



# KARM Prabha

Annual Impact Report 2022 - 2023



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# Letter from the Founders

Dear Friends of KARM,

Namaste!

It is our privilege and honor to present the KARM Impact Report 2023.

We are filled with immense pride as we share the progress made over the last year.

We embarked on this journey in 2020 with a reasonably clear vision. However, as we engaged with our girls, it became evident that what we had set out to accomplish was far deeper than originally envisaged, and that we needed to re-articulate our theory of change and establish a robust method for measuring the growth of our Fellows beyond their years at college.

For Kartik and me, KARM is more than just a social initiative; it is a journey that embodies our vision of evolving into an educational institution that will transcend our lifetimes, serving as a vehicle for our personal philanthropy. We see that our interventions are enhancing our Fellows' confidence, building their career relevant skills, and nurturing their aspirations for a better life. Again and again, our Fellows have shown us the way by letting us into their lives. We are able to see that their invaluable experiences and knowledge are helping us better our program.

We are grateful to our supporters for their constant encouragement and steady urge to gradually grow and reach more girls. Additionally, we are deeply indebted to our extraordinary group of mentors who have believed in our mission and wholeheartedly worked to further it. Their nurturing guidance has moved our Fellows closer to their career aspirations.

Our KARM Team has meticulously designed a curriculum that not only facilitates the learning of our girls but also empowers them to think ambitiously. The team is a collection of remarkable individuals who have propelled KARM's growth. Their contributions and dedication to our cause deserves our heartfelt acknowledgment.

As we march ahead with unwavering confidence and a clear sense of purpose, we humbly seek your continued support and guidance.

Gratefully,

*Radhika & Kartik  
Bharat Ram*

Founders



# Letter from the Fellowship Director

Dear KARM Supporters,

The KARM Fellowship is now running at capacity – which does not mean that we cannot support more girls, it means that we have three full batches running and that we are slowly implementing what we spent a long time planning for. Our newest batch (NAVYA) is 28 strong only because the last two were such compelling stories that we took the decision to go beyond the 26 that we had originally planned for.

It was while creating the interventions for the senior batches that our own reason for doing what we do, became clearer to us. Yes, we are working towards financial independence for all our girls (that being the clear vision of our founders); but that we are also committing ourselves to ensuring their longevity at work. What that means is that we continue to provide a circle of comfort and communication channel to our girls once they graduate. It means that we remain in touch with each girl by creating and maintaining a robust alumni body – the KARM SHAKTI – that will provide the soft and intangible support that working women need, to ensure continuity at their workplaces.

The following pages will give you a clear picture of what we do at KARM, how our interventions are perceived by potential employers and what the aspirations of our girls and their families are. We urge you to read the stories of impact, the dramatically sharp ascent of our girls' learning trajectories and how we seek this information. We have sent out several anonymous and named surveys to enable an accurate report that, while capturing and analyzing data, also gives you the human stories behind the numbers.

We are very young and have miles to go before we can truly assess the long-term impact of our effort. Our first batch will graduate in the summer of 2024 – many of whom are seeking Fellowships and further study options with scholarships, while some are looking for immediate employment. KARM is working hard to ensure that we stand by each of them as they take their next steps. Our mentors have and continue to hold their hand through this challenging time for them.

We are often asked why we do not take in higher numbers – 50, 100, 150 girls...given the need for an intervention like ours. While we recognize this, we will stay mindful about treading cautiously because KARM is not about numbers – it is about supporting each girl so no girl slips through. We are high touch and personalised – a program that does not lend itself to big numbers. Having said that, we are looking ahead at bringing in more girls into our fold – we have planned to accept 34 girls next year, and all things remaining the same, a higher number the following.

Our report is named 'Prabha', because we believe that the radiance of our impact will be felt both far and wide, as our girls go forth carrying themselves and our message with immense pride.

We as a team, remain both committed and excited with the work that we do every day – because, at KARM we are witnessing magic – a step at a time.

Warm Regards,

*Vinita Johorey*

Fellowship Director



# Overview of the



## KARM नव्या

Navya (meaning new) is the name given to Fellows when they join us. The main focus is on instilling values and training them in foundational skills that will enable them to take ownership of their own growth.

## KARM विदुषी

Vidushi (meaning wise) is the name given to the Fellows when they enter their 2nd year. The main focus is exploring the world of work, and building the professional skills necessary to enable careers of choice.

## KARM प्रवीणा

Praveena (meaning proficient) is the name given to the Fellows in their 3rd-year. The main focus is on enhancing practical skills needed to secure jobs and worthy admissions for further studies.

Between November 2021 and September 2023, a total of

**1.57 Cr Rupees**

has been deployed towards the Fellows.



# KARM Fellowship



has received over

**1800**

applications



and selected

**72**

KARM Fellows

across

**21+**

Delhi University  
Colleges



representing

**25+**

Schools across NCR, UP  
and Uttarakhand

studying

**19**

UG disciplines ranging from  
Physics to Psychology.

supported by

**57**

Distinguished Mentors





"I have had the opportunity to sit in on a few of the sessions conducted by the KARM Fellowship for the different cohorts ranging from using technology to preparing cover letters and resume basics. To see the girls absorbing this information and their attention and drive to make the most of the opportunity they have been given is inspiring. I have seen first-hand what having a good guide and mentor can do for a person and after meeting my mentee who is so driven and articulate, I cannot wait to be part of her journey and changing trajectory."

Sharika Sharma, Mentor (Batch Navya)



KARM is more than a scholarship... Here, our Fellows learn to use technological tools & devices (Laptops provided for 2 batches by **DCM Infotech**) and hone professional skills through numerous graded and carefully curated workshops.



We realize that in order to succeed in the world of work and become and remain financially independent, Fellows need to constantly learn and be curious.



"I feel privileged to be a KARM mentor - the initiative is such a labour of love for the team that has put it together. What impresses me most is the careful attention to detail - the recognition that often girls drop out of work not because of a lack of motivation or ability, but because they encounter barrier after barrier on the journey; from simple things like poor language skills to more serious ones like the ever looming threat of marriage. The KARM team has taken a holistic view to this programme, committing to walk this road with every girl by empowering her with the capacity and self belief to overcome all hurdles. As someone who has worked on gender rights for many years, this is why I believe KARM is such a pathbreaking initiative."

Yogita Verma, Mentor (Batch Navya)

# The current context

According to the WEF's 2023 Global Gender Gap Report India is ranked

# 26

out of 146 countries in Educational Attainment

but falls to

# 142

out of 146 countries in Economic Participation & Opportunity

139

116

141

121

in Labour Force Participation

in Wage Equality

in Earned Income

in Professional & Technical workers



Actual photos of the communities our Fellows live in.

The presence of patriarchy means young women are disproportionately affected by inter-generational poverty and economic disadvantages.

In an anonymous survey, KARM Fellows' parents were asked about their views on working women. While generally supportive of women working in times of financial need, over 90% of them expressed concerns about the 'neglect of household chores, childcare & elder care'.

It is difficult for women to make meaningful & sustainable career decisions in these circumstances. Leading to women dropping out of the workforce over a period of time, and therefore a shortage of women leaders, role models, and women's voices in the public sphere, thus perpetuating patriarchy.



# Our Theory of Change

Women's higher education, career support and mentoring is of critical importance– to the individual, society and the country.

Because when done well, it will help women make meaningful career choices which they can sustain, be financially independent, secure their autonomy, and grow to become leaders and changemakers.

Thereby reducing gender gap, minimizing crime against women, bolstering the economy and giving voice to the many who have been generationally voiceless.

## Our Expected Outcomes:

- Financial Independence for each Fellow
- Mindful & practical decision making regarding careers
- Enhanced decision making for self, and ability to influence within communities
- Confidence and conviction to challenge patriarchal mindsets

## Key Success Indicators:

- 100% graduate with degrees and pursue immediate careers, Masters (with scholarships), Fellowships
- Appropriate marriage age and Fellows' employment longevity tracked via longitudinal studies
- Fellows become employees/entrepreneurs of choice tracked via longitudinal studies





Education



Community Service



Mentoring



Career Skills



# The KARM Pillars

Our experience has taught us the value of Education, Mentoring, Career Support & skilling and Community Service. Basing our Fellowship on these key pillars, we aim to enable the professional aspirations of future women leaders in their areas of choice.

The KARM Fellowship aspires to foster a community of financially independent, compassionate, driven women who are committed to becoming enablers and change leaders in their communities.

# Impact Survey

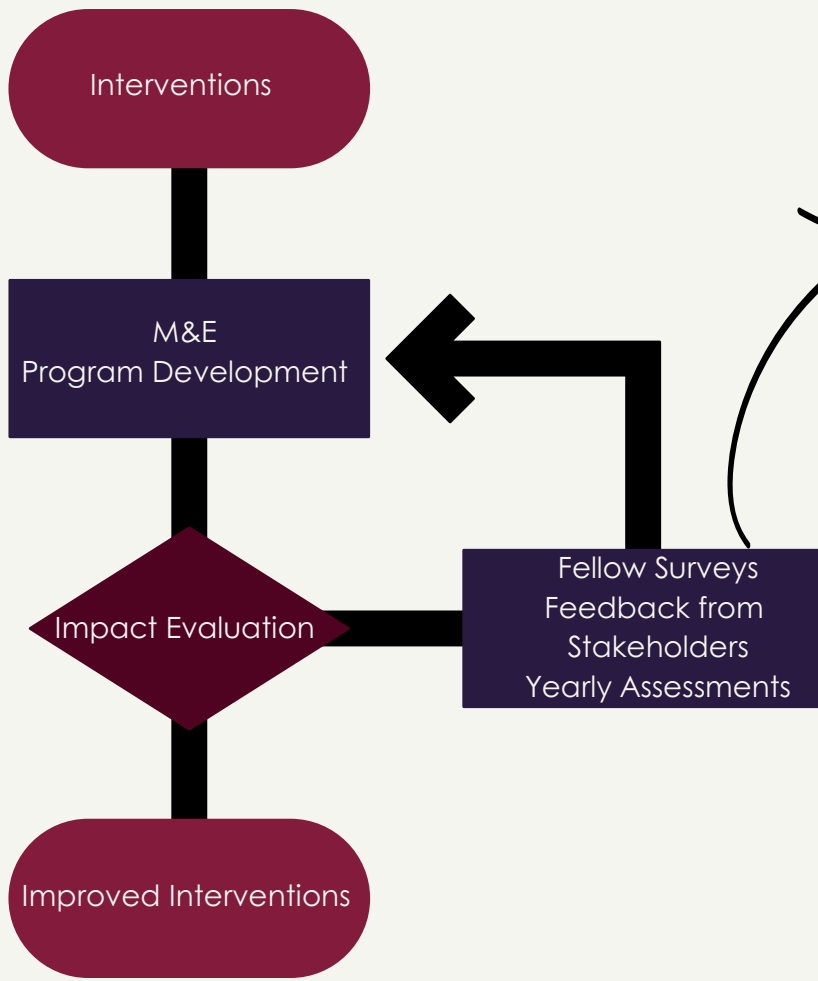


We conduct surveys at the start and end of each academic year. This is because our interventions are so varied and customized, that our impact goes beyond numbers.

We strive towards becoming a data-driven organization and educational institution. Our surveys allow us to make informed decisions for and with our Fellows.



# How was this survey taken?



As a part of the anonymous survey, the Fellows, our primary beneficiaries do the following:

- Assess and rank interventions at KARM on the basis of impact/significance.
- Assess and rank tangible resources they receive via KARM.
- Self-assess across a linear scale marked from 1 to 10. Fellows do so at the beginning of the Fellowship and at the end of Year 1 and Year 2.
- Read statements, select across options from Agree to Disagree.





# Education



A 3-year degree enabled by the following financial aid: Tuition & Exam Fees, Laptop & Dongle, Books Stipend, Travel Allowance, Delhi Resident Allowance and Rental Allowance for outstation Fellows.

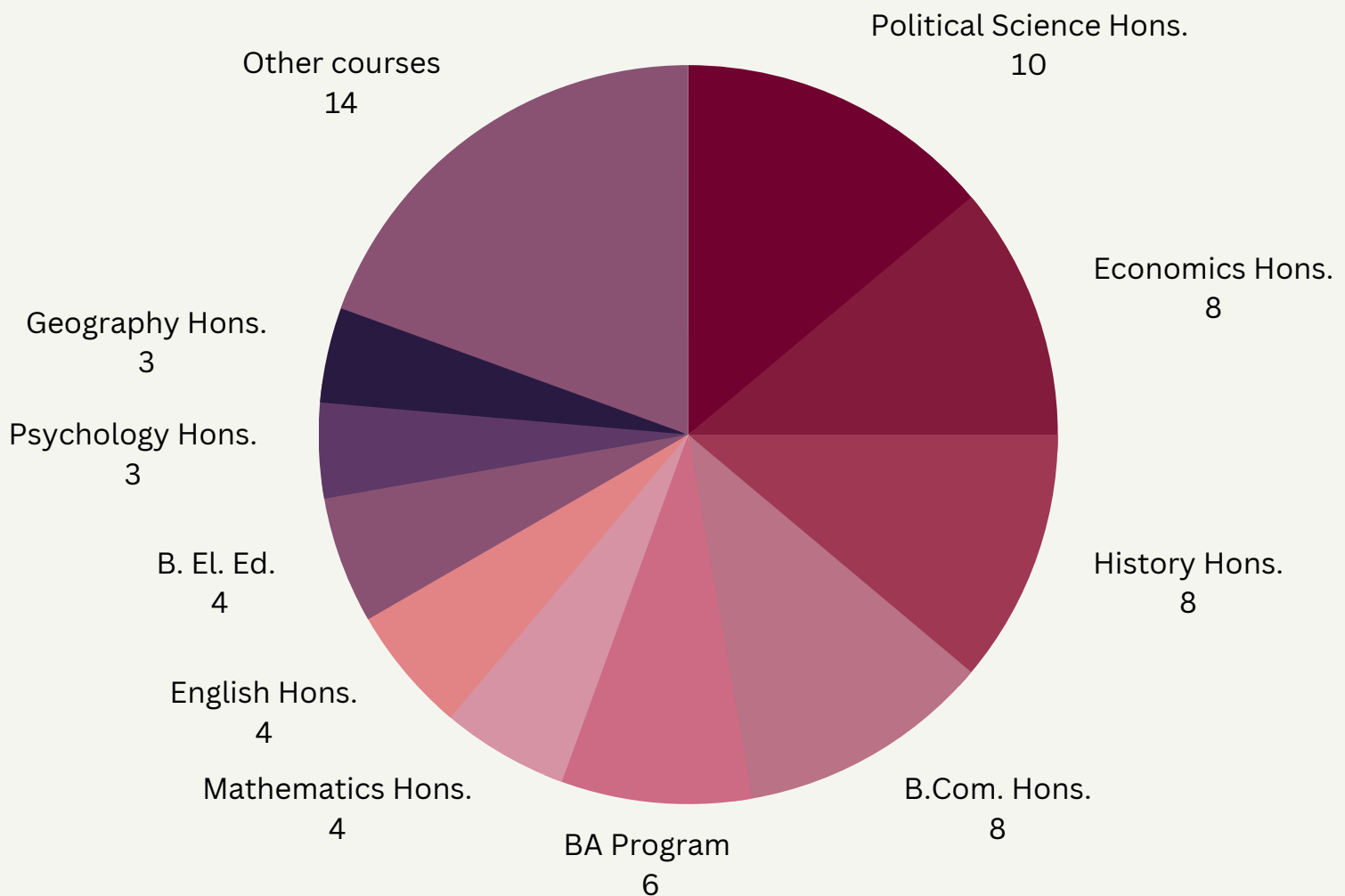
"If not KARM, probably by a loan, or taking money from relatives. But in that case, chances of further education would've significantly reduced. And my parent's expectations from me would be to complete my bachelor's and get a job. Any job that can earn me 20-30K."

KARM Navya 2023

# Undergraduate Degrees

With 28 Fellows in the Navya Batch of KARM, the Fellowship now facilitates capacity building for 72 Fellows across different courses, colleges and demographics.

## COURSE DISTRIBUTION



### Other courses include -

- B.Sc. Hons. Computer Science - 2
- BA Hons. Journalism - 2
- B.Sc. Program - 2
- B.Sc. Hons. Physics - 1
- B.Sc. Hons. Food Technology - 1
- B.Sc. Hons. Applied Life Sciences - 1
- BA Hons. Sociology - 1
- BA Hons. Philosophy - 1
- BA Hons. Mass Communication - 1
- BA Hons. French - 1
- Tourism Voc. - 1



# COLLEGE DISTRIBUTION\*

Lady Shri Ram College	12 Fellows
Miranda House	6 Fellows
Maitreyi College	5 Fellows
Ramjas College	5 Fellows
Kamla Nehru College	4 Fellows
Sri Venkateswara College	3 Fellows
Gargi College	3 Fellows
Hansraj College	3 Fellows
Indraprastha College	3 Fellows
Daulat Ram College	2 Fellows
St. Stephens College	2 Fellows
Shivaji College	2 Fellows
Deshbandhu College	2 Fellows

Shyama P. Mukherjee College	2 Fellows
Kalindi College	2 Fellows
Aryabhata College	1 Fellow
Hindu College	1 Fellow
Lady Irwin College	1 Fellow
Ramanujan College	1 Fellow
Janki Devi Memorial College	1 Fellow
Dyal Singh College	1 Fellow
Mata Sundari College	1 Fellow
Vivekanand College	1 Fellow
Bharti College	1 Fellow
Aditi Mahavidyalaya	1 Fellow
College of Vocational Studies	1 Fellow

Department of Romance and Germanic Languages	1 Fellow
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\*While all our Fellows study in Delhi University, 1 Fellow from the Praveena Batch is in Manav Rachna University.



# Career Skills

Through the pillar of Career support & skilling, KARM provides experiential career awareness, personalized career guidance, as well as workshops that help build skills & values that will enable them to stand out amongst their peers.

This is in addition to foundational classes focussed on comprehension, critical thinking & English communication.



“There is a difference between theoretical knowledge and its application. Therefore, KARM would allow me to learn how to apply my knowledge in a productive way and give me real time work experience. This could shape my future and career in a way that has always been a distant dream.”

KARM Navya 2023

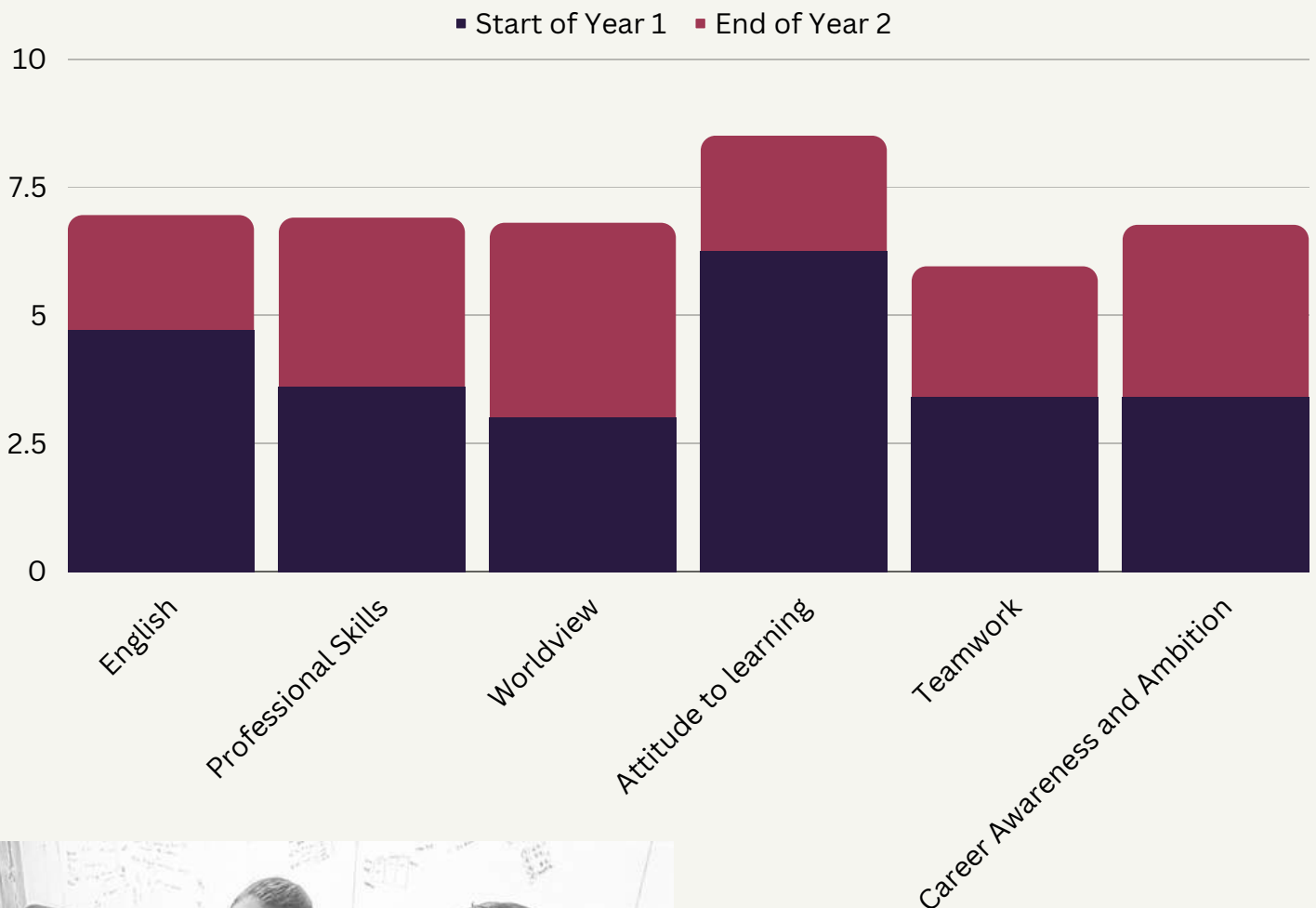
## The KARM Praveena Batch of 2021-24

The KARM Praveena are 3rd and final students, the batch of 2021-2024 - the first cohort . From Economics and Elementary Education to Computer Science and English, our very first cohort has students from a range of Delhi Government and low-income private schools as well as schools like VidyaGyan.

In the last year of the Fellowship, Fellows focus on building their own career pathways, whether it be through a Masters program or a job opportunity. We ensure that through conversations and interventions, KARM enables the Fellows to be able to make their own independent choices.

Below is a visualization of the self reported growth of Fellows.

### Self Assessment - KARM Praveena



# Insights from Career Skills

In order to ensure a future of financial stability and career growth, KARM has various interventions in place that aim towards upskilling the KARM Fellows with hard and soft skills necessary to succeed in the workplace.

## 100%

of the Fellows agree that they are able to understand the purpose of learning these skills when they step into KARM.

## > 95%

of the Fellows feel that the KARM Workshops teach them skills vital for success in college and beyond.

## 84%

of the Fellows agree that their career ambitions have grown.

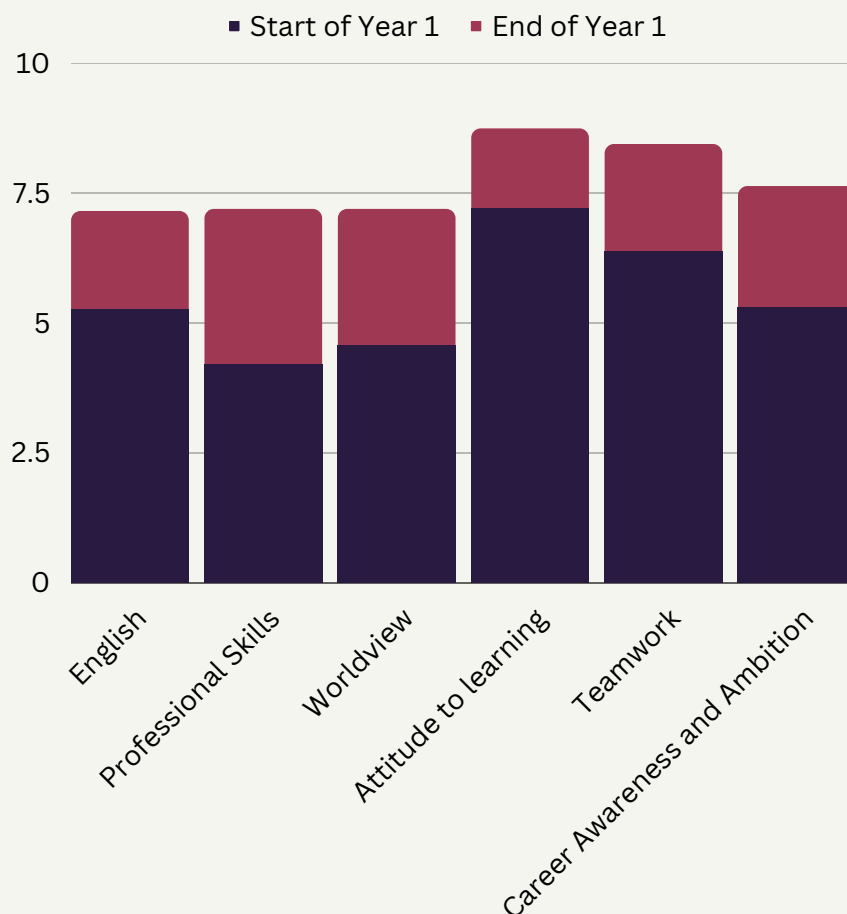
## 81%

of the Fellows strongly feel that they stand out from their peers because of interventions at KARM.

### The KARM Vidushis Batch of 2022-25

The KARM Vidushi are 2nd year Delhi University students. Our batch of 2022-25 has Fellows with a diverse range of courses, from Political Science, History, Economics and Psychology to STEM courses like Physics, Computer Science and Mathematics. In year 2 Fellows build on the Communication and basic Employability skills by applying them at various external and internal opportunities. On a self-assessment survey, the results of which are shown below, most Fellows self-reported growth across 6 of our major interventions at KARM.

### Self Assessment - KARM Vidushi





## The KARM Navya Batch of 2023-26

The KARM Navyas are 1st Year Delhi University students. Our third batch has just entered the Fellowship and have only started college in August, 2023. Even so, they have big dreams for their futures.

Although they have been a part of the KARM Family for only a month and a half, the Navyas have already kickstarted their English and T&A classes. They have also had their first KARM Workshop, where they reflected on their "Tree of Life", practiced various Google tools and discussed current affairs.



# Ripples of KARM Career Interventions

## Thinking and Articulation

where >80% of our  
Fellows say that they  
are able to apply skills  
of critical thinking  
beyond KARM.



## KARM Talks

where >90% of the  
Fellows say they have  
interacted with the  
speaker and taken  
away something  
tangible.



## Office Immersion and Career Talks

where >60% of the  
Fellows feel like they  
learned something they  
did not know.



## Career Counselling

through which >80% of  
the Fellows feel they  
gain clarity about their  
next steps in college  
and at work.



# English Language Learning

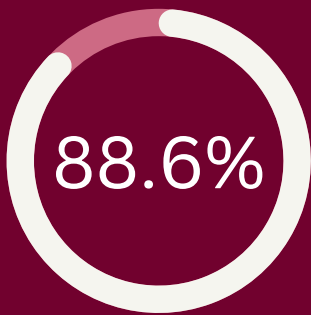
English is a vital skill for the world of work and social interactions. Through our interventions in the English language learning, we aim to enrich our Fellows' self-expression, choices and worldview. Our impact survey shows that the English Class was the most important intervention, marked at number 1 by the KARM Vidushi.

>80%

of the Fellows say that their English has markedly improved since joining KARM.



strongly agree that their overall English communications skills are better now.



of the Fellows agree that the KARM facilitated English Classes have helped them **become proficient in English speaking and writing** and strengthened their reading and listening skills and habits.



when self-assessing proficiency in English Language skills



>90%

of the Fellows agree that English classes have been helpful in their contexts.





# Career Skills in Practice ...

The first test of KARM's career skills interventions comes when the Fellows embark on a 6-8 week internship post their 2nd-year. The internship is mandated and facilitated by the KARM Fellowship. Fellows are placed in various organizations across domains based on their career aspirations. Following the internship, KARM collects feedback from the organizations on the Fellow's work ethic & competency.

## Organisations

Breakthrough

GroupM

LimeRoad

Mindshare

Momentum

The Education Alliance

Yatra



Counterclockwise from top right: Market research & Influencer Management at LimeRoad, HR, Finance & Marketing at Yatra, Fieldwork for Breakthrough, Data interns at GroupM, Policy intern at TEA



## Domains

HR

Finance

Data

Marketing

Operations

Curriculum Design

Influencer Management

100% Fellows say that KARM Interventions helped them navigate internships.

Feedback received from managers highlighted Fellows' work ethic & the quality of work they delivered.

85% of Fellows agree that they have built networks in their workplace.



"Throughout her work, Anjali demonstrated a remarkable understanding of the intricate details involved in the variant annotation process. Her dedication to meticulously analyse the data according to ACMG guidelines was evident in the fast, high quality and accurate results that she produced.

Moreover, her collaboration and communication skills were truly commendable as she seamlessly integrated into the team, actively participating in discussions and attended seminars and other institutional activities."

# Community Service



“Through the community service program I will learn about the different aspects of life for different communities. Get to know people and their ideas about the society. It would directly link me to the people for whom everyone should work. I will learn how to put ‘others before me”

KARM Navya

**KARM Sahyog:** A key pillar of the Fellowship, it is based on the thought that each person has the capability to help someone else, and is factored in to build compassionate, empathetic leaders - whether in the social, professional or personal spheres. This happens through a 50-hour internship at the Blind Relief Association in Delhi.

## THE IMPACT OF COMMUNITY SERVICE

95% of the Praveenas ranked their engagement with the BRA at the highest level of satisfaction.

Additionally, the Praveena cohort, which has completed their BRA engagement reports higher levels of shifts in values, teamwork & cooperation, and worldview compared to the cohorts who have not yet completed their engagement.

“The chapter of B.R.A. in my life will stay with me forever for the invaluable lessons and values I gained, earned, and exchanged. If today I know the difference between sympathy and empathy, it is because of my visually impaired friends. This period of delivering community service and working at B.R.A. has helped me learn some vocational skills, I learned to do the tasks with utmost diligence and focus. This phase of my life also helped me learn some aspects of professionalism like integrity, respecting everyone, and staying professional under pressure.” - KARM Fellow

# 95%

rated it as an  
extremely valuable  
intervention.

# 1000

hours and counting ...  
Time volunteered by  
KARM Fellows so far





# Mentoring



"I never had a mentor. I sometimes suffered on my own because there was no one to help me solve my difficulties. Having a mentor who can help you navigate your career and to whom you can look up for guidance for me is a privilege."

- KARM Navya



# WHAT IS KARM MENTORING?

KARM Mentoring is a magical pairing of two individuals - one who is able to guide and steer and the other who is willing to be vulnerable and open. The relationship that develops over KARM suggested monthly conversations and spontaneous meetings is life changing for both.



# 90%

of our Fellows in the Praveena and Vidushi Cohort agree that they feel strongly supported by their Mentors across all aspects of college and career

## MENTOR TESTIMONIALS



"Personally for me KARM is all about sharing and learning. It is a way of not just giving back but also a way of being in service by molding someone's life and that someone is totally unconnected to you. Simply put, It is an experience of unconditional pure love! I've seen my two mentees (as I like calling them - my girls) in the last 6 months, gradually open up and begin to share and explore, ask questions, deep dive into aspects of career paths / life choices, and it has been such an exhilarating experience. I hope they've learnt from my life experience, but I can say with conviction, I have learnt a fair deal from their grit and dedication."

- Neeha Nagpal, Mentor (Batch Vidushi)

"KARM is truly transforming the lives of the girls it touches, and it's a privilege to be part of this journey and watch it unfold. The potential of the girls in our country is unlimited, and the mentoring, learning and career guidance that KARM provides is, in real, practical, impactful ways, helping our girls to reach that potential."

- Ira Gupta, Mentor (Batch Praveena)





"The journey with KARM has been that of pleasant surprises and optimism. The caliber and enthusiasm of the young bright girls can only be matched by their self-confidence and their dreams. I feel humbled by what they have achieved already and what they are setting out to achieve despite limited resources at their disposal. I can confidently say that their motivation levels and the fire in their belly are far higher than most kids their age, and the energy is palpable and has a rub off effect on people like me. I am truly glad to be on this journey. And excited about being around to cheer for them!"

-Geeta Jain, Mentor (Batch Vidushi)

"My mentee, Kanika, being shy and quiet has transformed into such a confident young lady! Loved hearing her speak about how she gave a speech and has got elected to be the class rep in college and how much she is enjoying walking upto her classmates and asking them about their issues and how she can help them. There is just so much to learn from these young girls - every time I interact with her, am left amazed at her grit and determination!"

-Lopamudra Banerjee, Mentor (Batch Vidushi)



"While most scholarship programs across the world offer financial aid towards college fees and essential living costs, the KARM Fellowship differentiates itself by adding a critical layer of 1 on 1 mentoring for each fellow. Mentors help create spaces for life related conversations that every adolescent needs while chalking out their life journey. This carefully thought through aspect of the KARM Fellowship is what helps it stand apart from other fellowships."

-Amitav Virmani, Mentor (Batch Praveena) and Advisor to KARM

"The journey as a KARM Mentor has been the most enriching and reflective one . The ability to support and nurture an equation that stems from a desire to empower another human being , is truly life changing. And to then be able to see the transition and evolution of yourself and your mentee as we access the KARM world of learning, resources and tools, makes for the most meaningful experience."

-Tara Singh Vachani, Mentor (Batch Praveena) and Advisor to KARM





# Cohort Building



"Being in a safe space with students is very comforting and it is really easy to learn together as we all are of the same age and are together in this journey to success. I feel I am making such strong bonds and also I have made new friends! Having someone who is pursuing the same course as you can help you in several endeavors. Seniors who have been through the same process is really comforting as they understand you better and can help you academically."

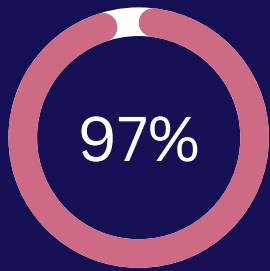
-KARM Navya

# Insights from the Cohort Survey

At KARM, we believe in building a community that supports the growth of each of its members.

Cross-cohort buddy systems and spaces that enable frequent discussions, interactions and cross-mingling, allow our Fellows to enhance their progress. While the Socio-economic range for all is below 5 lpa, the Fellows come from different schools, settings and individual contexts.

despite the diversity in individual contexts

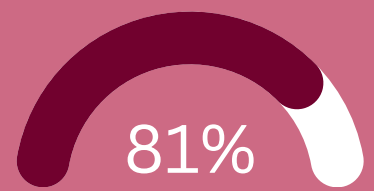


of the KARM Fellows say that they feel included and heard in the KARM Cohort.



growth needs feedback

The KARM Fellows not only take constructive feedback gracefully but also give it well with enthusiasm.



of the KARM Fellows say they have received constructive feedback from others in the cohort.



a look at the buddy system




Vidushi Fellows say being a Junior Fellow has given them a space to be/feel supported and learn from their senior.



Praveena Fellows say being a Senior Fellow has given them a space to be/feel supported and learn from their junior.

# Stories of Impact



"Initially, I was battling self-doubt, self-sabotage, and questioning my existence.

"Now, I believe in myself, my abilities and my resilience."

-KARM Fellow Priya



# Fellow Testimonials



"I used to believe that I do not have potential or the skills to achieve goals of my life, I could not aspire for big things. Now I believe in myself. With the support of the KARM team and my fellow mates, I have learnt to have bigger aspirations. Now I believe that we should never give up anything, whatever may come in life."

- Neha, BA Economics Hons, Ramjas College  
KARM Vidushi

"I used to utter my dreams softly, uncertain if anyone was listening. My words were like fragile, delicate whispers in the wind. Now, I have a vision for my future, and I am determined to turn my dreams into reality. My words are filled with newfound confidence and purpose."

-Dipika , BA Psychology Hons, Lady Shri Ram College  
KARM Vidushi



"In the past, I was really hard on myself. I would criticize myself everyday and not appreciate or recognize my achievements. Now I mostly try to prioritize myself, not in a selfish manner, but in a self-care and self-improvement way, because I've realized that taking care of myself enables me to better support and contribute to others and myself. I also give myself the praise and credit I deserve."

-Priyanka , B.Com. Hons, Sri Venkateswara College,  
KARM Praveena

"Now I don't take failure as a bad thing, instead I try to learn from it and improve myself. Earlier when I used to make a lot of mistakes while writing or speaking I even used to stop trying, thinking that I won't be able to do it, but now I don't give up and I'll never give up. Maybe not today, not tomorrow but one day soon I'll be able to win this battle."

-Anchal, BA Political Science Hons, Lady Shri Ram College  
KARM Vidushi



"I've become more confident in making professional communications. For instance, while applying for an internship I was just asked to drop an email with my resume. But I was well aware of how to mail my application so I wrote a personalized cover letter, updated resume and a brief email body all of which was taught at KARM."

-Parminder, BA Economics Hons, Maitreyi College  
KARM Praveena

# Fellow Testimonials



"I used to believe that there was no such thing as "feedback", that everybody who gave me negative feedback was insulting me, that feedback was pointless since it demotivated people and lowered their confidence. Now, I believe that Feedback has a positive impact. I feel we are currently in the learning process, and we should take everything in our favor. Our primary goal is to study, grow, and shine."

-Sandhya, BA History Hons, Lady Shri Ram College  
KARM Vidushi

"I had dreamed of working in the finance field and becoming financially independent. Earlier I used to think it's going to be a one-time thing and didn't know the steps that I needed to take. However, with time I realised that it's a step-by-step journey. Doing an internship at Yatra gave me a better idea of how my life might look in future and an exposure to the real world of work that will help me improve for better candidature."

-Shivangi, B.Com. Hons, Ramjas College  
KARM Praveena



"KARM has completely transformed me from a shy and unskilled girl to a confident English speaker with a "can-do" attitude. KARM helped me discover myself. Now I feel more authentic, confident and better in every aspect of my life. I went from putting in almost no effort in my improvement to managing and prioritizing my tasks more effectively."

-Samiksha, BSc Program (Physical Sc + Chemistry), Gargi College  
KARM Vidushi

"I used to believe that I was a slow learner but now I have seen myself growing both personally and professionally. I feel more confident, aware and stronger than before. In these 2 years I have discovered so many new things about me. Also, the support that I receive every time from KARM team allow me to try different things when I don't feel confident or doubt my potential."

-Aaryaka, BA Eco Hons, Lady Shri Ram College  
KARM Praveena



"KARM not only taught to believe in my dreams, but has consistently pushed me to take steps to see my dreams coming true. I wouldn't have been more clear about my career options without the guidance being showered by the KARM teachers, the mentors, and people who were invited to speak on different career options. I have developed the ability to stretch myself, and consider every single day as a day of learning."

-Shivani, BA Journalism Hons, Kamla Nehru College  
KARM Praveena

# Paying it forward

Fellows share how they have taken their learnings beyond KARM

"In my family, I give my little time and guidance to both of my siblings and share my knowledge for their studies and lift them up when they say - I can't do this."

"I motivated the girls of my village to explore more and get out of the village."

"Two my college friends who were similar to me in the beginning are deeply inspired by my growth with KARM fellowship. I have always talked to them and guided them whenever they needed help and my experience at KARM has taught them a lot."

"Empowering those around me has been a core lesson from my KARM experience, from helping my younger sibling with their studies to providing emotional support to friends during tough times. I've been assisting my parents and relatives in recognizing the value of women pursuing careers and gaining independence, emphasizing that it's not a source of shame for our family or community."

"In my neighborhood and at home, I mentor children and provide guidance when they encounter challenges. They reach out to me whenever they need assistance, and I am there to help them."

"I also help community children to learn and study. I teach them whenever I have time. I teach them from their books."

"When I am in a situation when someone needs empowerment, I try to do so. It is something I did not do before."

"I helped my family financially, from my savings and the stipend that I got from my internship. Apart from this, I have tried my best to help anyone I can in any possible way."

"I have helped my women in my village in many ways such as opening bank accounts."

"In my family, I have started questioning everything that seems wrong to me. I deliver almost all the learnings and ideas to my siblings that I get from the KARM, whether it's about hard skills and soft skills, growth opportunities and values."

"I once had a conversation with an auto driver. I asked him about his daughter and suggested he look for KARM but unfortunately, the dates for applying were over. I still continued to encourage him to look for higher studies. And luckily she got into one of the good universities with a great course. The girl is still in touch with me and I help her out whenever she needs me."

"I have instilled HOPE in others, what surprises me is that sometimes I have done it for strangers too."

"I have empowered those around me by voicing myself. It starts from within, I spoke for myself and so did my family members. My cousins or siblings also felt free to speak their mind and elders found it important to listen because it wasn't pointless."

"I help my brother and sister make good choices about their studies and career."

"I crowdfunded my Afghan Refugee classmate's DU tuition fee. The support I got from KARM and my buddy really motivated me."

"I have made an effort to at least convince the parents in my village to not get their daughters married, but instead to send them for their education. I have tried to fight against dowry, and have always stated that educating girl child will give her good job and financial security."



# Shifts

Fellows share what has changed within them

"I have witnessed an awakening of my self worth and a newfound belief in my capabilities."

"KARM has really helped me shape my identity as an individual, it has helped me realize the potential that I have. Moreover, I've also learned to enjoy the little gains that I make. I appreciate the journey that I've covered. As an individual, I'm more responsible, autonomous and a critical thinker."

"I think I am more confident now. I think positively and try to look critically at things. I am learning to be more accommodating and understanding of others needs."

"I have become opinionated. I know how I want to be perceived, shifting my focus from 'I want to look' to 'how I want to be looked at.' I've become someone who knows what they want to be in some way."

"KARM has really helped me to change my fixed mindset to a GROWTH mindset to see hope."

"I feel that I have become responsible and clear about my vision. I know what to do and how to do and working on my skill enhancement. Like I have joined National Social Service and GirlUP which would be a stepping stone towards my career."

"Earlier I used to think that being a passive leader is enough, but now I am actively trying to take leadership in small spaces and learn."

"I've undergone a significant transformation in my perspective. I've become someone who challenges things I consider incorrect and maintains a positive attitude while pursuing my dream of making a meaningful impact in life. I'm passionate about helping others and advocating for gender equality, women's empowerment, and uplifting those around me. "

# Living the KARM Vision

Fellows articulate their version of **"Girls with dreams to women with vision"**

"In my context this vision is coming alive as I see a tremendous shift from just having vague aspirations and not taking action. For instance, I wanted to pursue UPSC, but I lacked clarity on why I wanted it, how to achieve it, and whether it genuinely aligned with my life goals. I was unaware of these crucial questions. Now I see this vision coming alive as I see taking practical career decisions with concrete plans & tactics, developing emotional intelligence, making informed choices."



"When I see growth that we have made together, I can't be any more proud. I remember listening to many of the Fellows in our Internship reflection session and the way they talked without feeling anxious and with a lot of confidence strengthened my believe in KARM even more. I also think that I've come a long way, I'm more confident, pragmatic and open to challenges but I also accept the fact that there's a longer path to cover."

"In my journey from a girl with dreams to one with a clear vision, I've found this transformation to be incredibly empowering. It's not just about dreaming anymore; it's about the unwavering determination to turn those dreams into reality. Mentally, I've cultivated a resilience that keeps me going, even when faced with challenges."

"I had dreamed of working in the finance field and becoming financially independent. I didn't know the steps that I needed to take. However, with time I realized that it's a step-by-step journey. Initially, I felt the vision coming alive when I began volunteering and participating more. However, I truly felt the vision come alive while doing my internship. It gave me a better idea of how my life might look in future and an exposure to the real world of work that will help me improve for better candidature. Having insightful conversations with people from my domain also sparks this vision and I definitely see it coming alive."

"A girl living in a society where her aspiration is not even considered to be focused upon, KARM has made its own community to have women with VISION. I had lots of dreams in my eyes initially directed by my parents then by myself, KARM appeared as a tool that I used to transform my dreams into visions. It has exposed me to various opportunities and helped me to become a sensible person to make my own decisions. From a girl with some vague dreams in her eyes to a sensible woman to make her choices, this is how " Girls with dreams to women with vision has come alive to me."

# Only forward from here

"I see this vision coming alive in my commitment to empowering young girls in my village. I aspire to establish schools and colleges exclusively for girls in my village, allowing them to pursue higher education without leaving their community."

"I see this vision coming alive with every addition of a new cohort to our family at KARM."

"Now, I take action fearlessly. I actively work towards my goals and make a conscious effort to overcome challenges and setbacks."

"As I see my dreams taking shape, I feel like my worldview is shifting from being an individual centric to more of community centric. The Change in the attitude and practical learnings are what shaping this vision into reality."

"I have embraced a growth mindset now, and I don't box myself any longer. I believe in my abilities and of those around me. I do things by keeping in mind the long-term goals I have."

"I really feel that this vision is coming live as I have the clear vision of being self-independent. There was a time when i was clueless but After being a part of KARM I have the opportunities to explore new things."

"I am not going to stop on getting financial independence, my vision is unclear but my learnings, observations, efforts and exploration will help me to reach there."

"I am realizing that world have so many opportunities, I just need to come out of my shell and prepare myself."

"I am on a journey from being a little girl with dreams to a matured women with wisdom."





# KARM Gallery



KARM Fellow Poonam in Norway representing her project "EcoFlow".



Ritu and Aryaka, Praveena Fellows, interning at The Education Alliance.



KARM Vidushi Fellows at ASPEN Workshop, Chennai.



KARM Fellow Teena at an ASPEN Workshop in Rajasthan.



Founder of her own GirlUp Chapter, Ansuia attends the LCOY in Kerala.



KARM Fellows visit the LimeRoad Office as a part of Office Immersions.



KARM Fellows visit the NDTV Office as a part of Office Immersions.



KARM Fellows visit the Delhi DoE as a part of Office Immersions.



KARM Fellow Jagriti, an youth advocate at UNICEF launches the "Youth Hub" app by YuWaah with UNICEF Executive Director Catherine Russell & Ayushman Khurana.

# The way ahead

We look ahead... to starting more conversations that stimulate progress for women, to creating ripples that encourage women to take that first step, to providing the support that women need to work for long, to maintaining a safe space for women, to being the movement that this nation needs and deserves...



# Thank you

## Internship Partner



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## People who support us

Rajesh Gupta  
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Raji Rajalakshmi  
Ramprakash Yadav  
Ila Gaur  
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SRF Guest House Staff





# Thank you

## Our Partners

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Shalini Waney

Bansi Dhar Memorial

Roshini Sanah Jaiswal

Shaleen Virmani Karnik

Swayam Charitable Trust

Arun Seth

Moksh Chopra

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Tara Singh Vachani

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# Facilitators and Mentors

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