

Head Held High Foundation

From Poverty to Dignity

ANNUAL REPORT 2021-22



Credits

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Why we exist

our Purpose.

Head Held High Foundation is inspired by a world of abundance. We build capability and resilience in people and communities to hold their heads high.

our Values.

- Purpose driven
- Passion
- Integrity
- Human Potential
- Ownership
- Co creation

The Pathways of change

for Women
- Entrepreneurship

for Youth

- Education
- Entrepreneurship
- Jobs
- Career guidance & counselling
- Transformation – work & life capability

for Households

- Financial inclusion
- Social protection
- Economic resilience

Defining our Approach

Youth Transformation

Rural youth constitute close to 69% of the total youth population in India, a statistic that by itself underscores the need for adequate training, skilling and livelihood development programs aimed at this demographic. When we also consider that rural youth are largely unable to access decent education and job opportunities, such programs become even more important. Their aspirations can't take wing in an environment with no family support or peer networks for them to tap into. Young women experience even greater challenges and limitations due to their gender.

In urban and peri-urban parts of India, youth living in economically vulnerable communities face their own set of barriers. Even if they have completed

some college, they are unsure of their options since they have few role models and limited exposure to various career tracks. They also lack targeted career guidance to help connect them with the right opportunities. All of this puts them at a real disadvantage when it comes to future planning.

Our work with youth from marginalised communities is aimed at equipping them with core capabilities, addressing the information asymmetry they experience, and connecting them to viable economic pathways.

Interventions for Youth

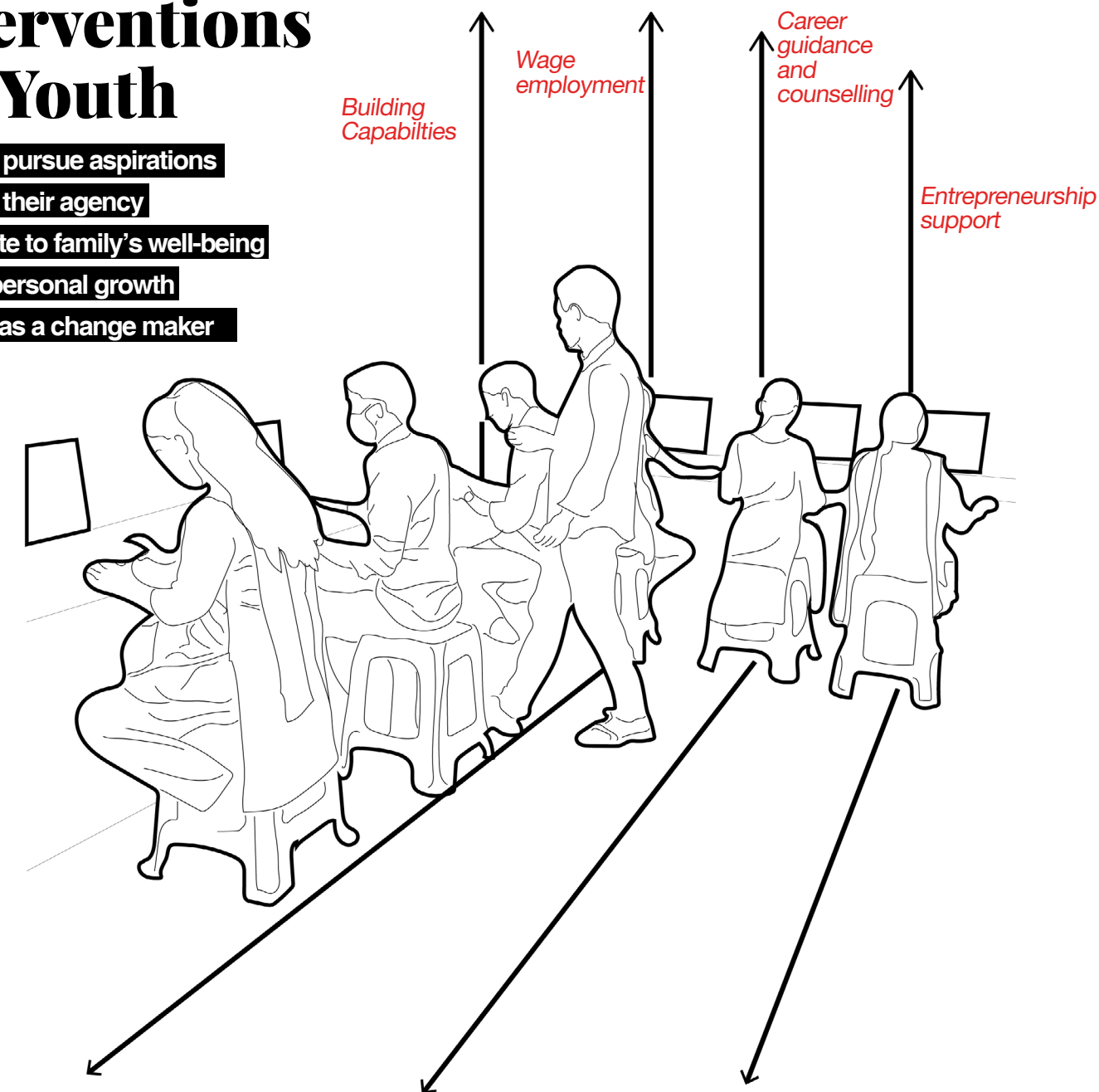
Define & pursue aspirations

Exercise their agency

Contribute to family's well-being

Aim for personal growth

Develop as a change maker



Defining our Approach

Women Empowerment

The numbers tell a clear story of rural women being left behind. Although the Labour Force Participation Rate (LFPR) has gone down for women everywhere in India over the last few decades, rural women are affected to a greater degree.

They have to contend with restrictive gender norms, handle the bulk of unpaid household work, and lack job opportunities in their communities. The ones who do work are largely engaged in daily wage labour in the fields near their homes. Literacy rates among rural women are half of what it is among their urban counterparts.

Through our interventions, we help build skills and confidence for the women while enabling a shift in mindsets for

those around them. Over the long run, these changes help the women to carve out new roles for themselves as financial contributors in their families. They have a greater sense of agency as a result and are in a position to make choices for the family when it comes to nutrition, education, budgeting and more.

Interventions for Women

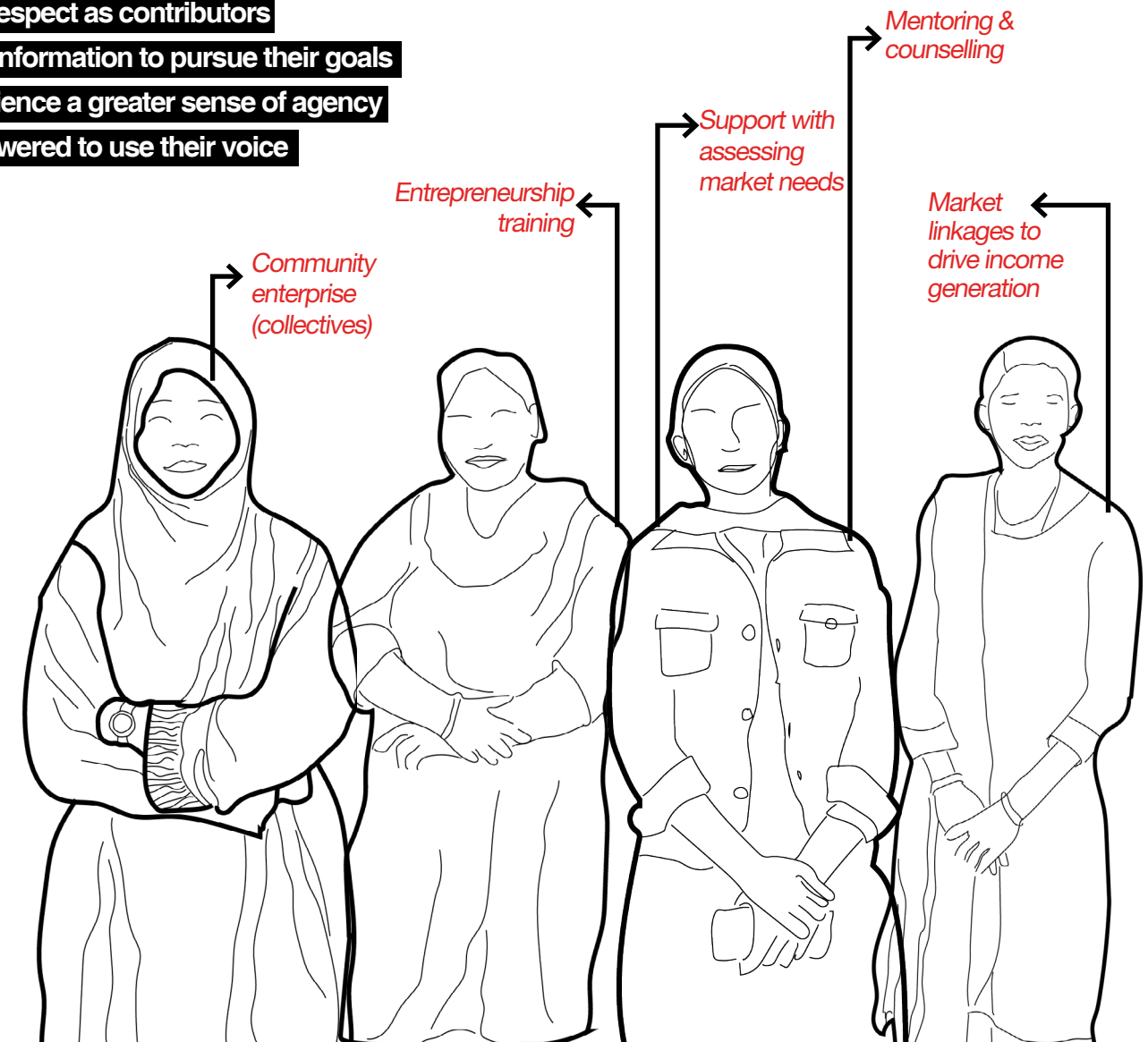
Drive family decisions

Gain respect as contributors

More information to pursue their goals

Experience a greater sense of agency

Empowered to use their voice



Defining our Approach

Households and Vulnerable Communities

What are the factors that prevent communities from realising their economic potential? What social and psychological hurdles do its members face in breaking the cycle of intergenerational poverty?

In order to gather answers to questions such as these, it is necessary to actually be present in these communities and to try and fully understand the lived experiences of its members. Beyond that, there is a need for models that take into account the various forms of deprivation and inequity that families living in poverty face. Last but not least, the adverse impact of Covid-19 on economically vulnerable communities is yet to be fully assessed.

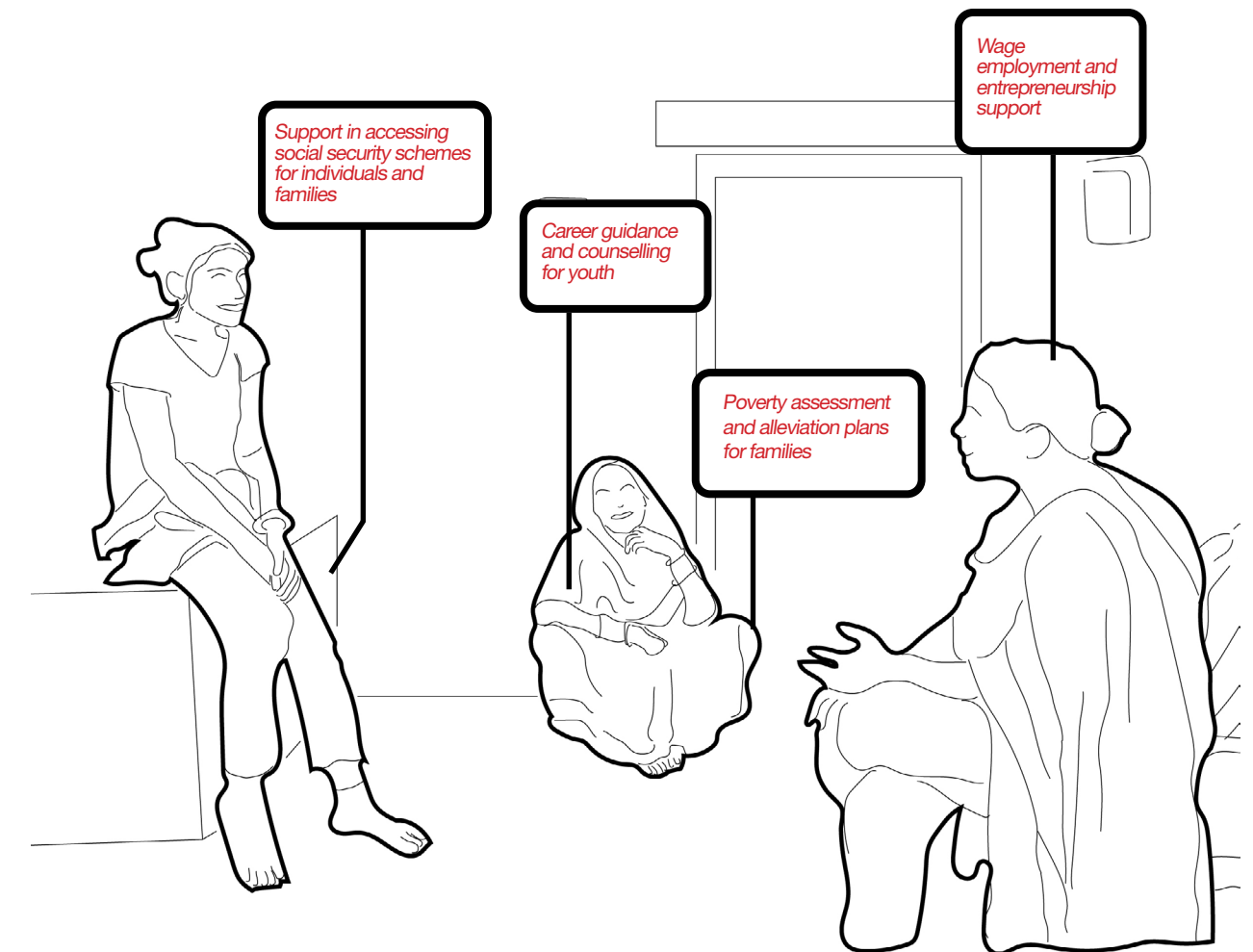
Head Held High's work in vulnerable rural and urban communities is designed around a three-step approach: 1) Assessing household level needs and challenges; 2) Analysing the data gathered in order to identify key areas of support; 3) Implementing interventions aimed at addressing the gaps.

The baseline surveys conducted at the outset provide data on the aspirations and challenges of individual households. The household-oriented approach makes it possible to connect family members with skilling, social protection, career guidance, or livelihood support as needed. Collectively, these initiatives help to improve the preparedness of households and boost economic well-being of the community as a whole.

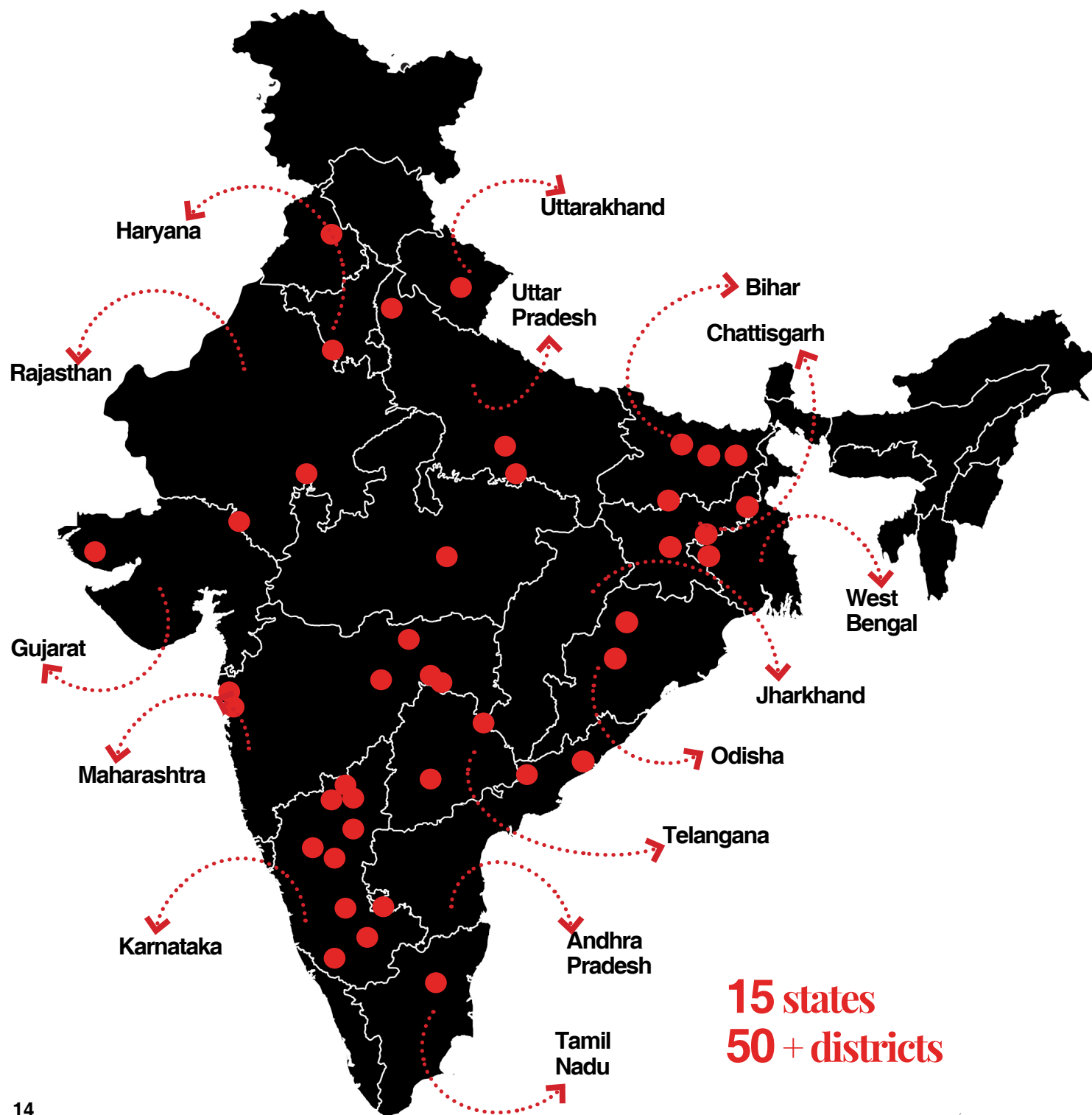
Interventions for Households

Access to resources
& economic opportunities

Safety nets for families



Impact Highlights



SDGs we impact



Building work and life capability

- 35% of youth mobilized belonged to households earning less than USD 1.90 per day.
- Median income of households we worked with was USD 3.02 per day
- Post our intervention median family income rose to USD 6.71 per day, an increase of 2.2x
- 71% of youth mobilized achieved their aspired for outcome (jobs, entrepreneurship & education)
- Youth provided wage employment earned an average of INR 9532 as a monthly income.

Making rural entrepreneurship possible

- Generated a GMV of 65 lacs across our women collectives resulting in a net income of INR 16.69 lacs
- 187 women earned an income for the first time through participating in our women collectives at Wadi, Chandrapur, Thondebhavi & Rayadaga.
- 759 youth started their own ventures (non-farm). Over 15 lacs of seed capital was facilitated through seed grants and Mudra loans.
- Youth who started out on their entrepreneurship journey post our intervention earned an average monthly income of INR 7210.

Making financial safety nets accessible

- We started work with over 2500 farmer families in Gulbarga to build resilience and build back better post COVID disruption
- Over 13000+ families were provided social protection access and financial literacy training
- Social protection schemes with an economic value of INR 166 crores were facilitated through our financial inclusion initiative for underserved communities and unorganized workers.
- On an average over INR 1.19 lacs of social protection was provided per household.

Outcome Snapshots

Youth graduated
Make India Capable

2,628



Youth provided
Wage Employment

1,690



Average monthly
salary for **Youth**

INR **9,532**



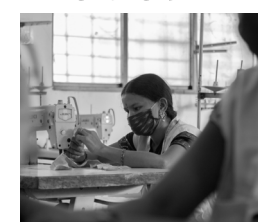
Youth started
own enterprises

759



Income generated
through the **women**
Collectives

16.69 Lakhs



GMV generated
through the **women**
Collectives

65.81 Lakhs



Women empowered
through the women
collectives

187



Monthly business
income generated
from **youth** enterprise

INR **7210**



Youth Provided
Career counselling &
Employability training

19173



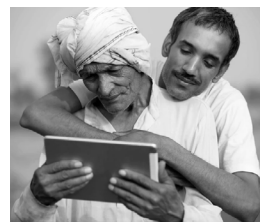
Households provided
access to Social
entitlements

13844



Economic Value
of Social entitlements
for **households**

166 crores



Households given
COVID-19 hygiene
kits

40068



Households
supported for
COVID-19 build back

676



Monetary support to
households for
Covid-19 build back

2.0 crores



Stories of Change

Youth in Maithon Seek Avenues for Growth



[Youth in the program] ride their bicycles a minimum of 5km each way to make it to class. They are eager to learn and to put in effort towards gaining skills that they believe will transform their circumstances in life.

Maithon is a census town in the Dhanbad district of Jharkhand. Parts of Maithon fall under the Damodar Valley Corporation project that includes Maithon dam and the hydroelectric power infrastructure associated with it. A few small businesses catering to local tourists have sprung up around the dam project.

Since 2018, Head Held High Foundation has completed 8 batches of the Make India Capable program at this location.

This is in an interior part of the state with very limited employment opportunities. The nearest large town, Dhanbad, is about 40-45 km to the south. Most youth enrolled in the program come from nearby villages, such as Madandih, Dulalsol and Sana Gangapur. They ride their bicycles a minimum of 5 km each way to make it to class.

For the most part, youth in Maithon are cut off from job opportunities and many drop out of school due to financial constraints. Young women experience further barriers in accessing opportunities.

Although the majority of youth join the program to learn English, it gives them exposure in a few different ways. Many of them have never seen a computer earlier, let

alone use one. They become comfortable sharing and speaking in front of a group, something that serves as a huge confidence booster.

Following the program, they have an opportunity to join jobs with employers who are part of Head Held High's placement network. These include Gujarat-based Welspun, Indian hotels and Motherson Sumi, an automotive parts manufacturer. They are also better equipped to explore local job openings.

One recent graduate from Maithon is Ajay Mondal. He and his three sisters were raised largely by his mother after his father passed away. She struggled to make ends meet by selling roadside snacks. Ajay managed to complete his 12th and then ran coaching classes for neighbourhood children to make some extra money. During the training, he showed an aptitude for computer applications, particularly Excel. He now works as an accountant at a rice mill in Maithon, making close to Rs 14,000 a month. This has been life changing for him and the family.

Maithon is one of 50+ locations where Head Held High Foundation runs its youth transformation program called Make India Capable.

Stories of Change

Helping Youth in Karnataka Gear Up for Their Future



The Head Held High team of career coaches is working with over 50 institutions in three districts of the state in order to deliver career guidance sessions, 21st century skills training, expert talks, and internship opportunities for their students.

Dakshin Kannada is a coastal district of Karnataka where youth have options in terms of government colleges to attend but lack access to individual counselling and other forms of support to help them make informed career choices.

Project Code Unnati is an initiative that Head Held High Foundation is implementing in collaboration with UNDP India, SAP labs India and United Nation volunteers in Dakshin Kannada and two other state districts - rural Bangalore and Raichur. The program is designed to connect youth with vital career resources, thereby improving the employment and entrepreneurship opportunities available to them.

The Head Held High team of career coaches is working with over 50 institutions in these districts in order to deliver career guidance sessions, 21st century skills training, expert talks, internship opportunities and more for their students. Helping the colleges to develop in-house career guidance programs is another key goal of the initiative. The curriculum and content for the project has been developed by Head Held High's key knowledge partner, Delhi-based Labhya Foundation.

Says Yashwant, a student from a government ITI college in Devdurga, Raichur: "I got a lot out of this program. For one thing, it helped me understand my

strengths and weaknesses better. I also got some useful tips to help me prepare for job interviews."

By engaging with college age youth who are unsure of the pathways available to them, Project Code Unnati helps them with both guidance and goal setting.

Project Code Unnati is one of Head Held High Foundation's Future Ready Guidance initiatives aimed at giving youth in rural or semi-urban places access to career guidance and resources.

Stories of Change

Empowering the Women of Chikballapur



"I talk to the women and tell them about what's possible for them once they join [the collective]. I tell them they will have a chance to learn new skills and to create beautiful products. Most importantly, they will start earning an income, maybe for the first time in their lives."
- Mallika; Trainer, Antarprerna Women Collective (Chikballapur)

Thondebhavi is a hamlet that is nestled in between a set of hills in Karnataka's Chikballapur district. Agriculture is the primary livelihood in the area although there is other industry cropping up in the district capital nearby.

As is the norm in many rural and semi-rural areas, women in Thondebhavi have many dependencies. Their families largely dictate their choices and they are not in a position to travel far from their homes for work.

Head Held High Foundation's collective in Thondebhavi operates from a space provided by ACC Trust that local women can easily walk to. The women come in by 10 am and leave by around 4 pm. The regular work they handle includes large mask orders from Head Held High partners such as Craftizen. They have also received training on various hand embroidery techniques by Stitch in Time, a designer-led initiative to promote local artisanship. Over time, the work and income generated through it helps them feel empowered and capable.

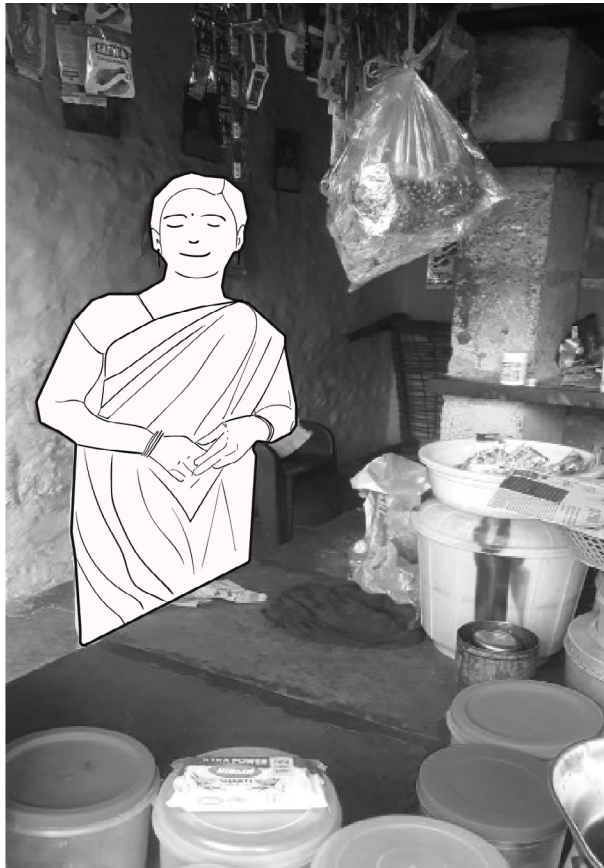
One member of the group is Noori who learnt to tackle masks, bags and intricate hand embroidery through her participation in the collective. Apart from the work she gets at the centre, she has also started a home business by reselling clothing items sourced at wholesale prices. The income through all of this is making a significant difference to the family's finances.

While mobilizing for the program, Mallika, the trainer in Thondebhavi, has to persuade candidates about the benefits for them. She says, "I talk to the women and tell them about what's possible for them once they join. I tell them they will have a chance to learn new skills and to create beautiful products. Most importantly, they will start earning an income, maybe for the first time in their lives."

The Chikballapur collective is one of four managed by Head Held High Foundation under its Antarprerna Rural Entrepreneurship initiative. The others are located in Wadi (Karnataka), Chandrapur (Maharashtra) and Rayagada (Odisha).

Stories of Change

Helping Women Entrepreneurs in Raichur Start Up



The training gave Nimavathi the business vocabulary and the confidence to think about starting her own venture in her village -- a flour mill. Outcomes and stories such as Nimavathi's prove that such interventions can go a long way in empowering rural women.

Raichur is an aspirational district in Karnataka, a part of the state that has traditionally been economically depressed. Beyond agriculture, the region does not have much in the way of formal livelihoods. With the pandemic having further weakened economic prospects in area villages, there is a need to nurture the local ecosystem for entrepreneurship.

Through a program supported by L&T Technology Services at the location, Head Held High has been able to support 40+ aspiring rural entrepreneurs – mostly women – in starting their own local ventures. The intervention included a round of General Entrepreneurship Training to orient them to various aspects of running a business. They then received mentoring and guidance in scoping out their plans and additionally were also provided with seed capital to get their ventures off the ground. The outcomes and stories that have come out of the program prove that such interventions can go a long way in empowering rural women.

One of them is Nimavathi who lives in the village of Fathepur near Raichur. She and her husband are daily wage workers in nearby villages. They have two young children. Weighed down by household responsibilities, Nimavathi had no time to think about her earning goals until she joined the HHH program. In addition to growing her business vocabulary, the training gave her the

confidence to think seriously about starting her own full-fledged venture. Earlier she had set up a small shop by her house. But a quick scan of her locality helped her realize that what the place really needed was a flour mill. This would save residents the 15km trek to Raichur for grinding flour. She is now actively looking to start this business and is feeling optimistic about the future.

The Raichur initiative is one of other similar ones run by Head Held High Foundation under its Antarpurna Rural Entrepreneurship program. The goal is support aspiring women micro-entrepreneurs to start and run small local ventures.

Stories of Change

Unlocking Social Security Benefits for Families in Kamptee



In Nagpur, young alumni of the Head Held High training program on Kamptee Road stepped in to spread awareness about relevant schemes. They distributed information materials as well as application forms in many neighbourhoods and helped families with filling out the forms.

In some regions of Nagpur, families live in makeshift housing and without access to basic infrastructure, sanitation or drinking water. They make a living through daily wage work but this income barely covers their expenses on a monthly basis.

One way for these families to protect themselves from unforeseen economic contingencies is through social welfare schemes. However, they are largely unaware of the majority of schemes or are unsure of how they can access them. This is typical of uptake levels in many urban centres where there is no formal delivery mechanism or the equivalent of Panchayati Raj Institutions (PRIs) to support community members on this front.

In Nagpur, young alumni of the Head Held High training program on Kamptee Road stepped in to spread awareness about relevant schemes. They distributed information materials as well as application forms in many neighbourhoods and helped families with filling out the forms.

They worked alongside Head Held High's field team to ensure that those eligible had their documents in place in order to submit completed applications. The efforts of these community champions are evident in the social security results from this region.

In Nagpur and other places where there is no local government body to drive community participation, the role of field organisations like Head Held High and its partners in facilitating and then following up during the process becomes even more important.

Head Held High Foundation believes that social protection is a key building block for an equitable society, and so it works towards enabling access for those eligible across all its active locations.

Stories of Change

Boosting Economic Prospects in a Gurgaon Settlement



“We have observed that people don’t need hand holding completely. But they just need that critical piece of support – whether it’s through information, application assistance, or counselling – that helps them get over a hurdle and to a more financially secure place.”
- Upendar Singh, our field coordinator in Gurgaon

Like many other urban centres in India, Gurgaon has its share of low income settlements where largely migrants from neighbouring states live under relatively harsh conditions. Bhawani Enclave is one such settlement of more than 2000 households near the city’s Basai Road. Families here work hard to make ends meet - through jobs in factories or contract work as painters, welders or drivers.

They are primarily focused on subsistence with their children unable to access stable or decent schooling. Without steady jobs and career guidance, youth in the community often become demotivated. This disengagement can lead to other problems, including petty crime, and alcohol and substance abuse.

In Bhawani Enclave, the Head Held High Foundation field team supports community members with relevant information as well as by connecting members with skilling and livelihood opportunities. The team conducts surveys to assess the needs and poverty levels of households, provides job and career information for youth, facilitates access to social entitlements, and enables job placement as well as entrepreneurship support for youth and others. Together, these interventions help to boost motivation, enable linkages and enhance the economic well-being of the community as a whole over a period of time.

Says Upendar Singh, our field coordinator in Gurgaon: “We have observed that people don’t need hand holding completely. But they just need that critical piece of support – whether it’s through information, application assistance, or counselling – that helps them get over a hurdle and to a more financially secure place.”

Head Held High Foundation operates Community Response Centres in target locations from where it runs its interventions for vulnerable communities.

Stories of Change

Covid Aid and Vaccination Drives



Head Held High's field teams ran awareness drives to counter vaccine hesitancy in villages, helped people register online, and worked with ASHA workers to ensure that people made it for their appointments.

Head Held High's Covid response included efforts to deliver financial aid to impacted families as well as to ensure the safety of vulnerable rural communities during this period.

Head Held High Foundation's Covid response was aimed at mitigating the immediate impact of the pandemic on lives and livelihoods across its active locations.

In partnership with Give India and through their Covid emergency fund, Head Held High enabled one-time cash transfers to families whose primary earning members had succumbed to Covid-19. Its field teams across India identified affected families and helped them apply for this aid. Following a speedy verification process, the majority of them received the relief funds in their bank accounts.

The teams also handed out hygiene kits in multiple locations with support from select partners. Most importantly, they worked tirelessly to help boost vaccination rates in rural locations. Even with increased availability in the first half of 2021, vaccination rates were initially sluggish in villages compared to metros and urban centres. Much of this was due to vaccine hesitancy in these parts.

HHH's field teams ran awareness drives to counter misinformation surrounding vaccination and helped people register online for their shots. They also worked with ASHA workers and local health authorities to ensure that people made it for their appointments.

Stories of Change

MARG: Pathways Out of Poverty



The last two years have compounded the issues of debt, deprivation and inequity for vulnerable communities in India. MARG paves the way for a holistic approach to tackle household level challenges.

According to some estimates, close to 100 million people worldwide were pushed into poverty during the height of the pandemic. Vulnerable groups in both rural and urban India have been hit hard as well. The last two years have compounded the issues of debt, deprivation and inequity that these groups were already faced with.

Any effort to tackle the problem, however, has to be based on a deeper understanding of household-level constraints and challenges. There is a need for models that go beyond income deprivation and consider all the other factors that keep families in poverty.

This insight is behind the design of MARG ('pathway'), Head Held High Foundation's survey tool to gather data on livelihoods, quality of life, and food security as well as access to education, financial linkages and healthcare access among target families.

MARG recognizes that poverty is multidimensional and allows for an in-depth assessment of a given family's barriers in order to better support it in overcoming these.

As a tool, MARG is powerful because it paves the way for a holistic approach to tackle household level challenges. Its implementation also involves a larger set of stakeholders, including community opinion leaders and government bodies.

Last year, using the MARG framework, Head Held High surveyed more than 10,000 households across several marginalised communities. This exercise yielded a wealth of data that was used to drive focused interventions, particularly to address gaps in accessing opportunities and social protection.

Head Held High Foundation makes MARG available to partners as a valuable needs assessment tool that they can leverage before making decisions on interventional locations and strategies.

Stories of Change

Building Hope for Farmers in Gulbarga



The field team has covered several farming villages in Gulbarga and gathered many insights about the lived experiences of residents. For instance, it has observed that a pervasive sense of hopelessness appears to be pushing many youth and men in these parts towards gambling and alcoholism.

Economic resilience, according to one widely accepted definition, is a community's "ability to foresee, adapt to, and leverage changing conditions to their advantage." Following the pandemic, there is a greater imperative now to help vulnerable communities withstand future shocks.

As part of a pilot project supported by the Skoll Foundation, Head Held High Foundation aims to reach marginalised groups in three different locations with interventions for helping member families build safety nets and enabling resilience for the community as a whole. The target groups include small and marginal farmers in Gulbarga, youth in rural Madhya Pradesh, and marine fisherfolk in Odisha.

In the initial action research phase, surveys are designed to capture the socio-economic conditions for each target household, including the worst and best case scenarios that it experiences.

The Head Held High field team has already covered several farming villages in Gulbarga as part of this phase and has gathered many insights about the lived experiences of residents through these interactions. For instance, the team has observed that a pervasive sense of hopelessness appears to be pushing many youth and

men in these parts towards gambling and alcoholism. The interventional phase of the project will focus on improving living standards and social mobility as well as access to viable livelihoods and household finance for families. The planned interventions are based on a framework designed to bring out a systems change in the community. They include approaches to help community members conserve and diversify income sources, organise into collectives, and leverage risk pooling mechanisms.

Beyond this pilot project, Head Held High Foundation aims to reach many more vulnerable communities with targeted interventions based on an assessment of existing gaps and needs. The goal is to equip households and community members with tools and strategies to develop economic resilience in the long run.

Partnering for Impact

Head Held High Foundation is deeply grateful for the support of all the partners who enabled the work and outcomes of this past year.

Youth Transformation / Career Guidance / Enabling economic pathways



Women Empowerment / Entrepreneurship Support / Market Linkages



Community Support / Household Needs Assessment / Economic resilience



Financial Inclusion / Social Security Access



Covid Response



Knowledge Sharing / Content / Frameworks





A Note from the Board

Madan Padaki
Managing Trustee

Over the last decade of our work on the ground, we have truly imbibed what Prof. Amartya Sen meant when he said that “poverty is not just a lack of money; it is not having the means to realize one’s full potential.” Our goal is to fully understand the nature of the inequities that hold back families & youth in their life journeys and help them unleash their fullest potential

This past year, the team has focused on listening to and attempting to gauge the needs of youth, women and families in our target communities. One important tool that helps us get this reading is MARG,

a conversational tool that probes families on their aspirations and challenges. This exercise yields insights to create self-determined routes out of poverty for these families.

In the aftermath of Covid, there has been a great deal of focus on what it will take not just to build back better but to help communities develop economic resilience in order to adapt quickly to changing conditions in their environment.

Based on the latest NITI Aayog report on multidimensional poverty , we know where the communities with the greatest need are. But we are convinced that listening needs to precede intervention in these areas.

And so are devoting more resources towards listening and assessing needs. This past year, we have surveyed families in many vulnerable locations where livelihoods have been adversely impacted. As part of this exercise, we have talked to poor farming families in Gulbarga, as well as households and youth in marginalized districts of Rajasthan and Chhattisgarh. This is in addition to the surveys conducted in a handful of urban areas, including sections of Gurgaon, Hyderabad and Chennai.

Together, these surveys are telling us a lot about more than just economic conditions. They are uncovering stories about hopelessness and a lack of direction or motivation. They are also generating vital data on quality of life, economic participation, healthcare access and more. There are youth who aspire to start a business but are hamstrung by a lack of capital or guidance. There are others who find that not having a high school degree certificate cuts them off from many

job opportunities. This is reiterating our conviction that we need to holistically look at the socio-economic resilience of the vulnerable families – including social security for the households, pathways to job or entrepreneurship for youth and creating economic opportunities for the women in the family.

As we step into the work that’s cut out for us this year, we are always on the lookout for partners in the mission; for organizations with whom we share synergies of vision and approach. This past year, we were very lucky to have the support of many valued funding partners as well as collaborators on the ground. This list includes Skoll Foundation, ACC Trust, Kotak Mahindra Bank, HCL Foundation, HDFC Bank, L&T Technology Services , Hindustan Unilever, Tata Power, UNDP, UNICEF ,HSBC Asian Paints , ONGC and the Catalyst group’s CovidActionCollab, among many others. We are very grateful for this support.

I also want to call out the efforts of the team at HHH and the strategic role of the other Board members in the impact achieved last year.

When we turned 10 on November 30 last year, among the several conversations that we had, we launched an initiative called the “Power of Possibilities” with an intention to be a platform to host discussions on the many opportunities for collaboration in the space of socio-economic resilience. One of the wonderful discussions was around what it means to unleash the potential of the youth and groups we work with. One major takeaway from the discussion was that our youth possess both the agency and hunger for opportunities, and it is up to all of us to in the sector to collaboratively work towards catalysing this potential.

Although “Power of Possibilities” was originally conceived as a year-long campaign at Head Held High Foundation, I believe that it is the rallying mantra for the next few years as we explore more ways to drive greater collective impact and help move many more lives from poverty to dignity.

(On behalf of the HHH Board)

Board of Trustees & Advisors

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- Subhash Khuntia



The Road Ahead

Pankaj Singh Thakur
Chief Executive Officer

“Life must be understood backward. But it must be lived forward.” - Kierkegaard.

The import of this saying has never been more real for us at Team HHH.

It's been two years since the pandemic hit. Our work in handling the aftermath has served as a powerful reminder that although we may be in the same storm, we are not all in the same boat.

Our lived experience has shown us first-hand the true narrative of the virus -- that of an increase in fault lines of inequity, accessibility and economic inequality.

“To the man with only a hammer, every problem looks like a nail.” is an old saying on the limitations of fixed models or approaches. Our team has been cognizant of this and as a result, our interventions across this period have been designed to take action on multiple fronts. They have taken shape as a four-pronged approach of opportunity, inclusion, resilience and security.

As we move forward, understanding the needs of the household and acting to address the levers in moving people and communities out of poverty will be key. These areas will define the road ahead for us at HHH.



Artwork by Jyoti Bhagya from youth transformation programme in Karnataka

On the ‘Power of Possibilities’

When Head Held High Foundation celebrated its 10th year milestone in November 2021, it wanted to use the occasion to explore what more could be enabled through greater collaboration in its second decade.

“Power of Possibilities”, the campaign that was tentatively launched at the time, was conceived as a mix of discussions, insights and solutions from the broader social sector ecosystem.

While the digital platform for the campaign is yet to be launched on the HHH website, there have already been a couple of conversations featuring thought leaders, partners and public officials over the last few months. Head Held High aims to host more such conversations in the upcoming year and beyond.

Stay tuned for more on this.

To discuss partnerships and collaborative opportunities, write to pankaj.singh@head-held-high.org

*Where the mind is without fear
and the head is held high
Where knowledge is free
Where the world has not been broken
up into fragments by narrow domestic walls;
Where words come out from the
depths of truth;
Where tireless striving
stretches its arms towards perfection;
Where the clear stream of reason
has not lost its way into the
dreary desert sand of dead habit;
Where the mind is led forward
by thee into ever widening
thought and action
into that heaven of freedom,
my father, let my country awake.*

-Rabindranath Tagore

<https://head-held-high.org/>

419, 9th Main Rd, 100 Feet Rd, opp. Ainmane
Cafe and Speciality Store, HAL 2nd Stage,
Indiranagar, Bengaluru, Karnataka 560038