

## VOICE 4 Girls

**Registered as a:** Trust | **Founded:** 2011

**Head Office Location:** Hyderabad

**Region of Impact:** Andhra Pradesh and Uttarakhand

**Annual Budget (2012-13):** INR 76 lakh (\$126,000)

**Adolescent Girls Budget (2012-13):** INR 76 Lakhs (\$126,000)

**Staff Strength:** 10 full time



### Overview

VOICE 4 Girls imparts critical information, spoken English and life skills to adolescent girls through activity-based learning. Empowered with knowledge and decision making ability, these girls are able to advocate for themselves, leverage educational opportunities and break the cycle of economic and social poverty. VOICE 4 Girls achieves this impact by hosting camps under its flagship Her VOICE program, and two other extensions of Her VOICE: Sakhi Peer Leadership Program to develop high potential leaders and United VOICE program that includes boys in the conversation of gender equality.

### Adolescent Girls Program

Her VOICE is the flagship program started in 2011 that imparts life skills training to adolescent girls through VOICE camps that run for 2-4 weeks. The girls are aged 11 to 16 years and the curriculum is designed to inform them about topics such as health and hygiene, safety, women leaders and career opportunities as well as to build leadership, critical thinking, and interpersonal skills. The curriculum is implemented in partnership with low budget private schools and government schools. The organization recruits and trains local college students and teachers to become 'counselors' that implement the program in VOICE camps. To take the program to the next level, VOICE started the Sakhi Peer Leadership program to train girls who can impart knowledge in their schools, and also potentially develop into the role of a counselor.

### Model

Her VOICE provides 90 hours of English language and life skills training through a 16 unit activity-based curriculum, either through 4 weeks of half-day sessions or 2 weeks of full-day sessions. Each batch consists of about 30 adolescent girls, led by a trained counselor and a teacher.

VOICE implements its program with community-based partners like government residential schools and low budget private schools that offer space for the camp to be conducted and have a large number of girl that enroll in the VOICE camp. VOICE designs the curriculum for Her VOICE, trains the counselors through in-person training and teacher handbooks, provides management support to the partners, and conducts impact assessment and monitoring to ensure quality implementation of the programme. To multiply its impact, VOICE also conducts a 2 week Sakhi Peer Leadership workshop that teaches girls how to support their peers and teach a 10-unit curriculum during the school year.



### Milestones

- 2011: Curriculum for Her VOICE was designed. VOICE 4 Girls founded
- 2012: Partnered with Andhra Pradesh Residential Educational Society to host VOICE camps
- 2013: Semi-finalist in the Echoing Green Fellowship Competition

### Impact to Date

- 4,375 adolescent girls campers reached through Her VOICE
- 250 partner schools across Uttarakhand and Andhra Pradesh
- 60 percent improvement in spoken and written English and increased knowledge about health, safety and rights in the adolescents

### Theory of Change

If marginalized adolescent girls are imparted critical and relevant knowledge about their lives, and taught English and life skills in an engaging activity-based manner, then the girls will be empowered to take charge of their own futures and work towards breaking the cycles of economic, social and gender inequality in their communities.

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### Growth Plans

In 2016, VOICE aims to reach over 30,000 girls through VOICE camps and an additional 50,000 girls through the Sakhi program. Currently, the organization operates in two states with two partners. In summer 2014, it will expand its work to another state – either Tamil Nadu or Maharashtra. At present, the organization is evaluating potential partnerships in each location. It aims to scale through government residential all-girls schools, in partnership with social welfare schools and the Kasturba Gandhi Balika Vidyalaya residential schools for girls belonging to marginalized communities.

In order to build organizational capacity, VOICE will need to hire additional resources and put in place extensive processes and monitoring practices to ensure that implementation is in accordance with its standards.

	2012-13 (a)	2013-14 (e)	2014-15 (e)	2015-16 (e)
<b>Total Org Budget (INR Lakhs)</b>	76	127	230	380
<b>Total Adolescent Girls Budget</b>	76	127	230	380
<b>No. of Adolescent Girls</b>	3,727	13,000	45,000	80,000

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### Leadership & Management

Averil Spencer is the Director and Co-founder of VOICE 4 Girls. As an IDEX fellow and a Research Assistant at Dartmouth college, she gained experience in education and gender development. Amrita Randhawa, Operations Director, has a degree from the Harvard Graduate School of Education, and manages the quality of program implementation. The 10 employees are supported by over 350 trained college students to conduct VOICE camps.

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### Partnerships

VOICE has partnered with Andhra Pradesh Social Welfare Residential Educational Institutions Society, Gray Matter Educational Initiatives and Uttaranchal Association of North America to host camps in low budget private schools and government run schools. It engages with corporates like Deloitte and Google to arrange for exposure field trips for the campers, and with colleges to source volunteers and counselors.

### Funders

Nike Foundation has been its financial supporter since 2010. In addition, the organization has received money from its partners like Gray Matter to run the program in its network of schools. While partners do pay programming fees to cover a portion of camp costs, the organization wishes to expand its funding network to include more individual donors and local foundations to cover organizational expenditures.