



GRASSROOT
ANNUAL REPORT
2018-2019

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PRESIDENT'S NOTE

With pride and accomplishment we have come many a mile crossed.

With challenges and achievements, the team of Grassroot has thus established themselves with awareness, trainings and exposure to various issues through networking and linking with other civil societies and government departments alike. Our team is more equipped with skills and knowledge to advocate for greater issues at the village and the policy level.

Ongoing Projects like Community Action for Health (CAH with NHM and National Urban Livelihood Mission (NULM) with State Municipal Board (SMB), along with Church Auxiliary Social Action (CASA). This trust in and with the communities have given us more impetus to strive forward with strategies, ideas and creativity for local issues to be addressed.

Initiatives and networking have been our core component where each team member is given the space to apply his/her skills for projects he/she wishes to address. One such project is the "Breaking Free" that highlights issues concerning gender inequality that young girls still face it is a small initiative to motivate little girls in the direction of self awareness, self-defense and self-loving.

Our Finance team, the backbone of the organization has a committed support to back up the programmes with their sound technical and financial input and suggestions for better work of each activity.

The woods are lovely dark and deep, and I have promises to keep; and miles to go before I sleep.....Robert Frost.

Mayfereen Ryntathiang

President, Grassroot

ABOUT GRASSROOT

Grassroot Organization works with communities, government and non-government agencies and like-minded individual in empowering economically and socially oppressed sections to achieve and enhance their rights.

As the years came about, Grassroot have thrived its roots in the field of Health and Empowerment. This can be witnessed through the extensive works at the community level. This report therefore brings snippets of the activities the Organization had conducted during the year 2017-2018.

Registered Office: Wahingdoh, Block III (Opposite MIMHANS HOSPITAL)
SHILLONG 793001, MEGHALAYA

Year of establishment: SEPTEMBER 2007

Legal Status: Registration under Meghalaya societies ACT XII of 1983
number: E.16/19/2013/85

12 AA of IT Act 1961/F.no 136/12 AA/CIT (TECH)/SHG/11-12

MISSION

“RESPONSIBILITY AND POWER OF THE INDIVIDUALS AND THE COMMUNUNITY”

GOAL

“ACHIEVING THE MASS RESPONSIBILITY THROUGH SOCIAL EMPOWERMENT”

Activities:

- ☐ Research studies, field survey, trainings and workshops.
- ☐ Formation of Self Help Group under the project of Day-NULM
- ☐ Data collection of herbal medicinal practitioners under the project of Bio- Resources Development Centre (BRDC)
- ☐ Sustainable Livelihood for Women

ORGANISATION'S OBJECTIVES**CULTURE
AND TRADITION**

Ensure efficient local, social and political structures allowing communities to build the future of their own region without eroding biodiversity

Ensure people to be in a position to upgrade traditional skills, know-how and culture

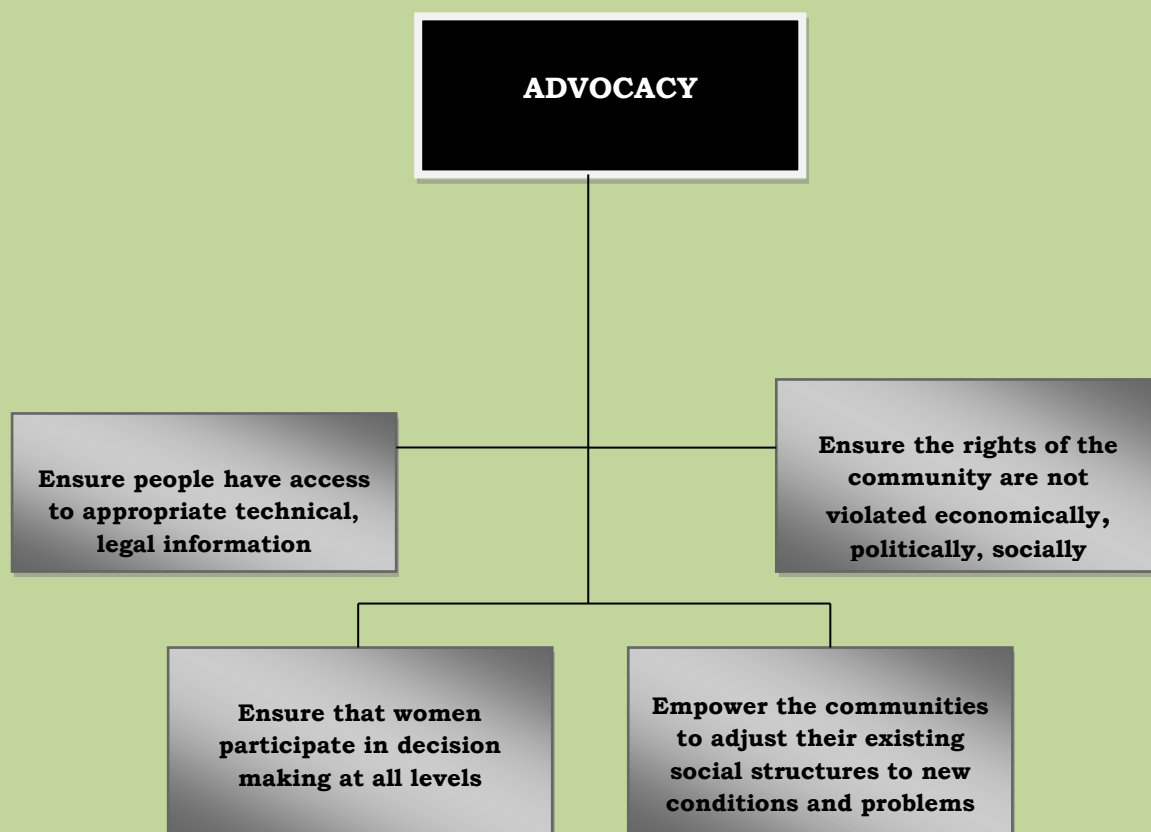
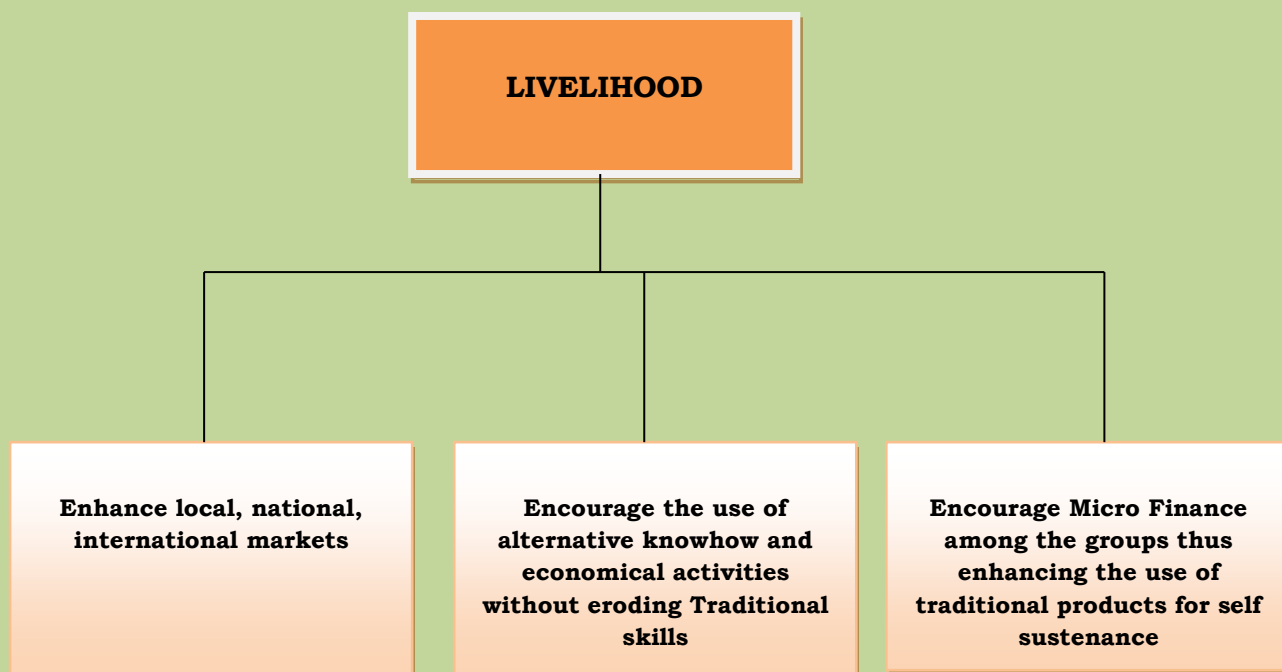
Encourage utilisation of natural resources to develop human resources to meet social needs

YOUTH

Encourage self employment of educated/uneducated youth

Encourage young people to take responsibility in the development of the community

Empower young people to think beyond formal education and take interest in the culture and history of their community



NATIONAL URBAN LIVELIHOOD MISSION

- The National Urban Livelihood Mission (NULM) started in April 2006 as an initiative with the Meghalaya Urban Development Authority (MUDA), to reduce vulnerability and poverty in urban households. Grassroot is involved in handholding 50 Self Help Groups in the municipal area. Grassroot facilitates enhancing livelihood opportunities through linkages with allied agencies.
- NULM aims at reducing poverty and vulnerability of the urban poor households. Urban poverty being multi-dimensional leaves economically backward groups with various uncertainties like occupational, residential and social.
- It needs to be addressed simultaneously in a comprehensive and integrated manner so that a definitive impact can be made on ground. It addresses occupational and social vulnerabilities by creating opportunities for skill development leading to market based employment and setting up of self-employment ventures. Thus, it focuses on skill development and easy access to credit, making weaker groups of the society unleash their entrepreneurial skills and capabilities to generate meaningful and sustainable livelihood.

The foundation of NULM rests on the formation of institutions at the community level, consisting of the unprotected and weak community members for effective and sustainable impact.

“These institutions of the poor would partner with local self-governments, public service providers, banks, private sector and other mainstream institutions to facilitate delivery of social and economic services to the poor”.

Thus, SHGs being the first layer of these institutions are also called as the “cell” of social mobilization and institution development.

OBJECTIVES

- ☐ To mobilize the community members for the formation of SHGs that would act as an institution at community level.
- ☐ To link these SHGs to local government bodies, public service providers, banks, private sector and other mainstream institutions to facilitate delivery of social and economic services.
- ☐ To provide skill-training and capacity building channels that would lead to sustainable livelihood with meaningful life.

PROGRESS REPORT- APRIL 2018 TO MARCH 2019

In the month of April, Lumlang Area Level Federation organized a two days training programme for the Self Help Group at the centre of Kyntiewlang SHG, Jaiaw Pdeng. The training is on Food processing which the Chief Executive Officer of Shillong Municipal Board (SMB) was the Guest of Honor of the day. The topics covered on these two days training programme were on:

The Concept of SHG and group management which was taken up by Miss Siewspahlin Kurbah, City Mission Manager from SMB.



Mrs. Pathaw, Manager of Meghalaya Co-operative Apex bank, took on the topic about loans and schemes that they can receive from the SHG.

Another topic was on group conflict which

was taken up by Miss Salome Suchiang, Community Mobiliser, Grassroot.



Book keeping and activities of the SHG was taken up by Kong Eva, from Municipal and Bah Shawn from MUDA.

In the month of June 2018, the resource organization along with the city managers from SMB, conducted a follow up with the SHGs which were newly formed last year. The main purpose for

these follow up were to check the functioning and the activities carried on by these SHGs. The groups visited were Namrata and Grace.

In the month of July 2018, the resource organization along with the city managers from SMB, conducted a follow up with the SHGs. The activities carried out were book keeping, monthly saving and also the activities of the group. The groups visited were Lakshmi, Samridhi and Lumlang Area Level Federation. We also organized a



street play in Jhalupara with the help of the fieldwork students in our organization. The main objective of this play was to create awareness for SHG members and to empower them to sustain the group.

With the support of the SMB, Grassroot as a Resource Organisation are able to meet and interact with different SHGs and found that most of which are engaged in different activities. Some are interested in cake making while others are interested in jute, knitting and food catering. The SHGs skills



and talents range from different array but cater to one goal; upliftment of their livelihood.

Below are some of the photographic proofs.



Women Entrepreneurship Workshop

OBJECTIVES:

1. To enhance the knowledge on marketing dynamics for the SHGs
2. To make the SHGs understand why product promotion is important.
3. To keep updating about the business.
4. To make them realize why Branding is important in today's life.
5. To promote handmade and eco-friendly products.

6. To look for a better future regarding the products they made.
7. To make the SHGs members more responsible towards the nature
8. To encourage SHGs to have collective decision making while doing business.
9. To assist SHGs to work together to improve their welfare/livelihood.
10. To assist the SHGs to continuously update their products with the changing time.

DAY I:

Resource person - Piyush Singh.

Topics:

- 1. What are Sales, Marketing and Product Promotion?**
- 2. Why is Marketing and Product Promotion important?**

The speaker explained about sales marketing and product promotion. He showed the participants different advertisements to get an idea of marketing / marketing strategies and explained why product promotion is so important in sales.



Old companies like Amul, pepsi have been in the market for years with so many ups and downs and there are a drastic changes in the market now, which means success do not come in one day, it takes time.

Products: It is the goods or services offered by a company to its customers. It is very important for marketing to have a name, brand, variety, quality, design, feature, packaging, quantity etc. He explained that if we sell without a brand name there is no individuality, people will not notice. He gave an example of jute bags packaging and why packaging is important. Sometimes people do not care what is inside, if they like the package they will purchase, because it's the package that should attract the customers first.

Price: It is the amount of money paid by customers to purchase the products. He gave suggestion to sell good quality with low prices because it works in Asian countries like India and Bangladesh. At first you might not succeed by selling high quality products at low price but soon people will buy it more as it is cheap and has a good quality which can be used for further future.

Place: The place that make the product available to customers. As per the speaker place plays an important part in marketing because you cannot sell apples in an apple farm. So sell the apple on such places where there are no apples found. This way it will increase the price of the commodity. He also said that location is very important; if we keep on changing the location people will get confuse where to find the same products, so a proper place or a shop where people can get or find the product easily.

Promotion: The activities that communicate the products features and benefits persuade the customers to purchase the products. He said that promotion plays a very important role in marketing .He mentioned that if we just make the product and stay home, no one will get to know about the products, so we should spread the products so that the people around us will come to know about it.

Different way of linkages with different companies, brands was given by the resource person whereby SHGs were made to understand different marketing strategies which will be very helpful for them.

Resource person- Shon Kharjana (State Mission Manager)

Topic- Role of Technology in Business

There are four roles of technology:

1. Branding
2. Internet
3. G-mail
4. Social Media

1. **Branding:** To put a logo, brand and give labeling for every particular product. The logo and branding should be in a small paper with all the details about the particular objects, like from where the products are made, the name, place, phone number, and the address. Through branding it can amaze the customers and get to know from where the products are being made.
2. **Internet:** First of all create a website, because through website the product can be launch and link to other people. Through internet people can easily get to know about the business.
3. **G-mail:** First create a g-mail account because it helps customers when they want to order something and they can easily get in contact with us
4. **Social Media:** Through social media the products can advertise through facebook, instagram, whatsapp, and many more where they can upload images or videos of the product along with the details of the product. In this way we can advertise all the products and upload

it so that we can spread all over the world.

DAY II:

Third session

Resource person- Eunice Patton, COLKS.

Topic- Responsibility towards Environment/Eco-friendly practices.

COLKS believes in creating change through innovative practices and is currently marketing two farmers' product that use as an organic raw materials with the help of some trained farmers supported by COLKS.



The speaker showed how they practice eco-friendly products. One of the examples which they gave is the soaps covers which are made of 100% recycle papers in Assam. COLKS has come up with new innovative thought of

making mud blocks to make wall for their houses and water harvesting. They mainly focus on the local farmers so that their state gets a bigger platform; they make sure that the products have a code because when they scan it will come to know where the product is from and which farmers have made it.



The main motive of the session is to promote eco-friendly products. One of many reasons is to save the environment and to look for a better future.

Fourth session

Resource person- Pamela Pyngrope, State City mission manager, MUDA

Topic- Collective Rights of SHGs in doing Business.



The resource person explained about the different terms and conditions while forming SHGs. The resource person said that they have been observed that the saving capacity and the potential



vary from members to members. Therefore the concept of voluntary savings provides opportunities to mobilize and deposit in banks. Hence, SHG is a great way of empowerment

To further encourage the SHGs in showcasing their products and promoting them at the same time a mini trade fair was organized. Handmade products like hand bags, pouches, doormats, paintings, were displayed with reasonable prices.

CONCLUSION

The workshop ended on the 14th of September 2018 afternoon with a Vote of thanks from the Organizers. Through this workshop the SHG members were able to get many ideas about marketing strategies, to work together to improve their welfare/livelihood. This workshop motivated and enhanced the ideas for the SHG members to become more and more innovative and also to export their products.



As a Resource Organisation, Grassroot, make it mandatory to review the activities of the group, and visit them from time to time to motivate, handhold and discuss on many possibilities and opportunities that can be explored especially for marketing upliftment. Linkages with civil societies, banks and individuals become part and parcel of the work we do with them.

INTERNATIONAL WOMEN'S DAY CELEBRATION

8th March 2019

Organized by Grassroot in collaboration with Kyntiewlang Women's Self Help Group

Introduction: International Women's Day is celebrated annually on 8th March. The day has occurred for well over a century with the first International Women's Day gathering in 1911. International Women's Day



(March 8) is a global day celebrating the social, economic, cultural and political achievements of women. International Women's Day is all about unity, celebration, reflection, advocacy and action whatever that looks like globally at a local level and continues to grow from strength to strength.

On the 8th March 2019, International Women's Day celebration is organized by Grassroot in collaboration with *Kyntiewlang* women's SHG and supported by Shillong Municipal Board, where Ms Salome Suchiang, Co-ordinator, Grassroot gave a welcome speech to all the women's group and all the Government officers who came from different departments to attend the International Women's Day celebration. The Students Indian Institute of Professional Studies (IIPS) presented a welcome song based on the theme of International Women's Day programme.



After the welcome speech, Miss Memorial Khongkai shared the history of the International Women's Day Celebration where she also explained the importance of International Women's Day celebration and she also explained how and why this



International Women's Day is important to all the women to celebrate as their special day of the year. At the same time she also came up with the one activity. The title of the activity is "what does it means to be a women" where all the participants of the programme participated the activity by writing up their own opinion/understanding, and knowledge based on the activity.

Siewspahlin Kurbah (City Manager Shillong Municipal Board) presented "Balance for Better" where she briefly gave an orientation "on gender equality". She spoke on gender inequality, gender inequality in work place, violence against women, violence against women has serious health consequences, And she also explained about some of the rights and acts of the women which the Supreme Court of India has passed at the Indian Penal Code IPC. She also mentioned some the penalty under the IPC for those who have committed crime against women or those who are in conflict with the Law.



When Ms Siewspahlin Kurbah from SMB city manager completed her speech and presentation, Grassroot team showed a documentary based on "Motivation". Through that documentary the Grassroot team encouraged and motivated the women and SHGs to work hard to achieve their objectives/goals, because nothing

is impossible to women if they work hard.

St Mary's college department of home science continued the programme by presenting the pepped show based on the theme "Food and Nutrition". Through this pepped show the student of St Mary's college showed to all the participants of the programme that in which vegetables and



fruits there contains minerals, vitamins, proteins, irons, carbohydrates, and nutrient. During this pepped show they also mention what fruits, and vegetables should women eat during pregnancy and also for child's growth, healthy eyes and skin, and they also mentioned how the pregnant women can prevent many negative effects by taking or eating different fruits and vegetables.

Rijanai SHG also performed the special song to all the women as a special day to all the women.



The women's day celebration would have not been possible without the acknowledgement of the contributions of *Kyntiewlang*, *Iaineh* and *Gemini* in the field they are equipped with. The Community Organiser, SMB, presented the award to the respective awardees.

Kong Lumlang Marbaniang gave the vote of thanks to conclude the programme.

SUSTAINABLE LIVELIHOOD FOR WOMEN

This project started in the month of June 2017 in 20 villages of East Jaintia Hills, Khliehriat Block, Meghalaya.

GOAL- Empower individuals and communities for sustainable development.

Objectives:

- To understand the negative and positive impact of National Green Tribunal (NGT) coal mining banned on livelihood
- To identify the impact of extensive mining on health issues
- To Empower youth and other social groups as agents of positive change
- To advocate for women's contribution towards better livelihood possibilities



PROGRESS REPORT- APRIL 2018 TO MARCH 2019

Before we started the baseline survey, an orientation about the project was conducted in all the 20 villages. A random sampling of 25 households was collected for the baseline survey. (The report of the same can be received from the office).

Participatory Rural Appraisal was conducted in the 20 villages to deepen our understanding of the villages. The following activity was the formation of Community Based Organisation (CBO) in Musniangrim, Mulang, Kairang, Umtyra, Pamrapaithlu, Iapmala, Dkhiah West, Tuber Sohshrieh, Mutong and Sohkympkor. The objective of the CBO is to imbibe an understanding



of collective rights and values.

To further enhance our objective on rights and entitlements in the villages, an awareness programme on MGNREA (Mahatma Gandhi National Rural Employment Guarantee Act) was organised at Mutong village.



A Medical cum Eye camp was held at Byndihati in collaboration with the District Medical Health Office, Jaintia Hills and Bawri Nethralaya Eye Care to strengthen linkages.



CAMPAIGNS AND INITIATIVES

It has always been our endeavour to create a stir or an idea in the masses' thoughts and actions. Campaigns to break gender –stereotype is a step we took to meeting the objective to end gender based violence.

Brief Report on the SPEAK OUT Campaign

Date: 7th April 2018

Venue: Dylan's Café and Eee Cee Restaurant

Organized by: Grassroot in collaboration with Catapult



SPEAK OUT is a campaign initiated by Grassroot with the creative support from Catapult, is venturing into an array of different violence faced and encountered by both men and women. The gender equality directing at both genders derives from an understanding that not only women but men too have suffered in silence for fear of being considered less manly to name one. The National crime bureau has only cases registered by women and none by

men. Grassroot and Catapult came with the idea of a montage to capture the stories of being silenced and silent and how empowering it is to break free.

The montage encourages both genders to come forward and create a wave of deeper understanding of how violence has crippled us to talk about it and address it with the resources available.

On the 7th of April 2018, Grassroot along with Catapult organized a campaign within the city. Before show casting the video in the cafes, we uploaded the montage in social media like facebook and instagram to reach wider.

Dylan's Café and Eee Cee restaurant were kind to allow us to display the montage to the masses emphasizing the need of the hour to safe guard and protect both genders from violence. The idea for this campaign is to show case it in the television inside the café and the restaurant, but since it did not work, we show the montage to the customers through our mobile, and after they had seen the montage they have to give their feedback through the feedback form.

The following images are the feedback forms

Questions	YES	NO
1. Do you think Violence Against Women and men is on the rise?	<input checked="" type="checkbox"/>	<input type="checkbox"/>
2. If YES, Should the justice system be faster?	<input checked="" type="checkbox"/>	<input type="checkbox"/>
3. Do men and boys report violence?	<input checked="" type="checkbox"/>	<input type="checkbox"/>
4. Is the justice system also responding to the cries of boys and men?	<input checked="" type="checkbox"/>	<input type="checkbox"/>
5. Are boys and men considered weak and vulnerable if they report violence and abuse?	<input checked="" type="checkbox"/>	<input type="checkbox"/>
6. Is reporting against violence of any forms still a taboo?	<input checked="" type="checkbox"/>	<input type="checkbox"/>
7. Do you think the perpetrator must be punished?	<input checked="" type="checkbox"/>	<input type="checkbox"/>
8. Is society aware that VIOLENCE against men and women is a shameful act?	<input checked="" type="checkbox"/>	<input type="checkbox"/>
9. Do we need more awareness and discussions around the issue of VAW&M?	<input checked="" type="checkbox"/>	<input type="checkbox"/>
10. Are we bridging the gender divide through SPEAK OUT?	<input checked="" type="checkbox"/>	<input type="checkbox"/>

Signature: Dylan
Signature and Date:

Questions	YES	NO
1. Do you think Violence Against Women and men is on the rise?	<input checked="" type="checkbox"/>	<input type="checkbox"/>
2. If YES, Should the justice system be faster?	<input checked="" type="checkbox"/>	<input type="checkbox"/>
3. Do men and boys report violence?	<input checked="" type="checkbox"/>	<input type="checkbox"/>
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9. Do we need more awareness and discussions around the issue of VAW&M?	<input checked="" type="checkbox"/>	<input type="checkbox"/>
10. Are we bridging the gender divide through SPEAK OUT?	<input checked="" type="checkbox"/>	<input type="checkbox"/>

Signature and Date:
Dylan 7/4/18

BREAKING FREE

Date: April 21st 2018

Venue: St Joseph's Higher Secondary School, Shillong

Organised By: Grassroot in collaboration with Young Indians, Meghalaya

Supported by: The Chief Minister's Youth Development Scheme (CMYDS) 2017-18



The International Day of the Girl Child is celebrated annually on October 11 to highlight issues concerning the gender inequality that young girls still face.

The right to live free from violence is a basic human right. Yet, gender-based violence—be it state-sanctioned violence (such as laws and policies that repress or harm women and girls), threats from fundamentalist forces, or intimate partner violence—persists in every country of the world and affects women, girls, and trans people of all ages and backgrounds.

It's small initiative in the direction to aware and motivates girls in the direction of self-awareness self-defence and self-loving.

Overview:

There were six sessions for these school girls who were from standard 7& standard 8 of St Joseph School, Shillong. The sessions were conducted by Miss Beverley Kharsyntiew, Young Indians (YI) Meghalaya and Managing Director Mahindra Holidays, Miss Bari Laloo and Peace Marsharing, Faith Foundation, Miss Hasina Kharbhih, Young Indians (YI) Meghalaya and team leader, Impulse NGO, Miss Tipriti Kharbangar, Lead Singer, Soulmate, Mr Mark Laitflang, Young Indians(YI) Meghalaya and Managing Director Avenues, and a session by All Meghalaya Karate-do Association.

The major focus was to channelize these girls with dreams to become visionary women of tomorrow.

Session I: Leadership

Ms. Beverley Kharsyntiew:



Profile: She is an experienced Managing Director with Club Mahindra, with a demonstrated history of working in the hospitality industry. She is Skilled in Market Planning, Business Planning, Management, Sales and Hotel Management. A strong Professional with a Master of Business Administration (MBA) focused in Marketing/Marketing Management. General Human resources from SRM school of Business, SRM University Chennai. She also chairs the entrepreneurship chapter, Young Indian, Meghalaya.

The session began with a warm welcome and then Miss Beverley Kharsyntiew moved towards kids with a question “Are you a leader?” and “Do you want to be a leader?” It took a bit for the girls to break the ice between them and Ms Beverley Kharsyntiew but they eventually answered what they of themselves.

To lighten the activity she presented words like- Brave Energetic Assertive/Ambitious Unique Talented Important Fabulous Unequalled Love and requested the girls to identify the word with their personalities. Followed by an activity where kids were asked to frame a sentence.

Activity:

I am (name).....the quality.....(words from above). I aim to achieve.....(their desire) and at age of.....I will make it.

Voluntarily girls started coming forward and participated in the above activity. This activity helped in generating confidence in these kids about themselves.

Leadership

To explain this section Miss Beverley aided the session by showcasing an animated movie by Disney movies-“FROZEN” Directed by Chris Buck and Jennifer Lee.

She focused on some lessons that this movie teaches us about life which is very important for every girl to understand it, no matter what her age be.

Lesson 1- Out of your comfort zone

She take reference from the dialogue “Conceal, don’t feel, don’t let them know” initially said by the King to Elsa, and later used in the song “Let it go”. She emphasized that one should always acknowledge ones power and should at times test their limits. You can’t be guarded always.

Lesson 2- Ignore the Haters

Whatever you do, good or bad, people will always have something negative to say. Don’t get down because of haters hating use it as motivation to shove your success in their face.

Lesson 3- Face your fears

She takes another reference “where Olaf enjoys the summer”- though Olaf being a Snowman knows that the heat of the sun can melt him but the whole idea of summer in his heart is so colourful and warm that he was even ready to face the fear of melting- “some people are worth melting for”.

**Lesson 4- Know your strength**

Elsa was afraid of the curse of magic, but that was her strength. Do you know your own strengths, things you enjoy things you are good at.?

Lesson 5- Dream big

The future belongs to those who believe in the beauty of their dreams. Dream big because dreams do happen!

Lesson 6- Support (Good support system)

Do you know which the best part of life is? When your Family understands you as a friend and your Friends support you as a family.

Lesson 7- Be your own happiness

Lesson 8- Think like a leader

Lesson 9- No mountain high enough

Lesson 10- Take responsibility

Lesson 11- Bring out the best in people

With this, she ended her presentation and all the girls stood up to sing the song from the movie

“Let it go”. At the end she made the girls realize that “Believe in yourself and all that you are. Know that there is something inside you that is greater than any obstacle”

Every girl is BEAUTIFUL- - Brave Energetic Assertive/Ambitious Unique Talented Important Fabulous Unequaled Love.

The impact of the previous session was quite strong and now girls were moving out from their cocoon and one girl volunteered to sing a song for all her friends and most importantly for herself and the choice of the song was also equally beautiful it was “ You are not alone by Michael Jackson.” Moving ahead the girls were engaged in fill up where they played a small game of relaxation and easing out- “Do the Boogie woogie”.



Session II: Personal Safety

Miss Peace Marsharing and Mrs. Barida Laloo

Profile: They are the founders of Faith foundation. Faith Foundation works on four major issues- Human trafficking, child sexual abuse, Substance abuse and HIV/AIDS. Both the women are trained and skilled Personnel's in the field of Child sexual abuse and orientation on the personal safety education for children.

Activity 1:

There were a bunch of cue cards which have some jobs described on it. Now the participants are asked to pick these cue cards one by one and read it and according to his/her pre knowledge sort them in two groups i.e. either male section or to female section.



Cards like- Growing beard, Getting Pregnant, Driving motorbike, Crying, Joining the army. Winning a beauty contest etc etc.....

When the sorting of cue cards are done on the basis of job description which fits more for male and which fits more for female. The participants were asked to rethink upon it and now re-sort it but this time with three groups, male female and both.

This activity helped the participants to know and understand that apart from some biological differences, there are hardly any difference between a man and a woman. They both are equal.

Gender equality, equality between men and women, entails the concept that all human beings, both men and women, are free to develop their personal abilities and make choices without the limitations set by stereotypes, rigid gender roles and prejudices. Gender equality means that the different behaviour, aspirations and needs of women and men are considered, valued and favoured equally. It does not mean that women and men have to become the same, but that their rights, responsibilities and opportunities

will not depend on whether they are born male or female. Gender equity means fairness of treatment for women and men, according to their respective needs. This may include equal treatment or treatment that is different but which is considered equivalent in terms of rights, benefits, obligations and opportunities.

Activity 2:

My body my boundary

An evaluation form was distributed to the kids and was asked to fill it with their prior information about the questions in the form.

Girls were now asked to make a pair with their friends in room and touch each other body parts. Like head to head, arm to arm , leg to leg, cheek to cheek, knee to knee, nose to nose, ear to ear.

This activity gave an insight and openness to talk about the personal body space, the comfortable and uncomfortable touches and gesture.

Activity 3:

Role play

In this activity, volunteers represented two situation one a public scene and a personal scene.

In public scene they enacted the scene of using a share taxi and still people can molest you or harass you. You need to understand the situation and response accordingly.

In personal scene they enacted a situation of a house where you can be molested and harassed even by the known person.

This activity was quite sensitive to discuss as it talks about the safety of the girls lies in its own hand and if your attitude defines your personal space and boundary it will somewhere help you in keeping oneself safe.

Activity 4:**Story telling**

The RO read out a story and a situation of a young girl. Later the participants were asked to interpret the story and figure out some disturbing or weird things that they feel was inappropriate.

This activity helped the girls to understand even better about different ways of being harassed or tortured. It helped them to understand that one should always speak it out the discomfort to any trusted adult person who can help you out of the situation.

Activity 5:**My safety network**

In this activity kids were asked to trace out their hand and write the name and relationship of five adult people whom they trust the most.

All the above five activities helped them to understand the safety rules of the self

- Say no to bad touch
- Shout and get out of a situation
- Do not keep a secret
- Always share things with your trusted adult ...keep on telling...make them believe
- It's never your fault.

Session III: Motivational talk on doing what you love

Ms Hasina Kharbhih

Profile: Hasina Kharbhih is the founder and chairperson of Impulse Ngo Network. Having spent over three decades in this sector, She is considered one of the leading figures in the



fight against the human trafficking in India as well as South and South East Asia. She is a Ashoka Fellow, a FullBright Scholar, as well as a Fellow of the Aspen India Leadership Initiative.

She began the session with the warm greeting and tried to make all the girls (participants) comfortable. She basically gave an open motivational lecture. Where she talked about how a caterpillar turn into a butterfly where how



one have to push the limits to become the extra ordinary in life nothing is impossible in this world and everything can be achieved if you have a pure and strong heart and full determination to do so. She gave all the examples of her life and asked the girls to reach out in the community look for opportunity which all their next to them. All they have to be is consistent with their work and should enjoy their work, they shouldn't take it as a burden they should love it and enjoy the process of becoming the butterfly. In order to achieve all this one should never lose the confidence and its identity because that is something which will determine the foundation of your success

in life.

She encouraged the girls to go beyond the classroom and look for opportunity look for something which inspires them and will help them in becoming the unique one. She in fact talked about her journey and how the idea of Impulse started and the seed of all this was sown long back at her school days when she started taking responsibility and acted as a leader.

Session IV motivational talk on doing what you love

Miss Tipriti Kharbangar

Profile: She has earned her name as one of the finest female singers to have emerged out of a Shillong and India as a whole and she got the Blues Tipriti has won the best female vocalist for 2009 in the Jack Daniels Rock awards.



She is one of her own and her inspiration as a songwriter /musician/singer is drawn from her roots, Shillong.

She started her session in Khasi. As she feels that her language is magical and has power to connect very easily and mostly she was comfortable in her native mother tongue. She talked about the life journey all the ups and downs that she had seen have somewhere groomed her of become who is she is today. She also shared that how affection towards music turned into her liking then into a hobby and eventually the passion of her life which has provided her the identity of who she is now. She also acknowledged the people that she encountered in her life and how they all have played their role so amazingly in grooming and polishing and giving her opportunity to explore the world.



Later she performed for her cute little audience along with Rudy Wahlang from Soulmate.

Session V: Self-defence by All Meghalaya Karate-do Association

Profile: Ten members of the All Meghalaya Karate-Do Association lead by Mr. Donbok Ryntathieng and Arjun Sewa as Coach and Manager.

The team demonstrated some of the moves that they have learned in their process of getting different belts. They also performed MMA (mixed martial arts) and also with props such as bamboo sticks. Their performance was reflecting discipline



dedication respect and calmness in them. They also trained the girls some of the moves and tricks to do

in case of attack or if a person tries to molest



or harass them.

Self-defence, especially for women, is of utmost importance in the kind of the world we live in today. Women, usually referred as the weaker sex, are considered easier targets. In a country like India where the cases of gender violence are on rise, out of which many go unreported, self-defence for women has become a necessity more than ever.

Session VI: Pockets of happiness

Mark Laitflang Stone

Profile: Mark Laitflang Stone is an award winning youth entrepreneur committed to social Enterprise and is the founding Chief Executive & Managing Director of Group Avenues-a brand synonymous with youth empowerment and human resource development in North East India. Headquartered in Shillong, Meghalaya Avenues is recognized as the region's Leading Grooming and Communications skills training initiative. He is an active member of civil society and the founder of Avenues Youth Icon Awards (an annual exercise instituted to recognize and celebrate the work and achievements of role models and unsung heroes in the field of work that impact Youth and future of Meghalaya and North-East India.) The recipient of Rotary club's Vocational Excellence Award for human resource development and a noted Motivational speaker, Mark's session across the region have engaged and inspired thousands of young adults over a decade.



The entire session by Mr. Mark L Stone was to introduce these girls to themselves. He had a series of session with some small activity along with them, with support of some sound effects. He narrated the stories and played with the minute emotions of a human being and in each proceeding step he was introducing the girls that who they actually are. He also managed

to explain the girls the true meaning of trust, faith, love and emotions in a very creative way. He asked girls to write what they feel is the best quality, the best phrase about them.

He also trained the girls how to control the anger and sadness if they encounter it in upcoming life. He also shared the methods of how to channelize the energies that they possess in the right and positive direction. And most importantly he made girl believe in their dreams and their existence there importance in this universe.

He did smoothly managed to let girls figure out their strengths and weaknesses and how they can use their weaknesses as their strength, was something that even we adults found interesting and learned about.

His session was full of mixed emotions as it was something very new for these adolescent girls and now they were like shedding off their old skin old they and moving in the direction of more pure and positive one which is full of hopes and success.

Activity:

All the participants were asked to form a close circle and hold each other's hand tightly and with full belief and faith in oneself and others repeat the following lines.

"Start Now...Start where you are, Start with fear, Start with pain, Start with hands shaking, Start with voice trembling.....But Start....Start and don't stop, start where you are, start with what you have....Just start...."

The Day ended with a vote of thanks from Miss Salome Suchiang thanking the participants and resource persons and hope that this workshop breaks more barriers among girls to become who they are.

REVIEW

Inspirations are not only for artists or those with creative skills to motivate them and complete something. We all need inspiration to free our soul from the bondage of worries and give us directions in life. Inspiration is food for our soul that desperately drives us to be better and be the person we want to be. Nobody can tell us what should and should not inspire us because it is a personal journey that sets our soul free.

Today these girls got a hint about all these things which are very essential part of life and will help them in growing as a better human being. Today no one was going home empty handed. They all are filled with emotions courage and inspiration, yes they did had a wonderful experience also I bet.

Life is all about choices. If you think, your life is awful, it will be. Stay positive. Don't bring yourself down by dwelling in the past. Switch to the future and envision the possibilities. If you need an inspiration, it will find you if you are receptive and detached from negative thoughts.

YOUTH PARLIAMENT REPORT

Dates: 30th and 31st October 2018

Venue: Old NEHU Guest House

Funded by: VAF (CMs- Fund) 2013-2014 and Association for Democratic Reforms (ADR), New Delhi



Concept Note on Youth Parliament



“We are addressing youth today, because youth have placed themselves on the top of the agenda.”–Secretary General of the United Nations Ban Ki-moon.

Youth activism and engagement can bring about important social changes that are sometimes left behind. You don't have to wait to be an adult to be an active member of your community. Your opinion matters and it should be heard. India has

rightly placed the age to vote as 18 years. Being a voter indicates your power

to demand for development you think fit. For better education, employment, clean drinking water, roads, electricity and many others. These are our rights!!!! How much more it still is if you have voted for the one you think will make this difference. As a young voter, our names should not be just a number but a number that counts.

We are the change makers and agents that are connecting our minds and thoughts to create enterprises for the betterment of the community.

LET'S CONNECT OUR MINDS AND THOUGHTS. . . .



By voicing, by speaking out, by knowing your rights, by addressing local issues pertaining to development, you are making your vote COUNT!

If you are simply a silent voter who cribs in the corner of the four walls, what use is your inked finger? Let us sit across the table, share our ideas, our thoughts to aid us in addressing

and putting the issues forward. Come be a part of the youth parliament. Be a part of giving back to society. Be a part of an array of likeminded individuals and organisations. Let's create solutions. Let's make it COUNT.

The youth parliament aims at:

- ❖ Getting the collective voices of the youth
- ❖ Making policy makers participate and respond
- ❖ Discussion on the importance of making democracy transparent
- ❖ Development issue based discussion

Expected Outcome:

- ✓ The mind of the youths are driven to developmental approach
- ✓ The questioning for and of transparent accountability

Resource Persons' Profile

Mr. Mark Stone Laitflang, is an award winning youth entrepreneur committed to Social Enterprise and is the Founding Chief Executive & Managing Director of Group Avenues - a brand synonymous with youth empowerment and human resource development in North East India.

Headquartered in Shillong, Meghalaya, Avenues is recognized as the region's Leading Grooming and Communication Skills Training initiative. He is an active member of civil society and the founder of the Avenues Youth Icon Awards - an annual exercise instituted to recognize and celebrate the work and achievements of role models and



unsung heroes in the fields of work that impact Youth and future of Meghalaya and the North East. A recipient of Rotary Club's Vocational Excellence Award for Human Resource Development and a noted Motivational Speaker, Mark's sessions across the region have engaged and inspired thousands of young adults over a decade. For this workshop, we invited him to facilitate in the Ice breaking session.

Mr. Jemino Mawthoh, is an Assistant Professor in the Adult Education Department in the North Eastern Hill University and he was a former MLA (Member of the Legislative Assembly) from the Nongthymmai constituency. He was also a programme officer in the NSS (National Service Scheme) NEHU cell and he was also an adviser in the Synjuk ki Seng Samla Shnong (SSSS). For this workshop we invited him as a resource person on the topic 'Role of Youth in Social Development'.



Mr. Ronnie Wahlang, is an MCS (Meghalaya Civil Service) Officer and is currently posted as a Block Development Officer at Mawryngkneng Block. He started out his career as a lecturer in St. Peter's school and in Williamnagar College. For this workshop we invited him as a resource person on the topic "The importance of an epic card".

Mr. Nilesh Ekka, is a Program Head at the Association for Democratic Reforms and he completed his engineering from Delhi College of Engineering. In this workshop we invited him as a resource person on the topic “Electoral Reforms”.

Ms Mayfereen Ryntathieng is a Social Worker with more than a decade of committed work put in the field of her choice and she is passionate about her work. She has done a Masters in English Literature and topped it up with education in Human Rights and recently completed a leadership and human rights course at Columbia University, with The International Indigenous Women Forum. She founded and heads Grassroot, an NGO with its main objective being to encourage, empower and enhance people’s



responsibility for societal change. Mayfereen is actively associated with World Mountain People Association (WMPA), International Centre for Integrated Mountain Development (ICIMOD) to name a few. During her years of contribution to the society, she has also visited various international conferences speaking her mind of human

rights issues. She was a part of the Mountain Community Team to present a motion on Anti uranium mining in Meghalaya at the UNESCO, Paris, represented the Presbyterian Church of India in Bangkok, Thailand in a workshop on Human Rights and was part of a South East Asian exposure trip on Violence against Women in Bangladesh. In 2016, she represented India at the United Nations Permanent Forum of Indigenous issues, at the UN Headquarters, New York, USA to lend a voice on land and cultural



rights. She is also a documentary filmmaker and script write- some of her documentaries like “Voice of the Voiceless” & “Hear our Voices- A Cry from the Himalayas” are note worthy productions. Mayfereen initiated the documentation of the khasi folklore, ‘The Peacock and the Sun’ into an animation form to create a deeper understanding of

the children to understand their roots while having wings. This animation is through a scholarship won from MILLION KISSES Foundation, USA. Mayfereen felt that the traditional wisdom of edible medicinal herbs is depleting with the advent of commercialised products. With this mind, she initiated the Documentation of these herbs in two villages; Mawbeh and lad Mawphlang, all of which was self funded. These documentations have enabled the organisation to delve deeper into this subject matter of restoring the rich heritage of our people. This has earned her the scholarship from IIWF to pursue the subject further whereby 32 women of Khasi and jaintia hills practitioners' were documented as part of the wisdom and traditional bank of her people and the book is launched on the 18th of August 2017.



As a president of Grassroot, (www.grassrootshillong.org) it is her endeavour to encourage young passionate women and men to realise their potentials. In December 2016, she and her team of young women launched a SPEAK OUT Campaign to help women get legal access in the presence of a snail slow legal system. This initiative is to cater to those marginalised abused women who cannot afford legal fees. This initiative is a fund raiser to encourage local funding for our own sisters and women. Further on, under the same campaign, a montage to depict the violence against boys, men, girls and women was launched in the year 2018. Mayfereen is a well trained personnel on gender rights, human rights and Rights Based Approach , community development, group/meeting facilitating skills, communication skills to name a few. For this workshop, she took on the role of a facilitator with the topic on “Communication tools and presentation”.

THE REPORT

DAY 1 – 30th October 2018

The Youth Parliament was opened with a welcome speech by Ms. Tamralyne of Grassroot Organization who welcomed the Resource Persons and all the 50 participating students and community members of the Khasi, Jaintia, and Garo region.

Ms. Mayfereen Ryntathiang – President Grassroot Organization took the meet forward by introducing the concept of a “Youth Parliament”. She mentioned that the aim of such a meet is to connect individuals and young minds and provide them with a space to participate, engage and contribute. She highlighted that the EPIC card is a very powerful card that enables us to use our voices, to stop complaining but to bring about change. She urged the participants to ensure one’s participation counts.

Mr. Mark Laitflang took the meet forward with an ice breaking session with activities that helped participants to familiarise with one another. The Resource Person further divided the participants into groups of 5-6 members where an activity on building a circle of trust was initiated. Members were asked to write down their fears and strategies to overcome them. The session was closed with the Resource Person highlighting that 86% of people’s greatest fear is the fear of speaking up and that the 2nd biggest fear is the fear of losing somebody. He stated the importance of talking about our dreams and the courage to pursue them.

This was followed with a discussion on “The role of youth in Social Development” by Mr. Jemino Mawthoh. Bah Jemino stated that in all his years of experience as a professor, a politician and an adviser in his area of work, he’s had quite a journey with the youth in the State. The Resource Person stated that India is one of the youngest country in the World that means youth are key change agents in this country. He stressed on the importance of reading and being well armed with information on current affairs in order to actively engage and positively contribute to social development. He urged participants to engage in programmes, policies and legislations of the State and have a sense of ownership and accountability for the same. The Resource Person also spoke on SWOT analysis which stands for Strengths, Weakness, Opportunity and Threats of one self.



The five groups were then asked to brainstorm and discuss on the following key points:

- 1) Resources available in your area
- 2) Strengths in your area
- 3) Types of opportunities available in your area
- 4) Main issues that you observe in your area
- 5) Strategies to address them
- 6) Where do you see your State/Region in 20 years from now?

The second half of the meet is a discussion by Mr. Ronnie Wahlang on ‘the importance of an EPIC Card’ The Resource Person covered topics on democracy, leadership, the meaning of an “adult” and the right to choose. He stated that the day a person gets his EPIC card is the day a person becomes an adult and with that maturity and responsibility to exercise our franchise with conscience. It is also the day that the country empowers us to use this Adult Suffrage”. An EPIC card gives identity and is an important functionary of the Country.

Mr. Nilesh Ekka initiated the discussion on “Electoral Reforms” where he stressed on the importance of understanding and studying a representative before electing the person as our leader. He stated that 30% of politicians have criminal records and that this should make us anxious and be reflective lest we commit the same mistake twice. The importance of asking ourselves questions such as “who am I voting for?”, “why am I voting for a particular person?”, “what are his/her human values?”, “Does his/her past records show that a person is capable of leading a country in the right direction?”

Ms. Mayfereen Ryntathiang then closed the meet with a session on effective communication tools and presentations in order to prepare the participants for the next day meet.

DAY 2 – 31st October 2018

The second day was opened with a recap and overview of sessions of the previous day’s meet.

This was followed by presentation of the previous day’s group discussions. The following are topics identified by participants as areas of



urgency:

- 1) Group 1 – Education System
- 2) Group 2 – Substance Abuse
- 3) Group 3 – Safety for women with regards to domestic violence
- 4) Group 4 – Agriculture
- 5) Group 5 – Sericulture

The presentation was followed with a motivational session by Mr. Ravi Ranjan on Entrepreneurship. The Resource Persons shared success stories of some companies across the World. He spoke about having dreams that will solve a problem and that will hold value for the community as a whole.

The meet was followed with the recitation of the Manifesto that the participants collectively drafted as a result of the group discussions and presentation. It was closed with an award for the best performing group, the distribution of certificates of participation, a group photograph.



Note — Youth Parliament Meghalaya Manifesto in annexure I

ANNEXURE I

YOUTH PARLIAMENT- MANIFESTO

As a result of the Youth Parliament held on the 30th October 2018 at Old Guest House Hall NEHU, the following are agreed statements and opinions by all 48 young participants present.

Participants were divided into five groups wherein they brainstormed on various pointers such as the resources available in their areas, identified strengths and opportunities, issues observed and strategies to address them.

By consensus, participants believe that Agriculture and Bio-Diversity, Water bodies/resources, Human Resource, Sericulture, Tourism, Traditional tools, Sports and land as the key resources and strength of the State of Meghalaya. .

Drawing from the above resources and strengths, we see opportunities in the field of Agriculture, Sericulture, Tourism, Handloom and Handicrafts, Trade and Commerce as areas that will boost employment opportunities and improve the economy of the State.

Issues highlighted are unemployment but also unfair process of employment in the existing system, substance abuse among children and adolescents, congestion and tight traffic in the town area, deteriorated healthcare sector especially in the rural regions of the State, poor road connectivity that curbs trade and commerce, teenage pregnancy leading up to poor quality of health among women and children; school drop-out, women safety, unmanageable waste, lack of infrastructure, lack of skilled teachers in the Education sector, poor educational facilities, increased practice of food adulteration and environmental exploitation and degradation

Awareness is a key strategy to reach out to schools, colleges and the communities to bring about a sense of ownership among us but also dispersing infrastructural development such as setting up of universities and technical colleges and make opportunities available for the rural counterparts as well. This will also help avoid congestion and not further populate the town area.

By the end of the session, participants also came up with a vision for the State

In 20 years, we hope to achieve -

- An Improved syllabus in the Education sector at par with the rest of the country.
- Economic support for students and teachers
- Affordable necessities and good patented indigenous products
- Functional, effective and prompt Healthcare institutions
- A clean environment
- Sustainable and responsible use of natural resources
- Fair employment opportunities
- Self reliance and self sufficiency
- Improved economy
- Accountable and transparency in the entire democratic process

These are the **five** main aspects that evolved from yesterday's discussion:

1) SERICULTURE:

STRENGTH-

- Employment
- Revenue
- Trade
- Fashion purpose

WEAKNESS-

- Expensive
- Time consuming
- Skill and patience

STRATEGIES-

- Making people aware of schemes available
- Enhancement of skills

VISION

20 years from now, the Sericulture Community will be self sufficient

2. AGRICULTURE:

STRENGTH-

- Agriculture helps in increasing GDP
- Reduces unemployment
- Improves the standard of living of the people

ISSUES-

- Inadequate existence of agricultural bank
- Lack of agricultural skills

STRATEGIES-

- Promoting farmers to form an association to acquire loans in case of failure of repayment of loans
- Promotion of schemes regarding Agriculture.

OPPORTUNITIES-

- Employment
- Labour union
- Economic growth

VISION

In 20 years, we want to see Meghalaya as the largest exporter of Agriculture products in the country.

3. SAFETY FOR WOMEN WITH REGARDS TO DOMESTIC VIOLENCE

Safety for women with regards to Domestic Violence

STRATEGIES

- Victims should speak up against violence
- Community participation
- Educate the victim on Organizations that provide them with the required help
- More stringent laws and penalties
- Economic independence for women

VISION

20 years from now, we envision a society where safety for women is prioritized and the hurdles faced by them are curbed, to pave the way

4. SUBSTANCE ABUSE

Key Points

- It is a problem faced by most you nowadays in the State
- Human Resource is the most valuable resource without which other resources cannot be utilized.

- Proper involvement of Human Resources leads to full development.
Example – JAPAN

Strategies

- We can overcome this problem by creating awareness on the importance of moral and family support for the substance users.
- Ensuring the availability of proper re-creational centres and educational system.

VISION-

20 years from now, we want to see a State free from substance abuse, proper utilization of full human potential by creating more employment opportunities.

5. EDUCATIONAL SYSTEM

Strength-

- Educational system

Issues-

- Hierarchical educational system
- Lack of exposure
- Inefficient syllabus

Strategies-

- Equality
- Exchange Programs and Scholarships
- Syllabus at par with the rest of the country

VISION

20 years from now, we see change; change that is constant- not for the better of now but for the better of tomorrow and this spring from our voices and actions.

Participants also came up with a value statement stated herewith;

“From now on, every decision I make will celebrate the beauty of life; I believe in self reliance and the power of an individual, community - unity in it all and most importantly recognize opportunity and seize it”

WORKSHOPS ATTENDED

Report on Jan Samvaad- Tribal conclave

Organized by: Tata Steel

Venue: Jamshedpur

Introduction: Samvaad is a platform for the tribes to exchange ideas, thoughts and share their concerns. It was instituted by Tata Steel as a tribal conclave in 2014, where more than 1500 tribal representatives from across the country showcased their cultural heritage and the novel experience of tribal life.

Samvaad encourages tribal communities to take the lead in initiating discourse on issues that govern their social sustenance and development. Samvaad is now fast growing as an eco-system where tribal thoughts and voices manifest in various forms-be it a discourse, a work of research, music, food and cuisine collaboration or even documentaries. The concept of regional Samvaad was initiated in 2016 with the objective of researching out to more tribal communities in the hinterland and

factor unheard voices therein. Since its inception, Samvaad has witnessed a flurry of discussion and activities under identified themes including Preservation, Protection and Promotion of Tribal languages (2015), Tribal Health Systems (2016) and 'Aspirations of Tribal Youth and Leadership for Future' (2017).



It is a unique and powerful platform created by Tata Steel's Corporate Social Responsibility, seeking to provide a platform for discourse on tribalism in India in a move to bring leaders and members from tribal communities under one roof. Over the next four days, over 1700 participants representing 137 tribes and sub-tribes from 25 states and 11 countries would come together to share their ideas, thoughts and perspectives on developmental challenges in India and beyond around the theme "Coming Together for Social Change".



The event witnessed an exchange of thoughts on critical issues affecting tribal communities in some or other way. They mainly focus on Tribal Culture and Identity, Land and Forest Rights for Tribal communities, Tribal Perspectives on Governance and Development, Peace Building and Conflict Resolution. The deliberations will take place in the morning and day time at the Tribal Culture Centre (TCC) during the next four days after inauguration.

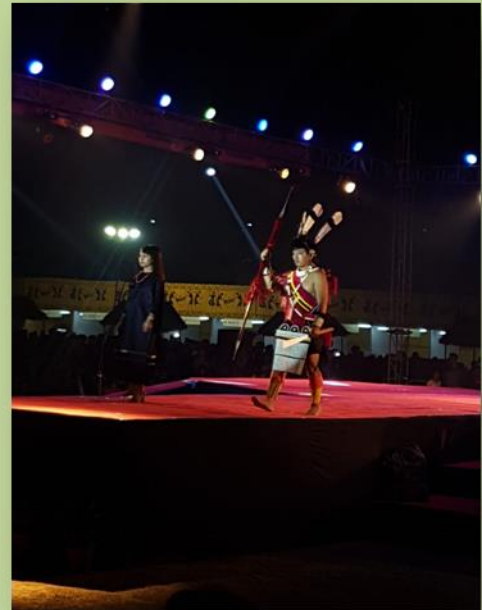
Overview of the report: For this Samvaad, we were chosen to attend the workshop which was held in the Heritage and culture of Indian tribes at Jharkhand. An introduction from Sourav Roy who is the Chief, CSR in the Tata Steel Company, he warmly welcome all the participants on the first day of the programme where he expressed his happiness and thanks to all participants for coming in this Samvaad.

"As tribal communities from 15 countries including India are joining in this Samvaad, stories coming out from this Samvaad would be true voices of the tribal people around the world", said Sourav.

He also said that all of us have outstanding stories, issues and tales to share and Samvaad is a safe, joyful, honest and happy place to share anything one wants. He maintained that it may be right or wrong, that does not matter, but you can tell them. Participants from different States and Countries shares their tales, stories, issues on culture, land, forest and development in the form of poems, songs and speeches.

Then after the speech given by the Chief CSR, the platform was made open for the tribes to share their stories. One of which we recorded was from the Maori tribe in New Zealand, they told us the story about their community,

and about their work with the students to encourage the use of Maori language. In New Zealand there are three main languages; namely English, Maori and Sign language. Nikil one of the representative from this tribe, told us the story about his grandfather and his efforts in uplifting their tribe. His grandfather was able to sustain the people of his tribe without any assistance from the government and because of this, a group of force came into the village to capture and interrogate him. After sharing his story, Nikil then demonstrated a traditional dance which they call the Haka. The Haka is a type of ancient Maori war dance traditionally used on the battlefield, as well as when groups come together in peace. Haka is a fierce display of a tribe's pride, strength and unity. Actions include violent foot- stamping, tongue protrusions and rhythmic body slapping to accompany a loud chant. The words of a haka often poetically describe ancestors and events in the tribe's history.



Then after the story shared by Nikil, and then came another tribe from Orissa, in which they told us the story about their identification of languages. The whole workshop went on with the different tribes sharing their stories based on the various topics on each day.

The first day was on Culture and Identity, the second day was on Land and Forest Rights, the third day was on Governance and Development issues and on the last day the topic was on Conflict Resolution and Peace Building.

From the state of Meghalaya, we shared our story about Mawlynnong village which is commonly known as the cleanest village in Asia. We spoke about the collective action of how the community people have a sense of responsibility in keeping their homes as well as their surrounding clean. The community would also have a cleaning drive every once in a month for the whole day. We also mentioned that, this village is popularly known as a tourist destination because of its cleanliness and also of the beautiful valleys before reaching this village.

Aside from attending the workshop, we also attend the cultural programme in Gopal Maidan. Cultural dances and music were performed by the various tribes from the different states as well as from the different countries. As mentioned above the main reason for organizing this is to give a platform for

the tribes to showcase their heritage along with their rich vibrant culture and tradition. Cultural Performance by 'King of the Naga Folk Blues, Guru Rewben Mashangva from the Tangkhul Naga tribe who has worked on ancient songs to make them appealing to modern listeners. Siddi tribe from Gujarat entertained the audience with their lively hunting dance and songs that talk of the tribe's migration from Africa 400 years ago. There were as warrior dances performances of the 'Ao' and "Sumi' tribes of Nagaland and 'Adi' tribe from Arunachal Pradesh.

There are also stalls in the Maidan, where in each of the stall there are various handicrafts along with handloom made by the different tribes in our country. There is also a stall for the Medical healers which is the traditionally way of healing. Another new innovation is the Aaatithya-the Samvaad -Taj collaboration in giving the different tribes a platform to showcase their traditional tribal cuisine items, mostly organic in nature.

On the last day of the Samvaad, there is a fashion show of all the tribes, in which all the representatives of the different States would walk the ramp dressed in their traditional attire showing the audience their radiant and beautiful cultural attire.



Learning: In attending this conclave, what we learn is that we tribal have a lot to contribute to the community. We are blessed with so many resources surrounding our community and that we need to conserve as well as preserve our culture. We should also know our indigenous rights so that we can protect ourselves from exploitation and extinction. We should document down our knowledge on stories like folk tales, and heritage culture. In terms of development, we should voice out our opinions.

Conclusion: Thus to conclude, Samvaad is a gathering of all the tribes in the country as well as from outside the country, giving them a voice and also a platform to showcase their rich culture. It also encourages the tribes to come together to have a discussion on development along with their issues face by their community.

Resource centre for Interventions on Violence against Women (RCI-VAW) and Special Cells for Children and Women at TATA Institute of Social Science

Introduction: This is a two week training which is held at Mumbai by TISS with support from British High commission. This training programme is on feminist social work skills, knowledge and perspective for a survivor-centric approach to violence against woman.

This training starts from 25th of Feb 2019 to 10th of March 2019, where they first introduce about the Special Cells for woman and resource interventions on Violence against Woman. This special cells was started in the year 1984 in the collaboration of Mumbai police and the Tata Institute of Social Sc .It is a service provided to woman survivors by trained social workers, this was strategically located in the police system with a clear understanding that VAW is a crime and that it is the responsibility of the state to prevent and counter it. At present special Cells is in the process of further districts and even Taluka –level expansion in Maharashtra, and is being operated as a scheme of the state Government. Under the scheme, TISS and local NGOs are implementing the cells in district.

Violence against Women: In this two weeks training they taught us to stand for our own rights where Woman and Ma n are being treated equally, It is Women's human rights which we should spread being a feminist. Violence against Woman is a wide spread violence, it is not about a man beats his wife but it's much more than that, for e.g. we can say in the Patriarchy family there are father, mother, son and daughter, there's a good bonding between a son and his mom, he comes home and sit with his mom and sister and they watch TV together, sometimes he gives money to his sister take her to movies, now once he is married he stop himself from doing a regular routine, now he has his wife whom he can talk share things, and slowly –slowly the gap has created and been replace by his wife, now here if we look and see whose shall we blame, of course according to society it will be their daughter in law, but why aren't we focusing on their son, just because its patriarchy rules that's why the blame automatically goes to the daughter in law, so this kind of situations we should understand how to intervene the case, so we understood the violence against woman is not just physical, but emotional, mental in all areas if we carefully look in to an issue. This example has clearly taught us to understand the violence which is happening in the family. So similar to this there are v family based violence, domestic violence, sexuality and gender violence, violence on mental health.

In this two weeks of training it also talks about the stakeholders in different areas where we can build network for example when it comes to police stakeholders the commissioning system starts from Joint CP to the ACP, so we should have an idea with whom we are dealing with and their hierarchy when it comes to the stakeholders.

There are counseling skills which has been taught to deal with the survivors and especially language for example in case you are dealing with the couple who just got married and you cannot ask them whether they have done love marriage or not but instead we can simply say if it is a self arrange marriage or not. Language is very much important when it comes to handling cases.

Being a feminist social worker we should keep in our mind that even if there are reasons that they can blame the woman or maybe she might have been indulge herself with a small crime but we during the interventions we cannot blame or show or point directly the woman especially in front of the husband or family.

The resource person has also talked about the male and female reproductive system, they say according to patriarchy system, a women who is not a virgin are not consider as pure anymore ,then why there are no black tag on men's image? Why there's a must for a girl to be a virgin whereas a man can indulge himself with so much of impurity still counted as a virgin. The right for man has been given more priority than what a women needs.

Muslim Community: Noorjhaan one of the resource people who talked about the Muslims community their system is totally different from the other community, she specifically mentioned about man having 2-3 spouses whereas a women are meant to be with only one husband, no outside caste marriage is allow in the community. Noorjhaan said that even the Muslims community practices the hierarchy of dominating the woman in all ways. So there are woman who are suffering from violence which is much more severe in our state.

Violence against Woman is not just a physical violence but it over all involves the violence like domestics violence, in the house, work place, in public place where a woman is being treated as un equal in the society or by the family.

In this training they also talked about being feminist practitioner we have to understand the violated woman, we shouldn't advice her, give empty conciliation, and not to take charge of her life. We should always keep in mind that violence is never a women's fault and the most important to believe in the survivor.

498A: As 498A clearly indicates the safe guarding the life of a women against cruelty which they faced behind the four walls of their matrimonial home. The Indian Penal code was amended in 1983 and has inserted section 498A which deals with the Matrimonial cruelty to a Woman. In this training the 498A has been stressed more as because of this section now in our state we have the rights to fight for ourselves.

Documentation: Resource person Priya Khrishna Murthy talks about the Documentation which is very important when it comes to cases. We should document each and every point where the survivors had mentioned. In documentation the main thing to remember is to make a format, because it is easy to write, it saves time. In special cells while filling up the format we should always take care the time, incidents for example how many times it happen all these needs to be mentioned, and all the details given by the survivors should be documented properly.

Research: Sandali Thakur one of the resource people talks about the research. She asked why we need to do a research, she also explained us about the important of research in our life, because by doing research it means we value our work, and everything has to be documented.

Language in Research: In research we need to process in reality, so we should be careful in giving our points or languages especially in Violence against Women.

For e.g.: We shouldn't be using Un-employment but use unpaid work.

- Instead of illiterate we should use non-literate.
- Not love marriage but self arrange marriage.
- Call letter and not summons.
- Assurance paper and not as compromise/reconciliation paper.

Report on Tech4Good workshop

Date: 20th -22th September 2018

Venue: Bethany Society

Introduction: Tech4Good are a group of change makers and techies who are passionate about empowering non-profits in India with technology.

Tech4Good are on a mission to help non-profits and governments to use technology effortlessly and confidently to achieve their goals.

They believe that technology enables nonprofits to be more efficient in their day to day operations and offers them incredible opportunities to scale the impact and reach of their work.

On these three days workshop, we learned about communication, marketing, document and file management, data collection, productivity, branding and fund raising.

Overview of the report: On the first day of the workshop, we started off with a round of introduction from all the participants. After which we had the session on salesforce. Salesforce began with the vision of reinventing customer relationship management (CRM). Since then they have changed the way enterprise software is delivered and used, changing the industry forever. All salesforce products run entirely in the cloud so there are no expensive setup costs, no maintenance and the employees can work from any device with an internet connection- smart phone, tablet or laptop.

It makes CRM easy to use for small businesses and large scale enterprises. This approach has helped to make Sales cloud the world's number 1 CRM system. A proper understanding of this application can be done through practical by downloading it in our own laptop and smart phones. After this session, another session was taken on the topic GreytHR, it is an online and payroll software for small and mid-sized enterprises. It helps HR departments to take advantage of online software to automate processes and provide managers and employees valuable information.

Then the last session of the day was on the Tech4Good handbook which they taught about document and file management, then communication and productivity, data and MIS. For Document and file management this topic was taken up by Santosh, who taught us about the different ways in which we can share and save our data. The different applications which are available in the internet which he spoke about are:

- WeTransfer- simplest way to send your files around the world.
- Google Drive- we can sync our important files and data in this drive and we can access them from anywhere.
- Google Docs- is a web and mobile application that can be used to create, edit and share word documents.
- Google sheets- is an application that can be used to create, edit and share excel like spreadsheets.

ORGANISATION HIGHLIGHT

NO	PARTICLUARS	BRIEF
1	Entity Name	GRASSROOT
2	Head Office	Wahingdoh, Block III Shillong – 793001 Meghalaya
3	Profile	Social Enterprise with a rights-based approach towards: 1. Youth Engagement 2. Livelihood Development 3. Advocacy and Awareness in the Citizenship space 4. Curation & Preservation of Tradition and Culture
4	Incorporated	Founded in September, 2007 Registered under the Meghalaya Societies Registration Act, 1983 FCRA: 214250108 under the registration under Foreign Contribution (Regulation) Act, Ministry of Home Affairs, Government of India
5	Years of Existence	11 years
6	Services Provided	<ul style="list-style-type: none"> - Consultancy Services for Human Rights - Surveys, Research & documentation - Youth and Community Mobilisation Efforts - Awareness campaigns for Health based Interventions, Livelihood, rights entitlements', breaking gender based stereotypes - Market Linked Interventions for livelihood up -gradation - Life Skills Interventions
7	Operational Territory	East Khasi Hills District, Ri Bhoi District, East Jaintia Hills District, West Garo Hills, East Garo Hills and South Garo Hills in the state of Meghalaya.
8	Contact Person's Details	Mayfereen Ryntathiang President, Grassroot
9	Contact Details	PHONE +91.89746 32962/03642950406

		EMAIL: grassroot2007@gmail.com Website: grassrootshillong.org
10	PAN No	AAAAG7114J
11	Ongoing Projects/Programmes (2017-19)	<p>1. Entrepreneurship Development Training and Capacity Building Interventions National Urban Livelihood Mission Client: Meghalaya Urban Development Authority</p> <p>Impact: 250 individuals across 25 Self-Help Groups were mobilized and trained Period: Commenced in 2015; Ongoing</p> <p>2. Integrated Farming Training and Capacity Building Interventions Client: Meghalaya State Skills Development Society/ADB</p> <p>Impact: 30 farmers were mobilized and trained; projected impact is 150 Farmers Period: Commenced in 2018; Ongoing</p> <p>3. Sustainable Livelihood post NGT banned on Coal Mining for Women in East Jaintia Hills Client: Bread for the World, Germany/Church for Auxiliary Social Action Impact: 1200 individuals, 10 Community Based Organization were mobilized and trained Period: 2017; Ongoing</p> <p>4. Food Security: Documenting the traditional herbs of women practitioners in the state.</p> <p>Client: International Indigenous Women Forum(IIWF)</p> <p>Period: 2017-2018</p> <p>Impact: 32 direct women practitioners and 100 indirect</p>
12	Soft Skills and Youth Development Training (2017-19)	<p>1. Building Leaders Programme Training and Capacity Building for Undergraduates Client: Shankar Dev College Format: 25 hours per Participant</p> <p>Impact: 500 individuals Period: 2016-2017</p>

		<p>2. Youth Parliament Young Engagement Workshop Supported by the Voluntary Action Fund Chief Minister's Fund of the Government of Meghalaya</p> <p>Impact: 150 Youth from assorted colleges and districts Period: October, 2018 TOTAL SOFT SKILLS IMPACT: 650 Individuals</p>
13	Team Strength	<p>02 Administrative 05 Team members 02 Field Staff</p> <p>Staff Members belonging to Scheduled Tribes: 100%</p>

VERIFIED: Mayfereen Ryntathiang
President, GRASSROOT

ACKNOWLEDGEMENT

Our entire family for their constant support

The Board members, Team Members and Volunteers of Grassroot

The students of St. Edmund's college, Women's College, Martin Luther Christian University, Interns from TISS Guwahati, Tuljapur

Friends of Grassroot

VHAM- Voluntary Health Association of Meghalaya, Shillong

IIHE- Indian Institute of Human Rights Education, Chennai

ADR- Association for Democratic Reforms, New Delhi

NRHM- National Rural Health Mission

NCW- National commission of women

MEW- Meghalaya Election Watch

ASER – Annual Status Education Report

CMAI- Christian Medical Association of India

NEN- North East Network

MSWC- Meghalaya State Women's Commission

IMPULSE, NGO Network

CASA-Church Auxiliary for Social Action

YI-Young India Meghalaya

NULM-National Urban Livelihood mission

BRDC-Bio Resource Development Centre

Kiron Joshi, Chartered Accountant

ABBREVIATIONS

NULM – National Urban Livelihood Mission

SHG – Self Help Group

PHC – Primary Health Centre

RO – Resource Organization

MSRLS – Meghalaya State Rural Livelihood Society

MUDA – Meghalaya Urban Development Agency

MEH – Medicinal Edible Herb

SDG – Sustainable Development Goals

UN – United Nations

FAO – Food and Agricultural Organization

ADR – Association for Democratic Reforms

CSR – Corporate Social Responsibility

MHRC – Meghalaya Human Right Commission

NEW – National Election Watch

BOARD MEMBERS AND HUMAN RESOURCE STRENGTH

Sl. No.	NAME	OFFICE	OCCUPATION	NAME & ADDRESS OF INSTITUTION.	PAN NUM
1.	Ms.Mayfereen Ryntathiang	President	Development worker	Nongkseh Madan, Dong mot, Shillong 793005, Meghalaya,India Ph: 8974632962	AKEPR2456H
2.	Mr.Khlainbor Kharbangar	Treasurer	Development worker	Mawlai Phudmawri, Shillong793008, Meghalaya, India Ph: 9615205539	IKDPK4164C
3	Ms.Joyfully Pathaw	Secretary	NHM Mental Health worker	Mawlai Mawdaitbaki Pata, Shillong 793008, Meghalaya Ph: 8732026998	CCBPP4564R
4.	Mr.Randolph Langstieh	Executive Member	Lecturer	Pohkse, Shillong 793003, Meghalaya, India Ph: 8575871490	AOLPF4969J
5.	Ms.Tamrelyne Momin	Executive Member	Development worker	Barik Point, Shillong 793002, Meghalaya,India Ph: 8731854290	BQZPM2525C
6.	Ms.Shannon Massar	Executive Member	Development Worker	Mawprem,Shillong 793002,Meghalaya,India Ph: 7005256585	AYGPM3312D
7.	Mr. Allanson Wahlang	Do	Lecturer	Mawlai Mawroh, Shillong 793008, Meghalaya, India Ph:9863848041	ABYPW4059J

Sl. No	Name	Sex	Qualification	Designation	Languages	Remarks
1	Arzenia Ryntathiang	Female	M.sc	Administrator	English & Khasi	Full Time
2	Salome Suchiang	Female	MSW	Team Leader	English &Khasi & Pnar	Full Time
3	Memorial Khongkai	Female	MSW	Senior Trainer	Khasi, English & Hindi	Full Time
4	Clarín Nongbet	Female	MSW,Medical Psychiatry	Programme Associate	Khasi , English, & Hindi	Full Time
5	Edmund Shangpliang	Male	B.Com	Accountant	English & Khasi	Part Time
6	Annette Kharwanlang	Female	MSW	Programme Associate	English & Khasi	Full Time