

VOICE 4

Leading change, one VOICE at a time



ANNUAL REPORT 2024-25



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BOARD OF TRUSTEES



Ragini Bajaj Chaudhary

With over 20 years in development finance, Ragini is an expert in gender lens and climate investing. A collaborative leader with qualifications from IRMA, CIMA, and ICF, she is deeply committed to opportunity and equity. She actively leverages this expertise while serving on several advisory and investment committees.

Tapan Das

Tapan is an Ecosystem Builder. He has worked on programmes and scaled it nationally, managing large teams, working with partner organisations and government stakeholders. Currently, he leads Elder Line – National Helpline for the Senior Citizens under the Ministry of Social Justice and Empowerment.



Jayapadma R V

Jayapadma brings over 30+ years of leadership in sustainable social development, collaborating with communities, international organisations and universities. Her thought leadership is further evidenced by her co-editorship of Anchoring Change.

LETTER FROM THE EXECUTIVE DIRECTOR

Dear VOICE Champions,

This is the last time I write to you as the Executive Director of VOICE 4 Girls. Change is imminent and you have already sensed it with all the shifts but let me try and capture it here!

What began as a passionate idea has blossomed into a movement, empowering thousands of girls to claim their voice. This year, we evolved into VOICE-4, a new identity reflecting our expanded ecosystem. We realised that empowering girls is only the start; we must also transform the systems around them: the schools, communities, institutions and policies.



Anusha Bharadwaj
Executive Director

In parallel, we nurtured new leadership within our organisation. This year, two of my brilliant colleagues stepped into the role of Co-Executive Directors, embodying the shared leadership model that VOICE stands for. I have transitioned into a Strategic Advisor role, continuing to walk alongside the team as they take VOICE-4 into its next chapter.

Leadership transitions in social change work are not easy but they are moments of both letting go and holding space. Trust that the seeds we have planted will continue to grow. Trust that leadership, like VOICE itself, must evolve and renew.

As I sign off from this role, I carry deep gratitude; to the Board of VOICE who trust in me and the organisation as we take a big leap; to the team that continues to embody VOICE's purpose with heart and imagination; to our partners and supporters who have believed in the power of girls; and to the girls themselves whose resilience and laughter continue to remind us what change truly looks like.

I want to end with an invitation to all founders, leaders and organisations across our sector - let us normalise leadership transitions and celebrate succession as a sign of strength, not loss. Let us build organisations that outlast us, with leadership models rooted in feminist values of trust, care, equity and shared leadership. If we can create ecosystems where girls rise, we must also create spaces where leaders pass the torch with grace.

Here's to new chapters, new voices, and new ways of leading.

With love and gratitude,
Anusha Bharadwaj
Executive Director (till June 2025)
Strategic Advisor, VOICE-4

CO-EXECUTIVE DIRECTORS



Vanitha Prabu
Co-Executive Director

Vanitha Prabu has over 15 years of experience in the social sector. Her expertise includes girl child programming, public health and research. She has established processes for efficient implementation and is dedicated to empowering adolescent girls and women.

"As I step into this new chapter with VOICE-4, I am excited to amplify the impact of our work reaching more adolescent girls and boys and strengthening models that truly transform lives. What drives me is the chance to co-create with a passionate team and allies. Together, we are not just scaling programmes, we are building lasting change."



Nayonika Roy
Co-Executive Director

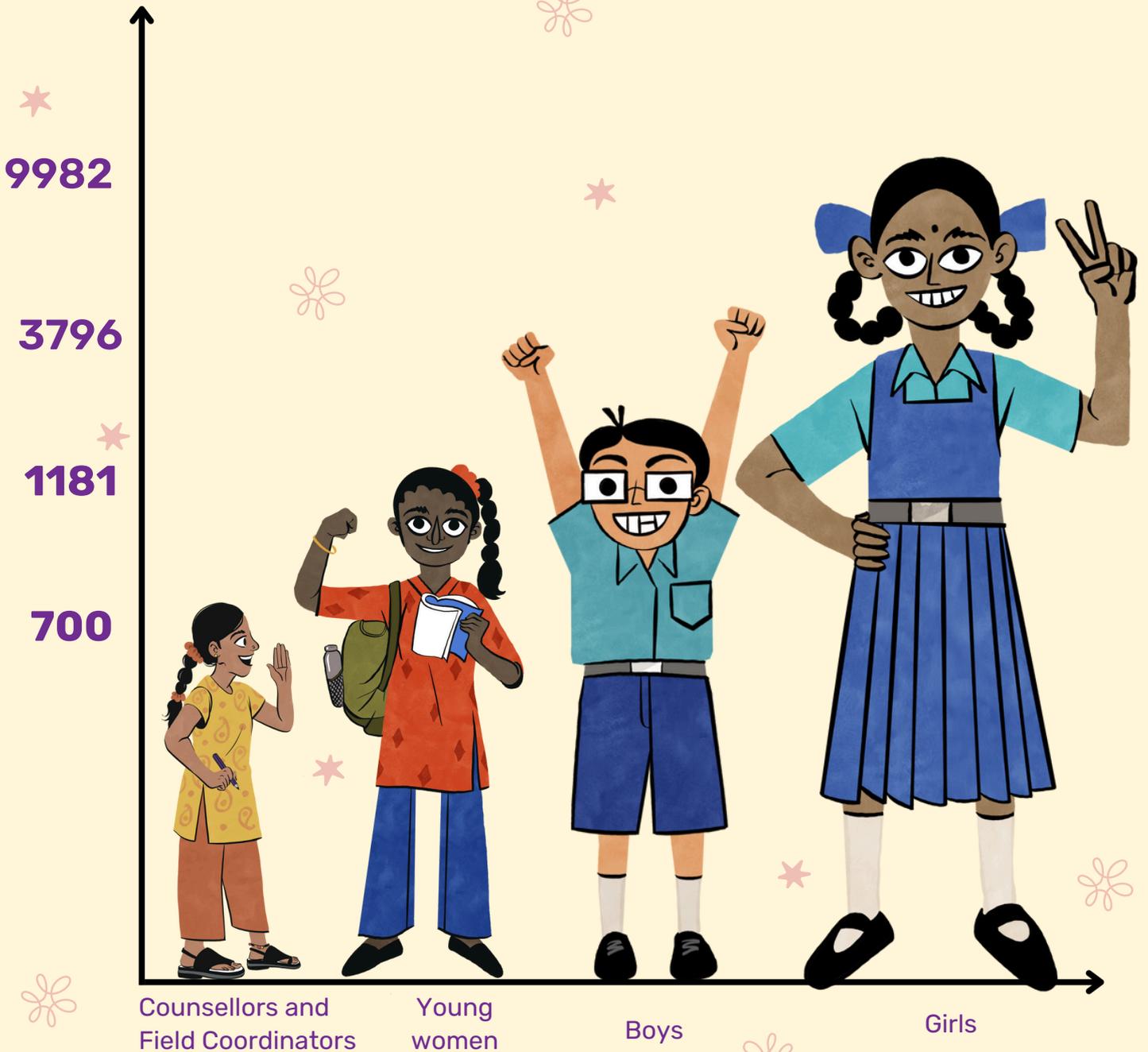
Nayonika Roy is a development professional passionate about girl child education, gender justice and women's leadership. An alumna of TISS and ISB, she blends programme design, advocacy and storytelling to amplify the voices of women and girls from marginalised communities across government and nonprofit spaces.

"This shared leadership model reflects our core belief in collaboration and feminist principles. I look forward to deepening our impact with young people, nurturing bold leadership within our team and building partnerships that help reimagine what equity and empowerment can look like."



OUR IMPACT

Between July 2024 and June 2025
We directly impacted **15,669** lives.



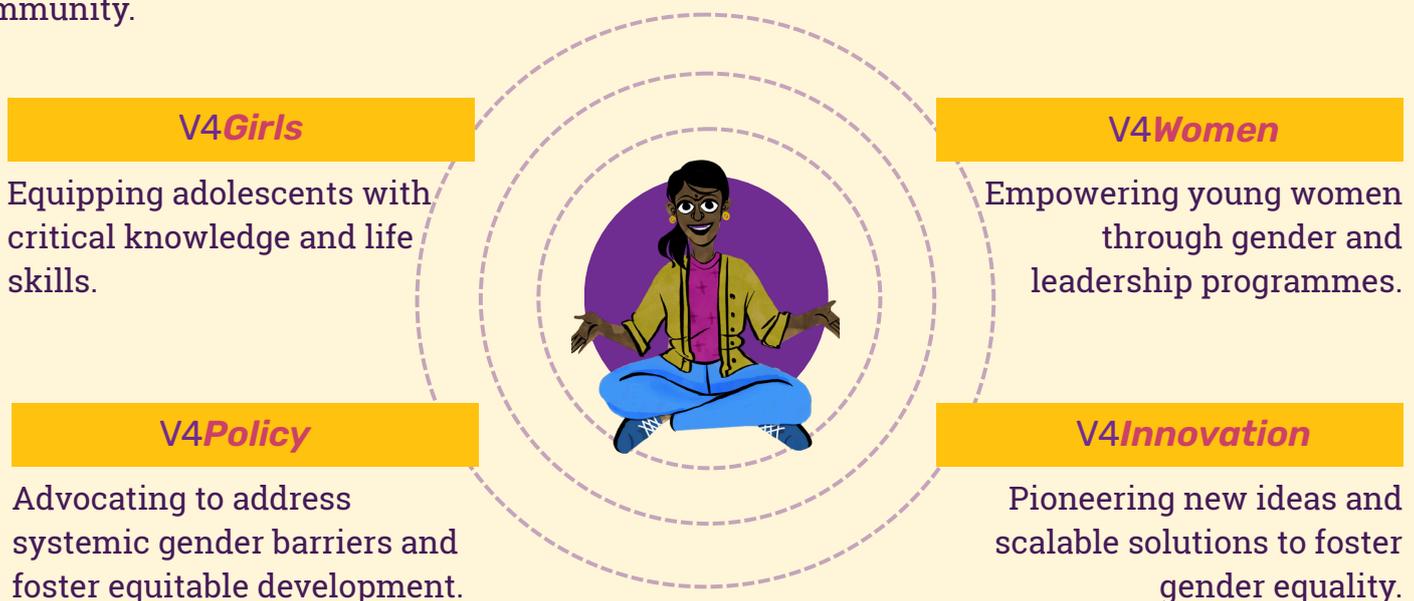
VOICE-4 ECOSYSTEM



From VOICE 4 Girls to VOICE-4: Why We Evolved

We transitioned from VOICE 4 Girls to VOICE-4 to reflect the growing depth and breadth of our work. While girls remain at the heart of our mission, this new identity makes space for our expanded focus—including women, adolescents, youth, and more active engagement in policy and systems change. VOICE-4 captures our commitment to unlocking agency, fostering feminist leadership, and transforming communities.

This strategic shift is a direct result of our journey. For over a decade, we empowered adolescent girls, impacting over 300,000 lives. But we learned that to truly sustain a girl's empowerment, we must also transform the ecosystem around her. The hyphen in VOICE-4 is a bridge—connecting our foundational work with girls to a broader, more holistic mission that engages the entire community.



ABOUT VOICE-4

VOICE-4 (For VOICE 4 Girls, registered under the Indian Trusts Act, 1882) is an evolving organisation dedicated to creating gender transformative safe spaces for empowering adolescents, women and youth, while driving systemic change through innovative programmes and advocacy.

In over a decade of our work, we have had the privilege of impacting over 3,00,000 lives through our programmes. Our unique girl-4-girl movement has enabled us in strengthening the voices of adolescent girls across India.

Vision

An ecosystem where girls and women thrive by breaking intergenerational oppression, taking charge of their futures, their families, and communities.

Mission

VOICE-4 will create gender transformative safe spaces, to unlock agency of girls and women through critical knowledge and feminist leadership, so that they emerge as changemakers.

Nonhierarchical
Structure

Safe and
Inclusive

Diverse
Representation

Positive
Language



1505

Participants were impacted through Project Rewa



Project Rewa builds gender equality from the ground up. It gives girls the knowledge and confidence to understand their health, safety and rights, helping them make their own choices and stand up for themselves and others in their communities.

6178

Participants were impacted through Parichay module



The foundational module that introduces girls to themselves, covering health, puberty, rights, safety and basic life skills.

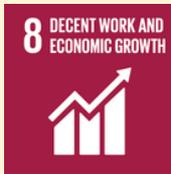
Her VOICE Parichay



Project Rewa

3548

Participants were impacted through Disha module



The future-planning module that builds on Parichay, focusing on higher education, career paths, sexual health and financial readiness.

Her VOICE Disha



256

Participants were Impacted through Sakhi Peer leadership module



The leadership module where graduates become peer educators, learning to teach, mentor and lead awareness sessions in their communities.

Sakhi Peer Leadership



V4Girls

Equipping adolescents with critical knowledge and life skills



Project Avatar transforms boys from bystanders into changemakers. By inheriting a girl's symbol of strength, they learn to champion gender justice not in isolation, but in partnership—becoming active co-creators of a more equitable world.



Project Avatar

Boys 4 Change



Fireflies



3043

Participants were impacted through Fireflies module

Fosters critical thinking and self-awareness by teaching boys to recognise and question harmful gender norms.



Supernova



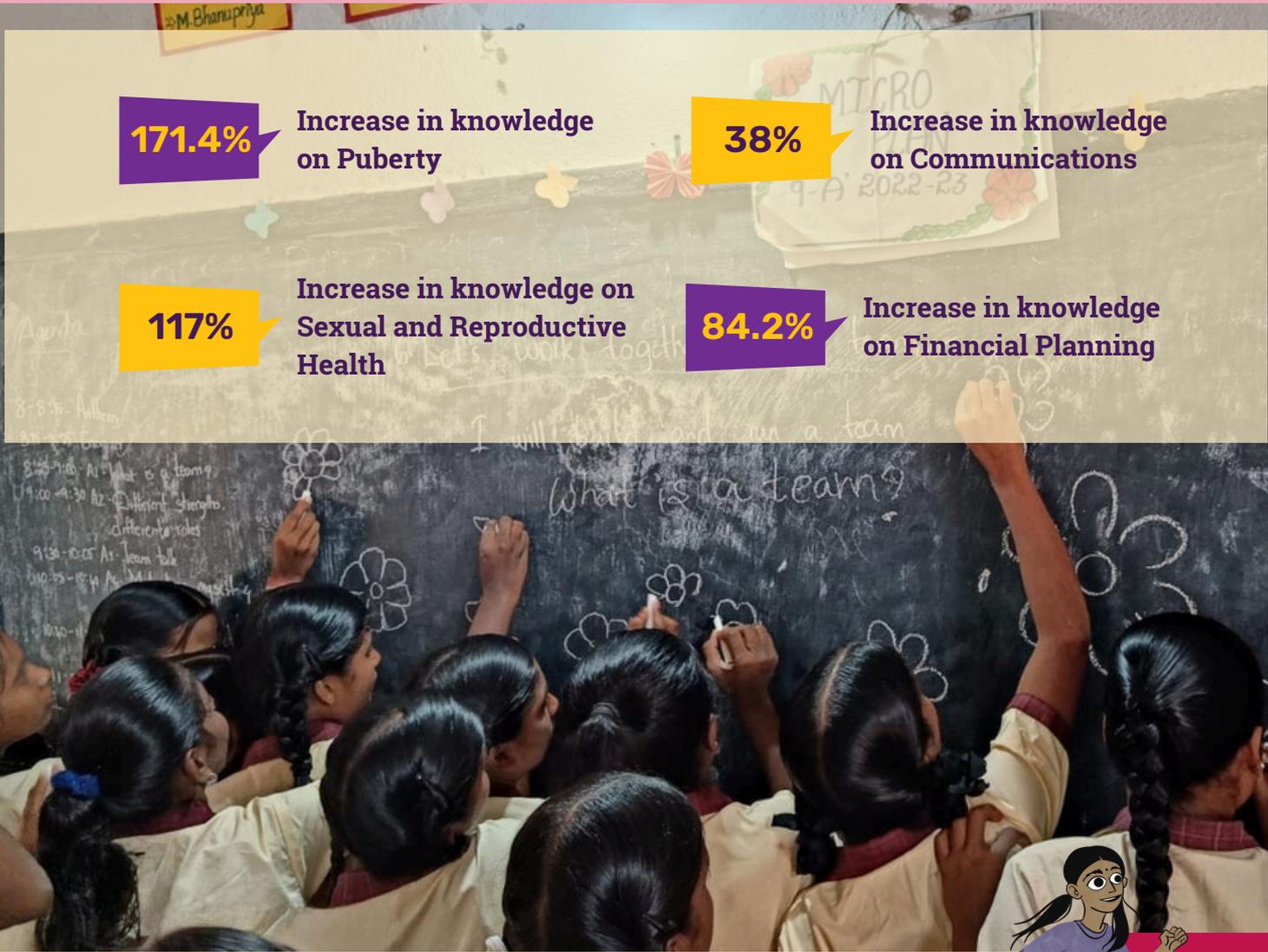
753

Participants were impacted through Supernova module

It actively promotes gender equality by empowering boys to become allies and agents of change, challenging stereotypes and fostering respectful relationships to build a more equitable world.



Girls



171.4%

Increase in knowledge on Puberty

38%

Increase in knowledge on Communications

117%

Increase in knowledge on Sexual and Reproductive Health

84.2%

Increase in knowledge on Financial Planning

Shivanjali was given an ultimatum: her family or her future



It began in a home where education for girls was not a priority. When her father insisted she stop her studies, she faced a heartbreaking choice. But with quiet courage, she chose to leave and continue her learning at a residential school—a leap of faith into the unknown.

There, she found more than just a classroom; she found her voice through VOICE-4. The Parichay sessions opened her eyes to a new world of ideas—rights, safety, and self-respect. These weren't just lessons; they were tools that helped her understand her past and reclaim her confidence.

Her journey deepened with the Disha module, where her dream of becoming an IAS officer transformed from a distant hope into a clear mission. She began to see her future not just as a personal goal, but as a way to create meaningful change for others like her.

The final step came with the Sakhi Peer Leadership module, where Shivanjali learnt to channel her strength into uplifting others. Her peers recognised her empathy and integrity, electing her as their Sakhi Manager—a role she now embraces with humility and heart.

Today, Shivanjali doesn't just lead; she inspires. She supports younger girls with a gentle presence, showing them that their voices matter. Her journey reflects the heart of VOICE-4's mission: that when one girl finds her voice, she doesn't just change her own life—she becomes a beacon for many.

Challenging The Gender Jar

B Mokshagnya, a 14-year-old, the son of a farmer and a homemaker, aspires to be an IPS officer. On the third day of the session, Mokshagnya approached his counsellor and recalled an incident from his childhood. He had bought a pink bag with a Barbie geometry box and his friends immediately began bullying him. They mocked him, saying, **“You are a boy—only girls use pink bags and Barbie boxes, not boys.”** They also used harsh words, repeatedly calling him 'girl, girl,' which left him deeply hurt. As the sessions progressed, the group explored gender stereotypes and societal expectations in the classroom. Through these discussions, Mokshagnya came to understand how society often assigns specific roles and behaviors based on gender. This awareness of gender stereotyping empowered him with the realisation that he could freely choose any color or item he liked. He now takes pride in sharing this understanding with his friends, actively helping to break down harmful gender stereotypes in his community.



By recognising and challenging these stereotypes, this young boy is not only empowering himself but also aiming to create a more inclusive and accepting environment for his friends and others. His story highlights the importance of critical thinking, open dialogue and education in challenging and dismantling harmful societal norms, thereby promoting gender equality.



- 70%** Increase in knowledge on Rights
- 43.5%** Increase in Education and Work
- 59%** Increase in Knowledge on Gender
- 104%** Increase in knowledge on Violence



334%

Increase in knowledge on Sexual and Reproductive Health

80%

Increase in knowledge on Problem Solving and Teamwork

172%

Increase in Knowledge on Laws and Rights

83.9%

Increase in knowledge on Safety

"My parents saw my education as a financial burden they couldn't carry. But I learnt that a lack of money shouldn't mean a lack of future. I sat with them and showed them that an education loan isn't a debt—it's an investment in my dreams. I turned their fear into a plan and my dream of becoming a software professional into a shared family goal."

-Sai Manasa



Project Rewa

"I used to think child marriage was just a sad story, until I saw my family planning to trade a 13-year-old's schoolbag for a mangalsutra. I learnt this wasn't just a tradition—it was the end of a childhood. The sessions gave me the words to make them see her not as a bride, but as a child whose future they were about to erase."

-K Megha Aishwarya

"My sister was worried because her periods weren't regular. I remembered learning that every girl's cycle is different, especially when you're young. I explained this to her and showed her how to track her dates. She felt so relieved to know her body was normal. Even my mother, who never learnt these things, now understands how cycles work. That knowledge brought peace to our home."

-Fatima

FROM OUR
REWA
PARTICIPANTS

V4Women



Empowering young women through gender and leadership programmes



Project Oorja

992

Participants were impacted through Project Oorja



189

Participants were impacted through Sakhi Community Stars

Empowering young women through gender and leadership programmes



E4 Impact Leadership

17

Participated for E4 Impact Leadership





This year, under our V4Women pillar, we launched the fourth cohort of E4 – our Social Impact Leadership Programme for Women. In partnership with SoCh for Social Change and supported by the Australian Consulate General, Bangalore, this hybrid two-month programme equipped 17 women with the tools to become effective changemakers. Guided by the core theme, “Leveraging Women’s Leadership for an Equitable and Sustainable World”



It helped me understand the intricacies of handling challenges, making better decisions, and building long-term partnerships. The activity-based approach made the programme highly engaging, striking a great balance between theory and practical application. It’s an excellent starting point for freshers looking to advance their careers in the social impact space.

-Neha Rani Patel

In transitioning from the communications sector to the development sector, this programme has been instrumental in paving the way for my shift. We explored tools like Ikigai and identified our sages and saboteurs, gaining valuable selfawareness. It was inspiring to learn alongside women with years of experience, making the experience truly transformative.

-Medha Dhagat



We are thrilled to welcome our newest cohort of Sakhi Community Stars! This year, a fresh batch of passionate young women have embarked on their leadership journey, ready to create waves of change within their communities. As alumni of our programmes, they are now stepping into their power as mentors, advocates and grassroots leaders. Guided by the spirit of feminist leadership, they are designing and leading community projects on issues they are most passionate about. Watch this space as they turn their learning into tangible action and inspire a new generation.



"The sessions taught me that menstrual health is about more than just pads. I learnt how a balanced diet supports my body, the importance of hygienic pad disposal, and how to track my cycle. This knowledge makes me feel more prepared and in control of my own health."

-Haritha



"The women's empowerment session showed me that being strong isn't about being perfect; it's about supporting each other. When we did the SWOT activity, I realised my biggest weakness was overthinking. But here, I learnt to believe in myself. Now I know I can do this. I will become an anchor and use my voice to help other girls find theirs too."

-Jency



"Learning about the Sustainable Development Goals opened my eyes, especially SDG 6: Clean Water and Sanitation. In my community, I see garbage improperly disposed of everywhere. This has inspired me to work towards a cleaner, healthier environment, starting right here in my own neighborhood."

-Sindhuja





**Project
Oorja**

More Than A Resume

K. Swapna is a second-year B.Com (BA) student hailing from a humble family background. Her father works as an auto driver while her mother is a homemaker. She has a younger brother, who recently completed his 10th standard.

Swapna aspires to pursue post-graduation from Osmania University and build a career in teaching. However, she also wished to take up temporary work to support her family financially. When she began looking for job opportunities, she realised that creating an effective resume was her first significant challenge.

While seeking help from friends, she noticed most of them were simply copying templates and replacing details. Online samples proved equally discouraging, featuring skills and achievements she didn't possess. Swapna remained determined to maintain honesty in her resume, believing it should genuinely reflect her capabilities.

The turning point came during the Project Oorja sessions on Resume Building. Here, Swapna learnt proper resume structure—what to include, what to avoid, and how to present her educational qualifications clearly. More importantly, she understood that a resume should showcase her authentic abilities rather than fabricate impressive content. The session also highlighted the importance of developing genuine skills and staying updated with relevant knowledge. This realisation motivated Swapna to create a concrete plan for skill development aligned with her teaching career goals.

Growing Roots In Bengaluru

Our Oorja programme has been creating impact in Bengaluru since 2022 and this year we have significantly expanded our reach. With the establishment of our dedicated office space, we have grown from 5 to 10 colleges, reaching thousands more young women across the city. Our new physical presence marks an exciting shift from temporary programmes to building sustainable ecosystems of change, enabling us to deepen community engagement and create lasting impact through continuous support for girls' leadership journeys ahead.



In Anupama's Words The Ripple Effect of Oorja

When we started Project Oorja in Bangalore, we had a 16-day module in 5 colleges. Now, we've expanded to 10 colleges, and the change we're seeing is incredible. I remember our first batch of students. When our funder visited, they were so shy, they wouldn't open up. We faced challenges with timing and getting them to participate. But Oorja created a safe space for that exact transformation.

Now, I see girls who were once silent become leaders. One student from RC College—a girl from our very first batch—told me, "Anupama ma'am, I was so shy before Oorja. But now, I am the Class Representative of my semester." That's the power of this programme. The transformation extends beyond confidence into their daily lives. They are now equipped with practical knowledge, from managing their health to understanding their rights. The sessions have become a vital platform for cross-college interaction, building a supportive community where young women learn from and uplift each other. This is what Oorja does. It doesn't just teach—it builds unshakeable confidence and creates a sisterhood of future leaders.



V4Innovation

Pioneering new ideas and scalable solutions to foster gender equality.

This year, VOICE-4 embarked on a strategic learning journey in Uganda with the support of Social Initiative. Our team engaged with several grassroots and youth-focused organisations to understand their on-ground realities, share our approach, and explore possibilities for mutual learning. These early conversations mark an important step in our global strategy, opening pathways for cross-cultural knowledge exchange and potential adaptation of our gender-transformative frameworks in diverse contexts.

Project Avatar

While our residential Boys 4 Change programme created deep, immersive transformation, we recognised a critical gap. To create a truly gender-equitable ecosystem, we needed a programme that could integrate directly into the daily environment of a co-ed school, reaching boys where they are. This is the specific need Project Avatar fulfills. It is a year-long, school-based intervention designed to weave lessons on gender equality, empathy, and respect into the very fabric of a boy's daily school life. Like the intensive programme model, Avatar's weekly sessions use relatable tools like storytelling and games to help boys continuously practice and internalise these values alongside their female peers. It ensures that the journey of unlearning harmful masculinity is not just a one-off event but an ongoing process, creating a generation of boys who are not just aware allies but active champions for equality in their everyday interactions.



Nirmal's words: "Project Avatar was born from our own lived experiences with societal pressures. We created the Avatar action figure as a comrade to help boys question what is 'normal' and confront issues like toxic masculinity and mental health. This project is my first real step in fighting intergenerational oppression, and I am proud it will reach so many young boys. It is the incredible team behind it that has transformed this personal vision into a tool for genuine change."

V4Policy

Advocating to address systemic gender barriers and foster equitable development



Challenging the narratives: A Comparative Understanding from Girls' Perspectives on Gender-Transformative Safe Spaces and Agency in Bhutan and India

What makes a space truly safe and empowering for girls? Anusha Bharadwaj (India) and Thinley Choden (Bhutan), both Echidna Global Scholars 2023, are leading a cross-cultural research project exploring how girls in Bhutan and Telangana define and experience gender-transformative safe spaces and agency. Through creative, participatory workshops with 120 girls across rural and urban schools, this study uncovers how cultural, social, and economic contexts shape girls' empowerment. By challenging assumptions that a higher national development automatically leads to greater gender equity, this research brings girls' voices to the forefront and offers grounded recommendations for creating meaningful safe spaces in schools and communities.



Girls Leading Change: Understanding the potential of adolescent girls and young women to be changemakers in their communities

How do adolescent girls become powerful changemakers in their communities? VOICE's project "Girls Leading Change" explores this question by documenting the stories, struggles, and successes of girl leaders across Telangana and Andhra Pradesh. Through interviews and participatory research with organisations, community members, and girls themselves, this year-long initiative highlights what truly enables girls to lead—and what holds them back. The insights will help shape better programmes, stronger investments, and more coordinated efforts to support girls as leaders of today and tomorrow.

HIGHLIGHTS 2024-25



Our team came together for a vibrant gathering filled with fresh energy and big dreams. We revisited our core mission—helping girls find their voice—and brainstormed how to amplify it across our growing VOICE-4 ecosystem. Through lively discussions, skill-sharing, and co-creation, we left inspired, aligned, and pumped to turn ideas into action. Together, we're building a stronger, bolder, and more impactful VOICE-4!

We hosted Mr. Venkat Reddy, National Convener of Mamidipudi Venkatarangaiya (MV) Foundation at the VOICE 4 Girls office. Our team had the privilege of engaging in a lively Q&A session discussing motivation, policy frameworks, and channeling positive energy for social change.



It was a privilege for us to host the Sweden-India Project participants on a three-day visit to Hyderabad! They visited a school, participated in field activities and connected with our inspiring Project Rewa participants. From listening to their stories to sharing joyful moments of learning, it was an unforgettable experience filled with cross-cultural connections and empowerment!

HIGHLIGHTS 2024-25



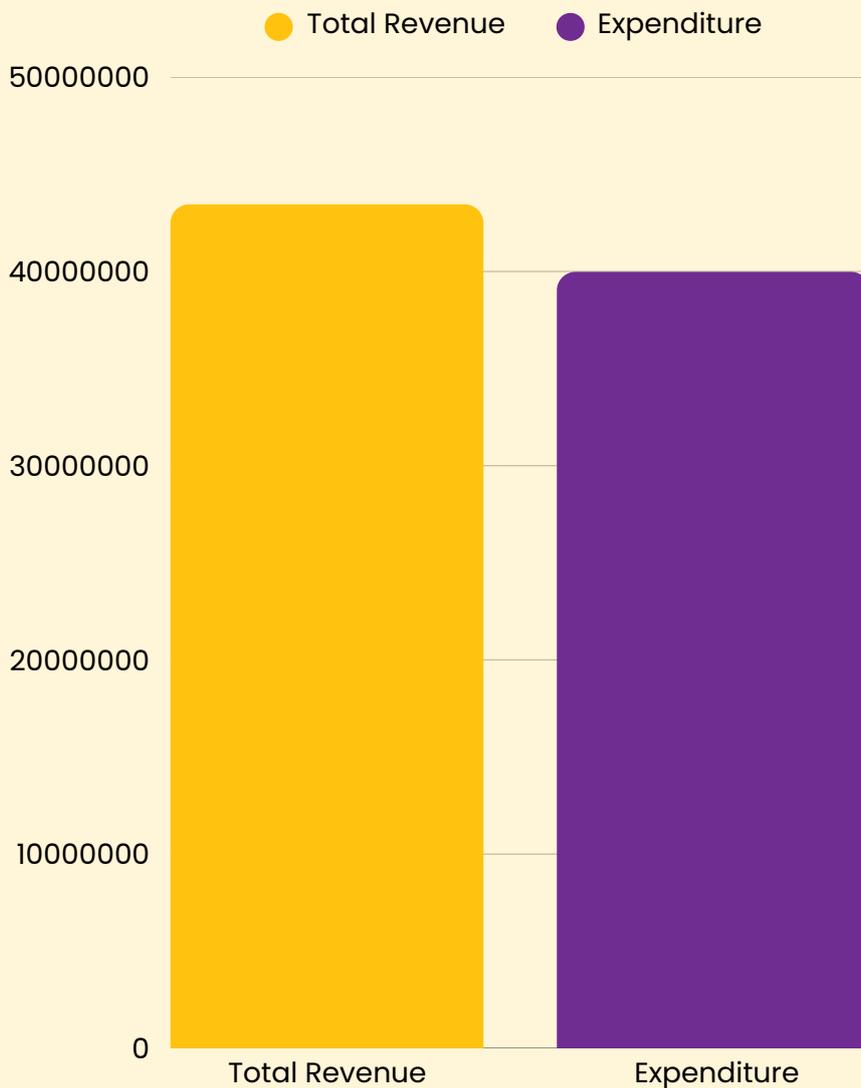
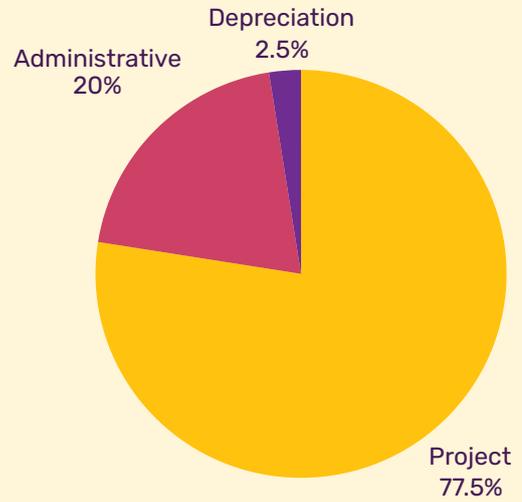
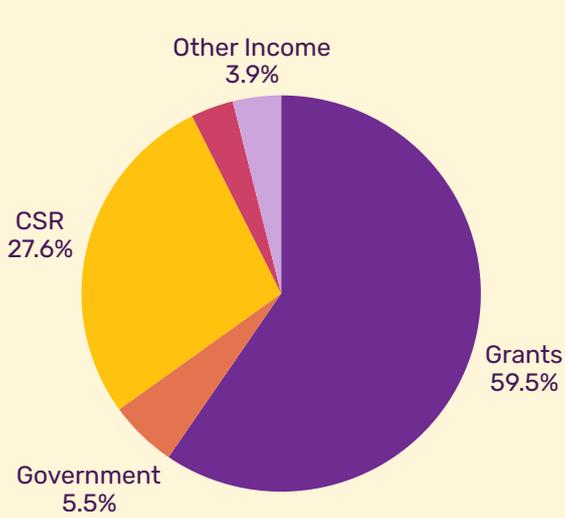
On Women's Day, we asked our girls 'What do you want to be?', the answers rang out with powerful certainty: Doctor, Lawyer, IAS Officer, Soldier, Journalist, Singer and Teacher. This chorus of dreams is everything. It shows what happens when girls find safe spaces to grow—they not only imagine brighter futures, they claim them with unwavering belief. Each voice, once heard, becomes a building block for a future where every girl knows: the world is hers to shape.

Anusha Bharadwaj was selected as a 2023 Echidna Global Scholar at the Brookings Institution. During this prestigious fellowship, she authored the powerful policy brief, **"Voices of the Future: How Gender-Transformative Safe Spaces Strengthen Girls' Agency in India"**, validating our mission to empower girls' agency and leadership on an international stage. We are incredibly proud that our model is now informing critical global conversations on gender equality.



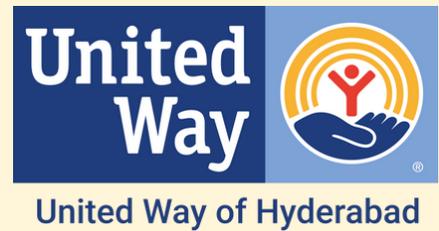
We partnered with Virginia Tech, conducting a comprehensive curriculum training on crucial topics. The group of nine students engaged in a day-long activity based learning and implementation training on topics including future planning, health and hygiene, mental health and conflict management. The training was further enriched by cross-cultural conversations on rural life, India's education system, and social programmes.

FINANCIAL SNAPSHOT



OUTREACH AND ENGAGEMENT

VOICE-4 is immensely grateful to the partners that stayed with us over the years and the new partnerships that were fostered. It is together that we create a world for adolescent girls and boys where they can live up to their full potential and overcome the challenges in their own contexts.



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GET IN TOUCH

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3,000+
Young Women

2,70,000+
Adolescent Girls

25,000+
Adolescent Boys