशिक्षित किया गया। कार्यक्रम में छुट्टी पर लाइन को सीखना हिंदी विभाग जयपुर संस्थान के महिला अधिकार व महानगरीय महिला अधिकार कार्यक्रम के साथ संयुक्त होता था। कार्यक्रम में अन्य छात्राओं ने भी इसकी जानकारी समझने के लिए दिशा दी।

मिलान फाउंडेशन ने लखनऊ, समस्ताव, 1 जुलाई, 2019

वाराणसी मंडल की 70 किशोरियों को सिखाए गए आत्मरक्षा के गुरु सिद्धौली। मिलान फाउंडेशन ने गर्ल्स आइकॉन कार्यक्रम के तहत वाराणसी मंडल की 70 किशोरियों को प्रशिक्षित किया। प्रशिक्षण में सामाजिक, व्यवहार व समाज में महिलाओं के अधिकारों की चर्चा करते हुए उनके योगदान का उल्लेख किया गया। महिला सुरक्षा व अन्य मुद्दों पर व्यवहार के लिए 1090 की सीखों को रोमांचित रखा गया।

महिला हेल्प लाइन, 1090 की सेवाओं से स्कूल हुई किशोरियां

मिलान फाउंडेशन ने गर्ल्स आइकॉन कार्यक्रम में 13 जिलों की 170 किशोरियों को किया प्रशिक्षण। महिला हेल्प लाइन, 1090 की सेवाओं से स्कूल हुई किशोरियां।

मिलान फाउंडेशन द्वारा चालाये जा रहे ‘गर्ल्स आइकॉन कार्यक्रम’ के अंतर्गत लखनऊ एवं वाराणसी मंडल के 13 जिलों की गाँवी निरीक्षण आत्मरक्षा प्रशिक्षण का समाप्त हुआ। कार्यक्रम में कुल 172 किशोरियों ने प्रशिक्षण हिसाब से शुरू किया। इस प्रशिक्षण का आयोजन संस्था द्वारा मंडलीय समिति रूप से चला।

मिलान फाउंडेशन के गर्ल्स आइकॉन कार्यक्रम में 13 जिलों की 170 किशोरियों के लिए किया प्रशिक्षण।
AWARDS AND ACHIEVEMENTS

This year, Milaan was awarded the ‘Best Social enterprise’ by Action for India.

We joined the prestigious Gratitude Network Fellowship. The Gratitude Network identifies “game-changing” social enterprises around the world who are improving the lives of underprivileged and under-served children and accelerates the success and growth of these organizations by impacting the leadership.
Milaan Foundation is a registered charitable organization as Milaan - Be the Change (NGO) with Registrar of Societies, New Delhi under the Societies Registration Act of 1860. The organization is registered under 12A, 80G under Income Act Tax 1961 and is eligible to receive foreign donations under Foreign Contribution Regulation Act with the Ministry of Home Affairs, Government of India.

THANK YOU FOR BELIEVING IN US AND OUR WORK!

Follow Our Journey

www.milaanfoundation.org

@support Milaan /company/milaan /c/MilaanFoundation/