



▶ WHAT WE'VE DONE SO FAR

- Worked with over 1470 students in government and private schools
- Partnered with Education Department, Corporation of Chennai, Tamil Nadu and Department of School Education, Kadapa District, Andhra Pradesh
- Invited to speak at an international parenting conference organised by the Indian Montessori Centre; Innovating Justice Forum organised by HiilL in The Hague, Netherlands; and the International Youth NGO Summit 2015
- Conducted ten public workshops – for both children and adults
- Have been featured in national newspapers, online forums and radio

ADVISORS

UMA SHANKER

Director-General of Indian Montessori Centre, Managing Trustee of Kalvi Trust for Research

She has over 30 years of experience in the Montessori Method of education.

GEETA RAMASESHAN

Senior lawyer, Madras High Court in the areas of criminal, constitutional, and family law, with a focus on women's and human rights.

She specializes in international human rights law.

SHWETA ANAND ARORA

Director at The Education Alliance working in the area of public-private partnership, advocacy, content development, research & assessment.

She has an M.A. in education from Harvard University and an MBA from IIM-Ahmedabad.

N. K. RANGANATH

CEO & COO of Grundfos Pumps India Pvt. Ltd. and MD of Grundfos Engineering India Pvt. Ltd.

As a part of Grundfos' CSR efforts, he runs after school programs for underprivileged youth.

K. HARIHARAN

Founder, LV Prasad Film and TV Academy, National Award winning filmmaker and jury member. He has taught at various prestigious universities across India and abroad. He is currently Professor, Creative Sciences and Dean at Mahindra Ecole Centrale.

FOUNDER

GULIKA REDDY

Gulika is a human rights lawyer. She has worked with lawyers, non-profits and academic institutions on the rights of: women and children, climate refugees, slum-dwellers, and the intellectual property rights of indigenous communities.

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SCHOOLS OF EQUALITY



www.schoolsofequality.org



ENGAGING INDIVIDUALS IN DISCUSSIONS OF EQUALITY

▶ WHAT IS THE CHALLENGE?

1 in 3 women face physical and/or sexual violence in India. Legal responses have neither reduced the occurrence of such incidents nor have they adequately improved access to justice for victims. This is because gender stereotypes and attitudes towards women within government institutions impede rather than promote justice.

▶ WHAT DO WE DO?

Schools of Equality is an activity-based programme that encourages participants from academic and corporate institutions to examine the concepts of equality, power and injustice in the context of gender. It also encourages participants to discuss how issues of gender intersect with other types of discrimination such as class, religion, sexuality, disability and caste. The goal of the programme is to positively influence participants' attitudes in ways that foster an equitable working environment that is founded on principles of mutual respect.

▶ HOW DO WE WORK?

Our facilitators conduct a series of workshops in schools and organisations. Our team of facilitators are from varied fields – including law, education and psychology. Their diverse experiences expose participants to different approaches to gender. Through art and theatre activities and discussions, they engage with participants to enable them to approach issues of social justice and equality in the workplace and outside.

▶ HOW YOU WILL BENEFIT?

Working with Schools of Equality could benefit your organisation in a number of ways

- Develop a diverse working environment free of bias
- Prevention of stereotyping at the workplace
- Formulate equal and equitable workspace guidelines
- Foster an atmosphere of respect
- Develop problem-solving and conflict-resolution skills
- Foster a harassment free workplace

▶ PROGRAMMES WE OFFER

I. Gender Roles and Stereotypes

The workshop encourages participants to question the difference between 'masculine' and 'feminine' traits and ask to what extent these traits are stereotypes created and perpetuated by the media and society. The workshop is designed to foster an understanding of how these stereotypes influence an individual's identity, and how these stereotypes can even become the basis for discrimination in daily life, both within and outside the workspace.

II. Identity and Discrimination

The workshop is designed to help participants understand the diverse nature of identity. Participants will question and explore how differences between these identities can become the basis for discrimination, and learn to engage with discrimination constructively and pro-actively to build workspaces and communities of respect.

Cost

Rs 20,000 for a single programme and Rs 40,000 for both