

SIXTH MARTHA FARRELL AWARD FOR EXCELLENCE IN WOMEN'S EMPOWERMENT & GENDER EQUALITY 2022



EXCELLENCE IN
WOMEN'S EMPOWERMENT

NARRATIVE REPORT
REPORTING PERIOD: NOVEMBER 2021 - NOVEMBER 2022



TABLE OF CONTENTS



ABOUT MARTHA FARRELL AWARD

SIXTH MARTHA FARRELL AWARD 2022

- **NOMINATIONS**
 - **EVALUATION**
 - **JURY AND WINNERS**
 - **CEREMONY**
-

ABOUT MARTHA FARRELL AWARD

The Martha Farrell Award for Excellence in Women's Empowerment and Gender Equality has been instituted to honour Dr. Farrell and her ideals. It is a first-of-its-kind initiative to discover, recognise and honour mid-career individuals and committed institutions, which have made valuable contributions in areas of work related to women's empowerment and gender equality.

In the first five years of the award, the nominations have come from various sectors – government, business, industry, academia and civil society; from different parts of the country, rural and urban, who are working with the belief that women's empowerment and gender equality is an everyday goal. Martha Farrell Award recognizes these different forms of activism and amplifies these multiple stories of change.

Instituted by Martha Farrell Foundation in partnership with Rizwan Adata Foundation (RAF) and Participatory Research in Asia (PRIA) in 2016, in its 6th year, the Awards are now organised through a partnership with Rural Development Trust (RDT) and PRIA. The annual award is given in two categories with the prize money of INR 1,50,000 each. In 2020, 'Special Jury Awards' were introduced in each category with the prize money of INR 1,00,000 each, under the aegis of our esteemed jury member Feisal Alkazi.

MOST PROMISING INDIVIDUAL

- Any professional of any gender, between 25 and 40 years of age, who is working in government, business, industry or civil society organizations in India
- The person has worked consistently for at least past five years to promote women's empowerment or gender equality within the workplace, at home, in communities, in educational institutions, in society etc.
- Innovative, practical and comprehensive approaches to social change promoting women's empowerment or gender equality
- Has been leading by a personal example and role model who practices values of feminism in everyday life

BEST ORGANIZATION FOR GENDER EQUALITY

- Any organization, including government, business, industry, educational, health, media, unions, federations or civil society or which is a department/center/ campaign registered in India
- The organization has been actively implementing systems/procedures/practices which create a gender sensitive and gender equal environment within their own workplace
- Such efforts should have been consistent for at least 5 years in recent times
- Innovative, practical and comprehensive approaches to cultural and political change within the organization towards women's empowerment or gender equality

5TH MARTHA FARRELL AWARD 2021



The fifth Martha Farrell Award, supported by Participatory Research in Asia and Rural Development Trust, received 120 nominations (66 in the individual category and 54 in the organisational category) from 23 states in India, which comprised a wide variety of individuals and organisations.

Five candidates for the individual category and five candidates for the organization category were chosen as the finalists and presented to the jury for their final decision. The jury comprised Dr. (Mrs.) Pankaj Mittal, Dr. Rajesh Tandon, Moncho Ferrer, Feisal Alkazi, Deepthi Bopaiah.

Held on 20th November 2021, the 5th Martha Farrell Award Ceremony took place in India Islamic Cultural Centre, New Delhi. The winners, Deepa Pawar and Shaheen Women's Resource and Welfare Association were awarded the 5th Martha Farrell Award For Women's Empowerment and Gender Equality before an audience of 240 people.

The Special Jury Awardees, Suman Devathiya (Individual category) and Sappho for Equality (Organisation category), were also felicitated as part of the Ceremony, while 900 people tuned in from various corners of the world. Information regarding the four winners are provided below. Information regarding the four winners are provided below.

5TH MARTHA FARRELL AWARD 2021: WINNERS



DEEPA PAWAR

Deepa Pawar is the founder-director of Anubhuti Charitable Trust, and over the past five years, she has founded and built up perhaps one of the only Nomadic and De-notified Tribe (NT-DNT) woman-led organization. Through her organization, Deepa works for intersectional gender justice work at the grassroots level, including with NT-DNT communities.

SHAHEEN WOMEN'S RESOURCE AND WELFARE ASSOCIATION

Established in 2002, Shaheen Women's Resource and Welfare Association is a grassroots organization located in the Old City of Hyderabad, that is committed to the cause of women's rights, and communal harmony. Shaheen's unique position to support Muslim, Dalit and OBC communities is facilitated from its location in an area where intersections of gender, caste, religion and class have led to multiple forms of oppression for women.

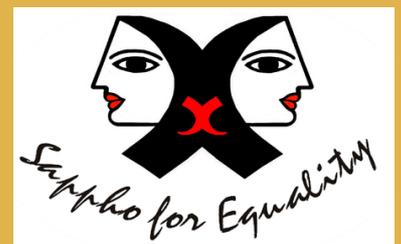


SUMAN DEVATHIYA

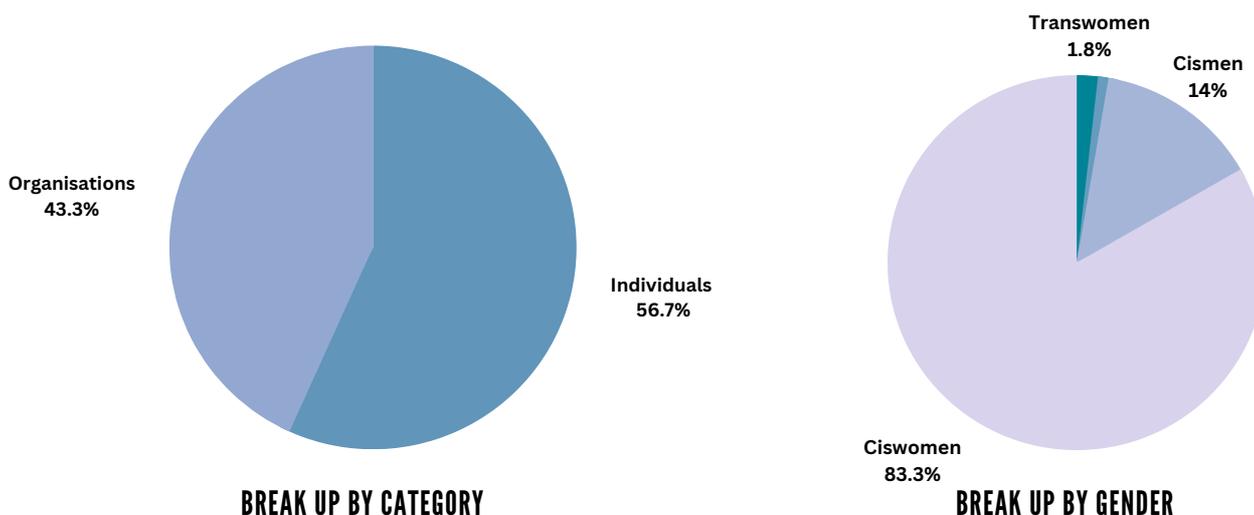
Suman is currently the Rajasthan state head of Dalit Women Fight, and her primary role involves providing critical and practical support to Dalit women survivors of caste-based sexual violence, including through fact-finding missions. Suman, as a national and a state-wide leader, also helps other Dalit women activists to design effective campaigns and strategies.

SAPPHO FOR EQUALITY

Started in 1999, Sappho began as an emotional support group and a collective for Lesbian women. It is the oldest organization in Eastern India that works with and for the gender-sexually marginalized population who identify as Lesbian, Bisexual women, and transmasculine persons (LBT). Towards ensuring gender equality and supporting persons in the LBT community, Sappho for Equality provides peer counseling, runs a helpline for crisis interventions, provides mental health counseling services to LBT individuals and their families.



6TH MARTHA FARRELL AWARD 2022: NOMINATIONS



Several transgender persons were also nominated this year

Nominations for the 6th Martha Farrell Award have been received from diverse sectors and diverse individuals from across the country.

- | | |
|-------------------|-----------------------|
| MATERNAL HEALTH | SRHR |
| DIGITAL ADVOCACY | DALIT & TRIBAL RIGHTS |
| EDUCATION | ENTREPRENEUR |
| LIVELIHOODS | LGBTQ ACTIVISM |
| ART & CULTURE | ENVIRONMENT RIGHTS |
| AGRICULTURAL | MOBILISATIONS |
| ADDRESSING G.B.V. | SELF-HELP GROUP |
-

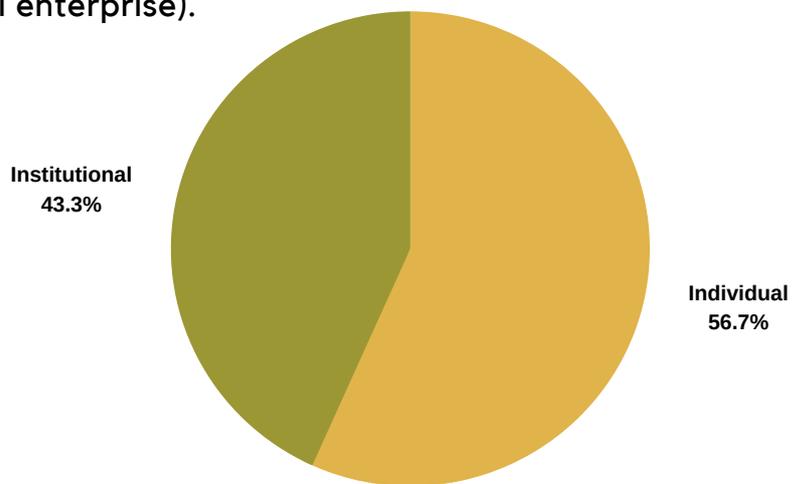
NOMINATIONS FOR 6TH MARTHA FARRELL AWARDS 2022

The nominations for the 6th Martha Farrell Award 2022 closed on June 16th, 2022. A total of 201 nominations (114 nominations in the individual category and 87 nominations in the organization category) from 23 states and union territories of India were received, comprising a wide variety of individuals (social activists, professionals, educators, media-persons, government officials, entrepreneurs) and organizations (grassroots, non-profits, corporates, academic, media and social enterprise).

114

NOMINEES FOR INDIVIDUAL AWARD

A sixth of the nominations in the individual category represented men, including cismen and transmen.



87

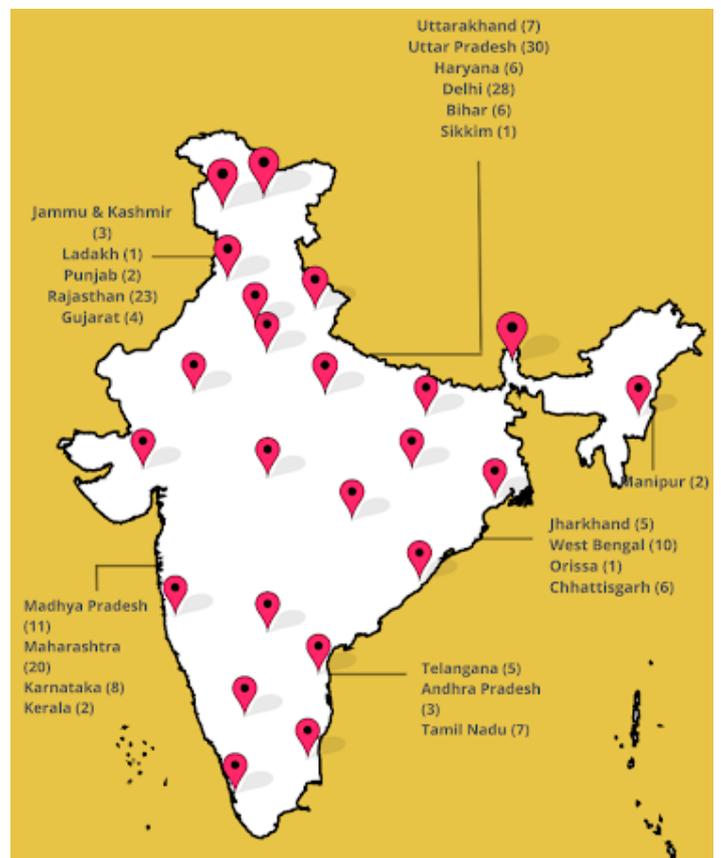
NOMINEES IN INSTITUTIONAL CATEGORY

Nominations came from trade unions and grassroots organisations as well as corporates and globally recognized non-profits.

23

STATES

Widespread geographical outreach covering most regions of the country



EVALUATION OF NOMINATIONS

After the nominations were concluded on June 16th, 2022, the evaluation of the same for the two categories began.

The objective was to prepare a shortlist of 5 individuals and 6 organizations for each category, which would then be presented to the jury for the selection of the two winners. The evaluation process was divided in four steps, which are briefly explained below:

STEP 1: Longlist Prepared

Nominees for both the categories, which did not fit within the initial award criteria (age, number of years of work etc.), were excluded.

82 nominees under the individual category were moved to the next step.

70 nominees under the organization category were moved to the next step.

STEP 2: Shortlist Prepared

We sought further information from the nominees, based on the following criteria:

- Consistency
- Innovation
- Outreach
- Scaling-up/plans for Expansion

The additional information was received and reviewed in the month of July 2021. A shortlist of 15 nominees in the individual category was prepared. A shortlist of 17 nominees in the organizational category was prepared.

STEP 3: Due Diligence

This step was devoted to the due diligence of the shortlists for both the categories. The purpose of the due diligence was to objectively evaluate the quality and the consistency of the work of the nominees on the shortlist, so that the top 5 individuals and top 6 organizations could be prepared for the jury review. The due diligence process was carried out by teams from Martha Farrell Foundation, Participatory Research in Asia, and Rural Development Trust. The process included:

- Interviews and Field visits
- Online interviews through Zoom
- Reference Checks

A questionnaire with 14 criteria [refer annexure] was prepared to evaluate the individual nominees. A questionnaire with 15 criteria [refer Annexure] was prepared to evaluate the organizational nominees. The process of due diligence was finished by September 19th, 2022.

STEP 4: Jury Review

The feedback and evaluation provided by the due diligence team was qualitatively assessed by the core team, to prepare a shortlist to be presented to the jury.

A short list of 5 nominees in the individual category and 6 nominees in the organisational category was prepared for the jury review.

The final jury meeting was held on September 23rd and September 24th, 2022, where the jury made the final decision about the four winners, based on Dr. Martha Farrell's values, which are as follows:

- Everyday practical actions (feminism in everyday life)
- Personal examples of change
- Working with both men and women
- Institutional gender mainstreaming
- Changing systems and cultures

MARTHA FARRELL AWARD JURY

2022

The jury convened on September 23rd and 24th to evaluate the finalists of the sixth Martha Farrell Awards 2022, and select the winners.

Over the course of two days, the jury identified the wealth and diversity of the nominations received, and deliberated on the finalists. The winners of Martha Farrell Award and Special Jury Award in the individual and organisational category were decided jointly by the Jury.



DR. RAJESH TANDON
FOUNDER-DIRECTOR, PRIA



NAMITA BHANDARE
JOURNALIST & WRITER



DR. PANKAJ MITTAL
SEC. GEN., ASSOCIATION OF
INDIAN UNIVERSITIES



MONCHO FERRER
DIRECTOR, RURAL
DEVELOPMENT TRUST



FEISAL ALKAZI
THEATRE DIRECTOR



DEEPTHI BOPAIYAH
EXECUTIVE DIRECTOR,
GOSPORTS FOUNDATION

6TH MARTHA FARRELL AWARD - WINNERS 2022

MOST PROMISING INDIVIDUAL



GRACE BANU
CHENNAI, TAMIL NADU

BEST ORGANISATION FOR GENDER EQUALITY



ARCHANA WOMEN'S CENTRE
KOTTAYAM, KERALA

"I am Grace Banu, founding director of Trans Rights Now Collective, India's first trans engineer, and an anti-caste and trans-rights activist. I work for the rights of transgender persons, especially those living in rural areas. I advocate on a national level for rights of transgender persons through the Transgender Protection Act, undertake legal challenges and provide support in education, housing and employment for them. I also work to support transgender persons who face discrimination across sectors, especially those preparing for government examinations.

The Martha Farrell Award, in recognizing persons coming from oppressed communities, will encourage the future generation. Seeing this as an example, more people from my community will come forward, take up this work and further my ideas of education for all. I am happy to receive this award and the platform this provides. The award is not for me, it is for my entire community which is facing oppression on the lines of caste and gender."

-Grace Banu

"I am pleased to introduce Archana Women's Centre, a trailblazer in the realm of women's empowerment by being a pioneer in skilling women in non-traditional livelihood skills of construction and employing them to earn at par with men in the construction field. Archana Women's Centre carries the mission of re-orienting humanity to a gender just society. Propelled by its mission "fullness of life for all" it is dedicated to empowering women through a conscious effort of "skilling"; mastery of skills emancipates women from the clutches of societal servitude and gender discriminations. Women enjoy an inclusive and abundant life in all its beauty and riches is the vision of AWC"

—Thresiamma Mathew, Founder- Director,
Archana Women's Centre



MEGHANA SRINIVAS
BENGALURU, KARNATAKA



LADAKHI WOMEN'S TRAVEL COMPANY
LADAKH

"I'm Meghana, and it's an honour to receive this prestigious award.

I've always believed that the accident of birth should not dictate one's destiny. Over a decade long career in the social impact and gender equity spaces, this belief has been strengthened - and given the strides we've made scientifically and technologically, we need to redefine how we can build a more just, equitable world and level the playing field.

As a first-time, solo female founder, I've received a gratifying amount of support, mentorship, and encouragement. This has been especially true of the Martha Farrell Foundation, and Nandita Bhatt, who's an inspiration to so many of us in this field. I dedicate this award to her and all women leaders like her, endlessly generous with their energy and expertise, tirelessly striving with grit and grace to build a better future."

-Meghana Srinivas

"I operate a travel agency in Ladakh that is fully owned and operated by women. In Ladakh, there are some women in the tourism industry, but the trekking industry has mostly men working as trekking guides, with only a handful of women. But my vision is to increase the number of women in the trekking industry. I hope this award will highlight the fact that there is a path for women to become trekking guides in Ladakh. And that it can help fund training for them. Over time, I would like to see many more women working as trekking guides."

—Thinlas Chorol, Founder of Ladakhi Women's Travel Company

6TH MARTHA FARRELL AWARD CEREMONY 10



The 6th Martha Farrell Award ceremony was held on November 19th, 2022, at the India International Centre (C.D. Deshmukh Auditorium, 40, Max Mueller Marg, Lodhi Gardens, Delhi 110003). The four winners in the 'Most Promising Individual', 'Best Organization for Gender Equality', 'Special Jury Award (Individual)', and 'Special Jury Award (Organization)' were given recognition and felicitated during the ceremony.

Rita Sarin (Board Member of Martha Farrell Foundation, and Chairperson of PRIA Governing Board) presented the award for 'Most Promising Individual' to Grace Banu. Suheil Tandon (Director- Founder of Pro Sport Development, and Board Member of PRIA) was then invited to present the Special Jury Award(Individual) to Meghana Srinivas.

The Award for 'Best Organization for Gender Equality' was presented to Archana Women's Centre by Namita Bhandare, esteemed member of the Award jury, senior journalist and writer. Following this, the final 'Special Jury Award' (organisation) was presented by Ashok Khosla, Founding Director of Development Alternatives, to Ladakhi Women's Travel Company.

A thread that links both our organisational nominees is that they are both women-led organizations making a mark in traditionally male-dominated professions. To carry forward the important conversation, a panel discussion on 'Women Take the Lead' was held after all awards were presented. This enlightening discussion was moderated by Dr. Rajesh Tandon (Chairperson and Jury Member of MFF, and Founder-President of PRIA). The panelists included Thresiamma Mathew (Founder-Director, Archana Women's Centre), Thinlas Chorol (Founder and CEO, Ladakhi Women's Travel Company), Grace Banu and Meghana Srinivas. Focusing on themes of challenges, support systems, and inspirations for these women-led organizations, the panel discussion was well appreciated.

6TH MARTHA FARRELL AWARD CEREMONY



Top Left: Grace Banu receives the Most Promising Individual Award from Rita Sarin, Board Member of Martha Farrell Foundation

Top Right: Thresiamma Mathew, Founder-Director of Archana Women's Centre, receives the MFA for Best Organization for Gender Equality from Anne Ferrer, Founder of Rural Development Trust

Below Left: Meghana Srinivas receives the Special Jury Award (Individual) from Suheil Tandon, Director- Founder of Pro Sport Development

Below Right: Thinlas Chorol, founder and CEO of Ladakhi Women's Travel Company, receives the award from Ashok Khosla, Founding Director of Development Alternatives



6TH MARTHA FARRELL AWARD CEREMONY IN PRESS AND ON SOCIAL MEDIA



Between August 1 and October 20, a total of 40 tweets on the award ceremony were published on Twitter, which earned >100 retweets, 43,600 organic impressions and more than 1105 user engagements.

Between August 1 and October 20, a total of 5 posts and 14 stories were published on Instagram, which garnered around 400 user engagements.

Four films on the winners were shot and screened (page 8), along with a short film on The Foundation and a Dance Performance by RDT Inclusive School. One highlights video of the award ceremony was edited and uploaded to YouTube.

Between August 1 and October 20, a total of 10 posts were published on Facebook, which earned nearly 5,000 organic impressions and more than 2,600 user engagements.



Two blogs on the Awards were published on The Foundation's website to enhance visibility. One feature on **Delhi Post** and an op-ed by Dr. Rajesh Tandon in **The Times of India** (blog) were published in the run-up. The ceremony received coverage in **The Hindu** (Andhra Pradesh), regional papers **Sakshi**, **Eenadu** and **Andhra Jyoti**, as well as **Bharat Darpan** (in Sitapur, UP).

OTHER HIGHLIGHTS FROM THE MARTHA FARRELL AWARD CEREMONY



A film showcasing the work of MFF was played, which was followed by a powerful theater production by the women domestic worker champions. Partnered with Martha Farrell Foundation and supported by Feisal Alkazi's Ruchika Theatre Group, the production illustrated a few of the many heart-wrenching accounts faced by women domestic workers. The award ceremony concluded with a musical performance by Kadam Badhaate Chalo adolescent leaders performing a song production. The energetic and inspiring production was assisted by Manzil Mystics, a Delhi-based choir-band and NGO, working in the field of education, music and development for last 7 years.



OTHER HIGHLIGHTS FROM THE MARTHA FARRELL AWARD CEREMONY

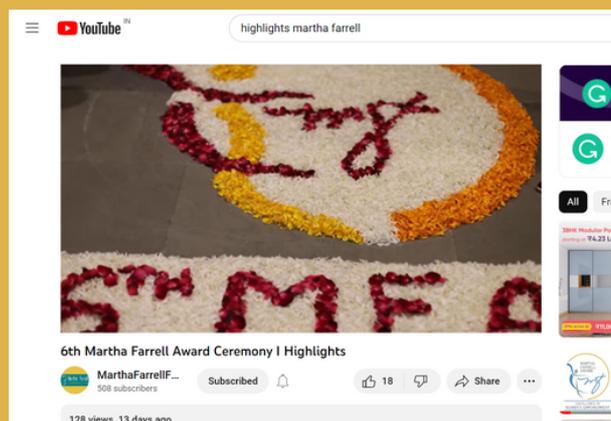
The Award ceremony was live-streamed on Martha Farrell Foundation's YouTube Channel by 360 Streaming Solutions, which has earned 899 views till date.



5th Martha Farrell Award Ceremony: Winners' Videos



Highlights from the ceremony can be viewed below:



PRE-AWARD ACTIVITIES: RUN UP TO THE 6TH MARTHA FARRELL AWARD CEREMONY

In the run up to the Award Ceremony for the 6th Martha Farrell Award for Excellence in Women's Empowerment and Gender Equality, a few activities have been planned with the aim of promoting the award and its objective – to live Feminism in Everyday Life!

THE WINNERS' FORUM

In light of the Foundation's beliefs to act as a collaborative, and knowledge sharing platform for organisations and individuals doing phenomenal work in the field of gender justice across the country, the Martha Farrell Award: Winners' Conclave was convened on 26th May, 2022. The conversation included Martha Farrell Award Winners Sappho for Equality, the Association for Indian Universities, the Embassy of Sweden in New Delhi, and the Swedish Chamber of Commerce. The conversation was attended by 70 participants.

The conversation revolved around the issue of Gender Mainstreaming in Institutions, and explored the following questions:

- What lessons can we learn from past practices?
 - How can gender transformational policies and practices be taken forward rapidly?
 - How do we ensure a safe workplace for persons of all genders?
-