



# VIDYA Integrated Development for Youth and Adults Mumbai, India

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## Mumbai, India

India is a country that occupies the greater part of South Asia. It is a constitutional republic consisting of 29 states. Mumbai is the capital city of the Indian state of Maharashtra. It is the most populous city in India with an estimated population of 12.4 million as of 2011 (ADB, 2018).

Poverty is a significant issue in India:

- 21.9% of the population lives below the national poverty line
- It is estimated that India is home to over 30% of 385 million children living in extreme poverty worldwide (UNICEF, 2016)



ADB (2018). Poverty in India. Asian Development Bank. Retrieved from <https://www.adb.org/countries/india/poverty>

UNICEF (2016). Ending Extreme Poverty: A Focus on Children. UNICEF and the World Bank Group. Retrieved from [https://www.unicef.org/publications/files/Ending\\_Extreme\\_Poverty\\_A\\_Focus\\_on\\_Children\\_Oct\\_2016.pdf](https://www.unicef.org/publications/files/Ending_Extreme_Poverty_A_Focus_on_Children_Oct_2016.pdf)

## The Gender Sensitization Workshop

One of the highlights of our experience was working with a team of our incredible coworkers to create a gender sensitization workshop for community teachers.

The entire team collaborated and used their unique skills to create a workshop that attained positive results.

The goals of the workshop were to:

- Sensitize teachers to gender inequities
- Expose teachers to a range of tools to address gender in the classroom
- Provide information on relevant government schemes & legal provisions
- Reflect and begin a commitment to gender-related change in one's personal and professional life



## MSW Internship

Field Placement: June 4<sup>th</sup> – August 24<sup>th</sup> 2018

As MSW Interns at VIDYA we were responsible for:

- Designing a workshop about Gender Sensitization for community teachers
- Creating a Needs Assessment framework for the organization
- Facilitating weekly life skills sessions for students at the local public school
- Developing modules for the Women's vocational training program

Additional Projects:

Alejandra: Assessed VIDYA's Volunteer and Organizational Materials  
Erica: Researched and created Child Appreciation workshops

## Organization

VIDYA is a non-profit that provides educational programming for women and children.

**Locations:** Mumbai, Bangalore & Delhi

### Mission

"Educating and empowering the less privileged through integrated methods and initiating and implementing progressive social change"

### Main programs

**Beyond School**  
Out-of-school academic enrichment & life skills for children & youth

**Margam**  
Women's vocational training (English, sewing, Henna, life skills)

**Bhavishya-Yaan**  
School-based youth development programming

## Outcomes

- Created a Gender Sensitization training module which was facilitated for community teachers
- 70 hours of English lessons completed for women focused on building self-confidence
- Created and facilitated four sessions of life skills lessons for youth at Bhavishya-Yaan
- Improved VIDYA volunteer and organizational materials
- Developed a four-session "Child Appreciation" teacher training
- Completed parent group discussions and a community survey outline for a needs assessment

## Skills Utilized/ Developed

- Workshop Facilitation
- Research
- Evaluation
- Teaching life skills and interpersonal Skills
- Cultural Humility
- Navigating different organizational contexts

## Classroom Connections

### SW 504 Power, Oppression, Diversity and Social Justice

- Gender & Sexuality
- How to teach PODS to community
- Religion, Caste, Ethnicity
- Prepared us to lead discussions and reflections on the socialization process, privilege and oppression

### SW 522 Research

- How to do a literature review and use various research techniques
- The importance of utilizing best practices

### SW 583 Evaluation

- Types of evaluation
- Purpose and process of evaluation
- How to conduct a needs assessment

### SW 605 Child Development

- Stages of development
- How to create engaging workshops for community members



## Lessons Learned

The teachings of cultural humility were essential to our in country work in India. As our first global experience outside Latin America, we were exposed to an unfamiliar cultural setting. Through our placement we learned:

- How to engage with communities with a language barrier in place.
- How to adapt to the gender-restrictive norms of a conservative society.
- How to work in collaboration with Indian co-workers and community leaders to create sustainable interventions.

## Career Connections

As social workers who want to work with diverse communities, our placement in India taught us how to work outside of our personal and professional comfort zones. This prepared us for our future work in diverse settings with clients from distinct cultural backgrounds.

Our learning directly connected to the core values of the NASW Code of Ethics. This includes:

- **Competence:** Social workers should understand culture and its function in human behavior and society, recognizing the strengths that exist in all cultures.
- **Dignity and Worth of the Person:** Social workers treat each person in a caring and respectful fashion, mindful of individual differences and cultural and ethnic diversity.
- **Social Justice:** Social workers pursue social change, particularly with and on behalf of vulnerable and oppressed individuals and groups of people.

## Advice

- Learn about the cultural makeup of the area where you are placed. There over 2,000 ethnic groups in India. It's important to know what cultural context you will be exposed to.
- Learn what language the majority of your organization's clients speak and learn simple phrases. This will help build rapport when you interact with communities.
- Be ready to be exposed to new things! Be flexible and enjoy every moment.

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