

MiND FELLOWS MEET



Sahbhagi Shikshan Kendra, Lucknow

29th – 30th August, 19

Context:

The history of voluntary organization in India dates back to the early 19th century and has stemmed out of the movements which had happened in the different periods of history (social movements, national movements, Gandhian movements, JP movements) with different characteristics rendering different nature and shape to the voluntarism.

Soon after the emergency and the JP movement, a large number of young people inspired by the movement, set up voluntary initiatives throughout the country realizing that change in the political scenario would not bring the change in the society. Late 70s thus characterized the growth of a substantial number of new initiatives by those who were part of the social, youth and student movements.

By the late 80s and early 90s, there were two streams of volunteers. One stream had people who had roots in JP movements and had spent long years in rendering their services to the community as individuals. The second stream had new generation of people who did not have roots in movements but saw a rationale for their existence by playing a key role in removing the social barriers, empowering and concertizing people. The efforts of the people from both the streams were given due importance by other actors in development, but there were no mechanisms to provide financial support to them. PRIA and its partner organizations realized the necessity to promote new initiatives to sustain their efforts and project their commitment by providing not only financial assistance but other capacity building inputs as well.

Thus, in the 1990s, PRIA (Participatory Research in Asia) focused on innovations in institutional strengthening and learning of organizations. Systematic opportunity for learning skills was provided to catalyse the emergence of citizen leaders, voluntary enterprises and civil society in regions of India which have traditionally and historically been underdeveloped. The MiND or Management in Development program was a flagship initiative. Implemented in three phases (from April 1995 to March 1997, April 1997 to March 2000 and March 2000 to March 2002), the program aimed at strengthening local human and institutional capacities in four states, namely, Bihar, Uttar Pradesh, Rajasthan, and Madhya Pradesh. Conceived by PRIA, it was rolled out in partnership with six Regional Support Organisations (RSOs) - Sahbhagi Shikshan Kendra (SSK), for Uttar Pradesh; Samarthan, for Madhya Pradesh; Unnati, for Rajasthan; CENCORED, for North Bihar; and Sharmjivi Unnayan and Lok Jagriti Kendra (LJK) for South Bihar (now Jharkhand).

The program was offered to a select group of Fellows in two categories - citizen leaders and civil society groups. Citizen leaders were identified from active citizens at the local level who had successfully demonstrated their abilities to address the challenges related to livelihoods and the basic rights of the poor and marginalized. The roles played by these citizens were voluntary and self-driven.

These individuals were awarded the Fellowship for 12 to 15 months. The second category of Fellows was civil society groups in pursuit of basic rights and democratic governance. These groups had the potential to develop as independent civil society organizations and were in the program for a period of 1 to 2 years.

For the selection of the fellows, the regional committees were formed in all the regions, headed by the heads of the RSOs and had members representing different geographical zones of the state. The zonal members identified the fellows and recommended them to the regional committee for consideration. The regional committee met every six months for considering the proposals. Once the committee at the regional level approved the fellows, the RSOs prepared the report on each case with an action plan. Then, the recommendations were brought to the central committee for the final approval. The central committee was headed by Dr Rajesh Tandon and all the RSO heads as members. After the final selection of the Fellows, the RSOs disbursed the funds to the selected fellows, monitored their progress, document their activities and most importantly, provided capacity-building support to them. They also provided networking and other linkages to the Fellows to sustain their work, after they graduated out of the fellowship.

Thus, MIND Fellowship program was successful in providing support to more than 100 small, unregistered organizations as well as citizen leaders who otherwise fail to get support from other sources. Promoting new initiatives as well as considering the veterans for the fellowship and giving respect to their long experience and efforts were strong features of MIND. Besides that, encouragement to women, giving equal weight to all the issues, financial assistance, capacity building inputs, motivation, facilitating the access to donors, were major strengths of the fellowship program. Over 100 MiND Fellows were provided intensive capacity building inputs and mentoring support along with limited financial assistance.

Operational Areas of the MiND Fellows:

State	Rajasthan	Madhya Pradesh	Uttar Pradesh	Chhattisgarh	Bihar	Jharkhand
Districts	<ul style="list-style-type: none"> • Jaipur • Barmer • Jodhpur 	<ul style="list-style-type: none"> • Shivpuri • Datia • Morena • Bhind • Gwalior 	<ul style="list-style-type: none"> • Jhansi • Varanasi • Deoria • Ghazipur • Balia • Mau • Gorakhpur • Maharaganj • Banda • Chitrakoot • Lucknow • Unnao 	<ul style="list-style-type: none"> • Raigarh • Raipur • Mahasamund • Baloda bazar • Janjgior cham 	<ul style="list-style-type: none"> • Bhojpur • Rohtas • Buxar • Paschim champaran 	<ul style="list-style-type: none"> • Palamu • Latehar • Garhwa • Giridh • Dumka • Jamtara • Saraikela-Kharsawn • Hazaribad • Deoghar



About the MiND Fellows Milan/Meet:

PRIA (Participatory Research in Asia) along with its six Regional Support Organisations (RSOs)- Sahbhagi Shikshan Kendra (SSK), Uttar Pradesh; Samarthan, Madhya Pradesh; Unnati, Rajasthan; and Shramjivi Unnayan and Lok Jagriti Kendra (LJK), Jharkhand organized the MiND Fellows Milan 2019 at SSK Lucknow on 28-29 August 2019.



The key objectives of the meet were:

- To understand how MiND Fellows continued their work at the grassroots and extending their work to new territories (villages, blocks districts)
- To understand the way they nurture civic engagement in ways that networks of trust are strengthened.
- To deliberate how they can extend their work to new territories and stakeholders like youth.
- To deliberate how they can mainstream gender in their program.

The reunion had about 30 MiND Fellows who shared their journeys, both personal and professional and learned new ways of ensuring inclusive development for the poorest and marginalized sections of our society.

With the above-said objectives as the background, PRIA outlined the agenda for the two-days MiND Fellows meet. The meet comprised of three group discussions followed by the respective presentations by the MiND Fellows, discussion about the MiND Fellowship as an Incubation Programme and a fun cultural night. (See Annexure I for Detailed Programme Agenda)

Proceedings of the Day:

Day 1

The day began with the Fellows singing the Chetna geet. Later, Mr Ashok K. Singh and Dr Rajesh Tandon warmly welcomed the fellows and briefed them on the objectives of two-day **MiND fellow Milan** to set the tone for the discussions. The Fellows firstly gave their introductions and shared their experiences of the fellowship as well as their post-fellowship journeys.

Later, a group activity was conducted where the Fellows were divided into four groups and were asked to discuss their objectives behind their respective social initiatives the role of MiND Fellowship in that process. During Group activity, all the members were proactively participating in the discussions and it



seemed that the fellows had gone 25 years back and were reliving their days as MiND Fellows. One of the Fellows described MiND Fellowship as “*jo abhiyaan ek maha abhiyaan bana*” (a campaign that became a mega-campaign). Later, a representative from each group presented the major points

of discussion in their respective groups.

Key Findings from the presentations:

- MiND Fellowship provided financial support to the Fellows.
- Increased understanding of society and social issues. The plan of action towards them became clearer.
- MiND provided Handholding support.
- Various trainings were conducted, like accounts training, PRA training, etc.
- MiND enabled networking and coordination of the Fellows with the donors. It also provided translation support for the donors.
- Documentation support was also provided.
- It further enabled confidence, perspective, and team-spirit development.
- There was freedom and flexibility in working which made their creative juices flow.
- The Fellows got a linkage with government and like-minded organizations.
- There was a sharing of experiences that increased their learnings.
- The acceptance of the Fellows within their society increased.
- The fellowship program provided intensive capacity building, monitoring support, and assistance throughout the fellowship period.

- It was an overall development program that benefited the Fellows at both personal and professional front.

The next session after the lunch was again a group activity where the groups were divided based on the regions they belonged to. Four groups were representing Uttar Pradesh, Rajasthan, Chhattisgarh, and Bihar. They were asked to discuss the current scenarios and upheavals in society. Moreover, they were also asked to identify the reasons behind these upheavals. Each group discusses the scenarios and upheavals concerning the regions they belonged to. Later, a representative from



each group presented the crux of the discussions that took place in their respective groups.

The following reasons were pointed out for the current upheavals in society:

- Urbanization
- Migration
- Increased use of digital technology
- Unemployment.
- Violence in society and social exclusion.
- Crime
- Lack of resources
- Government turning deaf to its people
- Improper implementation of government policies
- Climate change
- Pollution (air, water)
- Education turning into a business.
- Youth isolation from society.

I established VEDIC Society in the year 1990. I met Ashok Bhai in 1991 at Shramjivi Unnayan, Jamshedpur in a training program. Later, I participated in a few more trainings with him. Through Ashok Bhai, I got to know about the MiND Fellowship and I was enrolled in it in March 1995. Before getting the MiND Fellowship, I didn't have any financial support. Through the financial support provided by MiND Fellowship, we were able to set up our office which we did not have earlier. Along with financial support, I attended many capacity building programs and trainings on PRA, documentation, accounts, Panchayati raj, etc.

It was due to MiND Fellowship that I was able to effectively plan the programmes and implement them successfully. This led to the acceptance of VEDIC society among people. Currently, VEDIC Society works in Palamu and Latehar district of Jharkhand. Its work majorly centres on children: child protection, education, and livelihood of parents. Had I not gotten the MiND Fellowship, VEDIC Society would not have reached where it is today.

-Shri Chandrashekhar (VEDIC Society)



Taking the above discussions as background, the context for the next group activity was set. Three major and daunting issues namely, **Digital Technology, Violence, and social exclusion and Youth engagement** were selected. The Fellows were asked to divide themselves by choosing one issue out of the three according to their interests. Thus, three groups were formed.

Then, the Fellows were asked to discuss the issues chosen by them; the reason behind the existence of those issues as well as the probable solutions for dealing with them. The presentations of the groups were scheduled for the next day.

Day 2

The next morning, Dr. Rajesh Tandon, President, PRIA took a session on 'MiND Fellowship as a Social Incubation Programme'. He explained the commonly used tech-terms like startup, social enterprise, social entrepreneur, angel investor, etc. to the MiND Fellows. He elucidated how the MiND Fellows were Social Entrepreneurs, their organizations were a Social Enterprise and PRIA



was the Angel Investor. He further explained that the intensive capacity building inputs and mentoring

support along with limited financial assistance that was provided to them were the exact kind of support that is generally provided to the Startups by the Angel Investors these days.

The MiND Fellowship was further explained in 5 different stages of the Startup Framework by Dr. Tandon:

a. *Concept or Idea stage*: Fellows selected issues they wanted to work upon, based on the needs of their community or region. The most popular ideas were working with panchayats to improve governance, income generation, women's issues, health, literacy, and rural and tribal development. Fellows were trained to articulate a vision and mission to achieve the chosen goals.

b. *Validation stage*: Armed with a vision and mission, Fellows were mentored to build a theory of change and test out their idea on a very limited scale. This required understanding of the non-profit sector in India, intensive pieces of training to build knowledge on the chosen sector of work, and network building support. The RSOs played a stellar role in providing such capacity building inputs, based on their expertise and experience. SSK and CENCORED provided training support related to institutional management. Shramjivi Unnayan's focus was on income generation programs. As majority Fellows from South Bihar had chosen to work on livelihood issues, which needed more technical inputs, Shramjivi Unnayan provided linkage to experts to share knowledge. Lok Jagriti Kendra emphasized trainings on how to build and sustain networks. In Madhya Pradesh, Samarthan organized workshops on Panchayati Raj Act and Gram Sabhas. Unnati provided support in the area of decentralized planning and people's participation in development.

c. *Seed financial assistance*: MiND Fellows were provided with a modest monthly stipend during the program. Start-ups require seed funding to set up an organization. Those citizen leaders who decided to set up an organization were offered a very small seed amount to help with the expenses that are incurred to register an organization.

d. *Support to grow*: Civil society groups who were identified with the potential to develop as strong organizations were provided intensive trainings on non-profit management, program planning, financial management, systems and process required for project delivery, and regulatory compliance on formal matters such as registration and licensing. Experienced civil society professionals and funders were invited to share their knowledge and experience of the development sector with these budding social entrepreneurs. Such meetings provided opportunities for networking and access to opportunities. Efforts were also made to link Fellows to existing, established networks/associations such as UPVAN (Uttar Pradesh Voluntary Action Network) and AGG (Association of Grassroots Groups).

e. *Maturity*: After 2 years of being in the program, when groups had reached a level of confidence and maturity, they exited the program. As the social enterprises began their work in earnest, they continued to be mentored through PRIA's knowledge activities, with information about the sector,

knowledge products on local governance, and training manuals on mainstreaming gender in organizations, prevention of sexual harassment at workplace, etc.

The purpose behind the session was to encourage the MiND fellows to evolve with the current scenarios. The Fellows were encouraged to change the way they are



perceived by funders by identifying themselves as Social Entrepreneurs and functioning like them.

Gram Vikas Manch was established in 1991 and I got the MiND Fellowship in 1995. MiND Fellowship allowed me to work on the Panchayati Raj Development Programme. I was given all the relevant trainings to do the work. Over the years, Gram Vikas Manch has expanded its work to new territories. Our work has also been recognized by people, other civil societies, funders as well as the government officials. This program proved to be very fruitful for me and gave my organization a boost. According to me, the best part of the fellowship was that I was free to do our work in whichever way I liked. There were no restrictions. I strongly feel that the opportunity like MiND Fellowship should be there even today to help provide support to the new grassroots initiatives.

-Shri Sudama Singh (Gram Vikas Manch)

After the session, the presentations from the previous day's discussions took place.

Key findings from the discussion on 'Youth Engagement':

India has the world's largest youth population. The massive potential, which our country presents, is there for the entire world to take notice of, but the MiND Fellows believed that this massive demographic dividend will only pay off when the youth are engaged in productive activities. The Fellows acknowledged that India's ambitious growth objectives can be realized only by harnessing the immense potential of its youth. Volunteerism is one way in which this potential can be harnessed. It offers young people the promise of solving developmental challenges while also enhancing individual skills, social participation, and inclusion. A few of the members of the group raised the concern of youth migrating to the cities looking for a job which sometimes leads to their exploitation. These youth migrants dominate the low-paying, hazardous and informal market jobs in key sectors in urban destinations. They have poor access to health services, which results in very poor occupational health. Since they cannot afford private hospitals, they often go back to their villages once they fall sick. This affects their employment



opportunities, as well as the loss of wages. This rampant migration to cities is also threatening the future of agriculture and food security in the country.

Another aspect that came out from the presentation was that a lot of work is already being done for the empowerment of girls. Young girls are found to be more aware of the importance of education and

career goal however, young boys seem to be ignorant and involved in leisure activities. Dr. Rajesh Tandon took this issue seriously and urged all to take up projects and initiatives for channelizing the energy of young boys in the right direction. Some of the activities which were suggested for the same were organizing summer camps, skill-building activities, internship programs, etc.

Key findings from the discussion on 'Digital Technology':

It was evident from the presentation that the Fellows' understanding of digital technology was restricted to the use of mobile phones. They shared several incidences about the youth and children in their families making excessive use of mobile phones. They believed that the growing use of mobile phones and other gadgets are considerably harming the younger generation. The children and youth are developing a strong connection with their mobile phones, which is leading to a massive loss in their concentration, time spent in studies and their interaction with people around them. At the end of their presentation, Dr. Tandon explained to them that digital technology can be of great utility if it is properly used.

During the open discussion, few examples were quoted by the Fellows stating the positive impacts of digital technology, such as mass dissemination of information in a cost-effective way, generating employment, getting information about various schemes and policies, etc. One of the major impacts of digital technology pointed out was that it bridges the communication gap and has become the fastest medium of expressing and exchanging their views and ideas via sharing videos, pictures, blogs, etc. Also, the rural awakening is creating fresh opportunities for rural entrepreneurship, wherein the rural youth are seen providing digital services to their brethren, ensuring quicker adoption of such services.

Key findings from the discussion on 'Violence and Social Exclusion':

This presentation majorly focused on the violence and social exclusion that the women of the country are subjected to. The Fellows pointed out how in our society, violence is bursting. It is present almost everywhere and nowhere is this eruption more intense than right behind the doors of our homes. Behind closed doors of homes all across our country, people are being tortured, beaten and killed.

Women experience violence in many ways, from physical abuse to sexual assault and from financial abuse to sexual harassment or trafficking. Women and girls face physical, sexual and emotional violence in both private and public spaces.

Whatever form it takes, violence against women can have serious long-term physical and emotional effects. But violence is often considered a taboo topic and is rarely spoken about or reported. Public systems, such as health providers and the police, tend to be the first point of help, but are not always equipped to deal with cases of gender-based violence.



The MiND Fellows suggested the various roles that the youth can play in combating violence against women. Youth should be made aware. There is a need to empower them and this must feature clearly in action plans to end violence and grow their potential for peace, justice, development and mutual respect. Youth groups should be put in place to promote peace, fight prejudice and injustices. The young women and men should be integrated into decision-making at local, regional and national levels to help foster trust between young people and decision-makers.

I got the privilege of getting enrolled in the MiND Fellowship in the year 1996. During this time, I acquired knowledge in different aspects of NGO management. Trainings like TOT, PRA and skill development were given by great trainers like Mr. Ashok Singh, Dr. Rajesh Tandon. Through the MiND fellowship, I developed clarity about various issues and gained knowledge on panchayat development plans and many related concepts. It enhanced both theoretical and practical knowledge, and enhanced my thinking and articulating abilities. It also taught me about the relationship and rapport building in the community.

Today my organization is well known for working with Tribals. Over a period of the fellowship, we have gained a considerable amount of expertise and knowledge which we offer to other organizations for their development.

I want to deliver my sincere gratitude to the MiND fellowship Programme as it was the medium through which I was able to accomplish my dreams.

-Shri Sumit Kumar Sharma (HARD)

Concluding Remarks:

At the end of the last presentation, Dr. Rajesh Tandon and Mr. Ashok Singh appreciated and thanked all the MiND Fellows for coming together and participating in the MiND Fellows Meet. They further talked about how the MiND Fellows and their respective Civil Society Organisations (CSOs) can remain relevant today and in the future. The MiND Fellows were asked to make use of the Internet, email, a basic website, and relevant social media platforms and were also encouraged to read more and more so that they can remain updated and can naturally become more efficient, streamlined and effective. One of the key aspects that were highlighted in all the discussions was the engagement of the youth. With the right investments in youth engagement, they can be a major force for positive social change. Dr. Tandon urged the MiND Fellows to take up this responsibility by valuing youths as assets, as partners, and leaders in the development and challenging negative judgments and values regarding young people. With this in mind, He also announced the MiND Fellows Meet 2.0 which will bring together the citizen leaders to further the dialogues.

Annexure-I: Programme Agenda

29 -30 अगस्त 2019
सहभागी शिक्षण केंद्र, लखनऊ

29 अगस्त 2019	
9.00- 10.00	रजिस्ट्रेशन
10.00- 10.15	स्वागत एवं कार्यक्रम का उद्देश्य - अशोक भाई एवं राजेश भाई
10.15- 11.15	समूह चर्चा 1. आपने क्यों और किस उद्देश्य से शुरुवात की ? 2. MiND फ़ेलोशिप से आपको क्या सहयोग मिला ? <i>[3 समूह MiND फ़ेलोशिप मिलने के फेज के अनुसार बनायें]</i>
11.15- 11.30	चाय पर चर्चा
11.30- 01.00	प्रत्येक समूह द्वारा प्रेजेंटेशन और चर्चा <i>[प्रत्येक समूह से 2 साथी 10 मिनट का प्रेजेंटेशन]</i>
01.00 – 02.00	भोजन पर चर्चा
02.00 – 03.00	समूह चर्चा वर्तमान परिस्थितियों पर चर्चा और इसके कारण क्या उथल-पुथल हुई है ? <i>[5 समूह बनायें]</i>
03.00- 04.00	प्रत्येक समूह द्वारा प्रेजेंटेशन और चर्चा <i>[प्रत्येक समूह से 2 साथी 10 मिनट का प्रेजेंटेशन]</i>
04.00- 04.15	चाय पर चर्चा
04.15- 05.30	समूह चर्चा किन विषयों पर ध्यान देने की आवश्यकता है ? <i>[5 समूह बनायें]</i>
06.30- 08.30	सांस्कृतिक कार्यक्रम - अशोक भाई एवं गोपाल भाई
08.30 बजे से	भोजन पर चर्चा
30 अगस्त 2019	
9.00- 10.00	MiND: सामाजिक उद्यमियों के लिए एक इंक्यूबेशन कार्यक्रम राजेश भाई
10.00- 11.00	प्रत्येक समूह द्वारा प्रेजेंटेशन और चर्चा <i>[प्रत्येक समूह से 2 साथी 10 मिनट का प्रेजेंटेशन]</i>
11.00- 11.15	चाय पर चर्चा
11.15- 12.45	आगे की राह
12.45- 01.00	धन्यवाद प्रस्ताव
01.00 बजे से	भोजन और प्रस्थान

Annexure-II: List of Participants

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