



जनजातीय  
कार्य विभाग  
कर्म करो



# SASHAKT

Fostering Knowledge. Empowering Communities.



Supported by



In Collaboration with



Implemented by





सशक्त

SASHAKT

Fostering Knowledge. Empowering Communities.





## MESSAGE

### Contributing to India's Development and Growth

**ALI RAZA RIZVI**  
Secretary, Department of Public Enterprises, Govt. of India

Corporate Social Responsibility (CSR), an ongoing commitment to sustainable and ethical business practices, has evolved into a crucial element of modern business governance. It integrates social, environmental, and ethical responsibilities, fostering good business practices and balanced societal growth. Central Public Sector Enterprises (CPSEs), with their significant presence across strategic sectors in India, guided by the Govt. of India, are dedicated to the socio-economic development of the country.

Notably, CPSEs have consistently exceeded their allocated CSR expenditure, reflecting their heightened focus on the nation's inclusive development. To encapsulate the essence and efforts of CPSEs in CSR, the Department of Public Enterprises (DPE) is organizing the "CSR Conclave 2024" - a premier platform for CSR leaders and professionals to share their experiences, best practices, and innovations. The Conclave will feature keynote speeches, panel discussions, and networking opportunities and aims to foster collaborative efforts among stakeholders to positively impact society and the environment.

This Coffee Table Book, titled Sashakt: Fostering Knowledge, Empowering Communities, embodies the spirit of this Conclave. Project Sashakt exemplifies the successful convergence of a CPSE, an NGO, and District Administration. Supported by GAIL (India) Ltd and implemented by IPE Global Centre for Knowledge and Development, the project co-creates sustainable solutions with the district administration. By aligning government priorities and leveraging existing platforms, it encourages positive behavior changes in the community. I congratulate the team on this achievement and hope this book serves as a reference point for those interested in learning about CPSEs' innovative CSR efforts and their contributions to societal betterment.





## MESSAGE

### Delivering Promises for a Brighter Future



**SHRI. SANDEEP KUMAR GUPTA**  
Chairman & Managing Director, GAIL (India) Ltd.

GAIL's vision of "value creation" for all stakeholders remains the guiding force behind our social interventions. Giving back to the society is one of the core ethics imbibed in the ethos of the company. In alignment with the Hon'ble Prime Ministers' recently launched National Sickle Cell Anemia Elimination Mission in 2023 and the Anemia Mukta Bharat Program, our Project Sashakt strives to advance health concerns amongst the tribal girls and women in Jhabua, Madhya Pradesh.

Making change in life for qualitative empowerment of our stakeholders is not a choice but a passion in GAIL. The company has embarked upon rendering responsible efforts with commitment towards making better social communities through CSR engagement Programme. Our CSR projects have an integrated approach and are designed for inclusive growth. We have always followed a structured approach to community engagement, adhering to government guidelines and international best practices while responding to stakeholder needs.

I convey my best wishes to GAIL CSR Team and the implementing partner IPE Global Centre for Knowledge and Development for focusing on tribal youth and creating awareness about both Anaemia and Sickle Cell Anemia. The project has touched deep-remote pockets of Jhabua and has ignited enthusiasm within the tribal youth and community alike to embrace knowledge. We aspire to create maximum positive impact in the society through CSR.



## MESSAGE

### Ensuring Sustainability and Inclusive Growth

**AYUSH GUPTA**  
Director (HR), GAIL (India) Ltd.

**A**t GAIL, we firmly believe that our dream of a brighter tomorrow can truly be achieved through dedicated efforts that address the needs of people, communities, and the environment today. I extend my heartfelt congratulations to the CSR Team and IPE Global Centre for Knowledge and Development for successfully executing an impactful project in close collaboration with the District Administration at Jhabua, a remote tribal area in the state of Madhya Pradesh and the name many of us would not have heard so far.

This project specifically catered to the needs of adolescents, educating them about anemia and sickle cell anemia, and effectively encouraging students to get tested. By utilizing multiple channels of communication, the project motivated behavioral change and conducted mid-media activities to sensitize the community, fostering an enabling environment for adolescents.

Through these combined efforts, we are not just responding to immediate needs but also laying the groundwork for sustainable and inclusive growth. It is heartwarming to note the appreciation the project has received from the Assistant Commissioner, Tribal Affairs, Jhabua. I congratulate the team once again and welcome you all to take a quick glance at the work done under this project.





MESSAGE

A Catalyst for Sustainable Transformation



**ASHWAJIT SINGH**  
Founder & Managing Director, IPE Global

I am delighted to introduce “Sashakt: Empowering Tribal Women and Girls with Knowledge on Health and Nutrition” to you. This Coffee Table Book is a chronicle of the remarkable journey of Project Sashakt, born from a collaboration between GAIL (India) Ltd. and IPE Global Centre for Knowledge and Development. Within these pages, you will find the collective efforts of diverse stakeholders, united in crafting solutions and executing impactful interventions for the most marginalized communities in Jhabua, Madhya Pradesh, in a remarkably short span of time.

It gives me immense pleasure and pride to see the fruits of the seed sown by IPE Global Ltd a decade ago when it established CKD with a singular focus: to translate our collective learnings into sustainable, scalable interventions centred on the empowerment of young girls and women. Through “Sashakt,” we witness the realization of this vision, as it captures the impactful strides made possible by CKD.

Through vivid storytelling and captivating imagery, I invite you to witness moments of collaboration, snapshots that encapsulate the essence of our mission, and strategies.



## MESSAGE

### Weaving Together Health, Education, and Community Ownership

**M K PADMA KUMAR**  
Chief Mentor, Centre for Knowledge and Development

In recent years, CKD has undertaken transformative projects that embody our vision, mission, and goal. These initiatives are not just theoretical plans but tangible actions that create meaningful change in the communities we serve. Among these, Project Sashakt stands at the forefront, addressing the pressing health challenges faced by women, adolescents and children in marginalized tribal communities. Designed with a focus on combating Anemia and Sickle Cell Anemia, Project Sashakt also worked closely with gram panchayats to build a safe environment for adolescents facing multiple challenges in a unique socio-cultural economic context of Jhabua. The solutions, therefore required innovative techniques and strategic direction. Through the project's interventions we implemented a comprehensive approach that integrated health education, and community involvement and ownership by government.

The dedication of our team of women and volunteers has been instrumental in achieving objectives in a short time. Their efforts have not only improved health outcomes but also created a huge impact on the ground.



## MESSAGE

### Unleashing the Power of Resilience and Collective Action

**SEEMA GUPTA**  
Advisor, Centre for Knowledge and Development

As I reflect on the journey chronicled within these pages, I am reminded of the extraordinary commitment and resilience of the human spirit. This is more than just a collection of stories—it is a testament to the power of community, compassion, and collective action.

With the support of GAIL (India) Ltd, India's largest natural gas company that has a motto of 'Tomorrow is yours', a team of passionate individuals embarked on a mission to ignite lasting change in the heart of Jhabua.

With relentless commitment and steadfast resolve, they confronted the urgent challenge of anaemia and sickle cell anemia directly—by comprehending the barriers, debunking falsehoods, and leveraging pre-existing pathways for change. In a short span of time, through tireless dedication, they delved deeply into the community fabric, equipping adolescents with knowledge and instilling hope, thereby empowering them to face the issue head-on.

This book is a tribute to this courage and conviction of countless contributors from CKD, GAIL (India) Ltd, District Administration, Department of Tribal Affairs, the principals, teachers, health workers and the community leaders Jhabua. It is a celebration of the bonds forged, the obstacles overcome, and the lives touched. As you journey through these pages, may you be inspired by the resilience of the human spirit, and may you be reminded that change is not just possible—it is inevitable when we come together with a shared vision and a shared purpose.





**G**AIL Jhabua is a natural gas compressor Station which was commissioned in the year 1989, as part of HVJ pipeline project. The station is equipped with seven numbers of Gas Turbine Compressors (Make- Dresser Rand), three numbers of GTCs (Make- Nuovo Pignone) and three numbers of GTCs (Make- Rolls Royce) having total compression capacity of 114.6 MMSCMD. GAIL, Jhabua has primary power source as grid supply from MPEB ,however it also has its own captive power generation capability with two nos. of Gas Turbine Generators each having rated capacity of 2.7 MW. For emergency power requirement two DEGs are installed having total capacity of 2.35 MW.

Natural gas is received at GAIL Jhabua compressor station from upstream compressor station at Vaghodia through following three pipeline:

- **HVJ:** Hazira- Vijaipur-Jagdishpur Pipeline-Size- 36"
- **DVPL-I:** Dahej Vijaipur-Pipeline Phase-I -Size- 42"
- **DVPL-II:** Dahej Vijaipur-Pipeline Phase-II- Size-48"

The natural gas so received is compressed by GTCs or bypassed from the compressor station and put into downstream pipeline for further transportation.

Apart from the compressor station installations, the GAIL Jhabua jurisdiction has following major pipeline infrastructures:

- **Total pipeline Length:** 375 km i.e. 125 km (HVJ) + 125 km (DVPL-I) + 125 km (DVPL-II)
- **Intermediate Pigging (IP) Stations:** 04 Nos.
- **Total No. of Sectionalizing Valve (SV)/ RR Stations:** 8 Nos.

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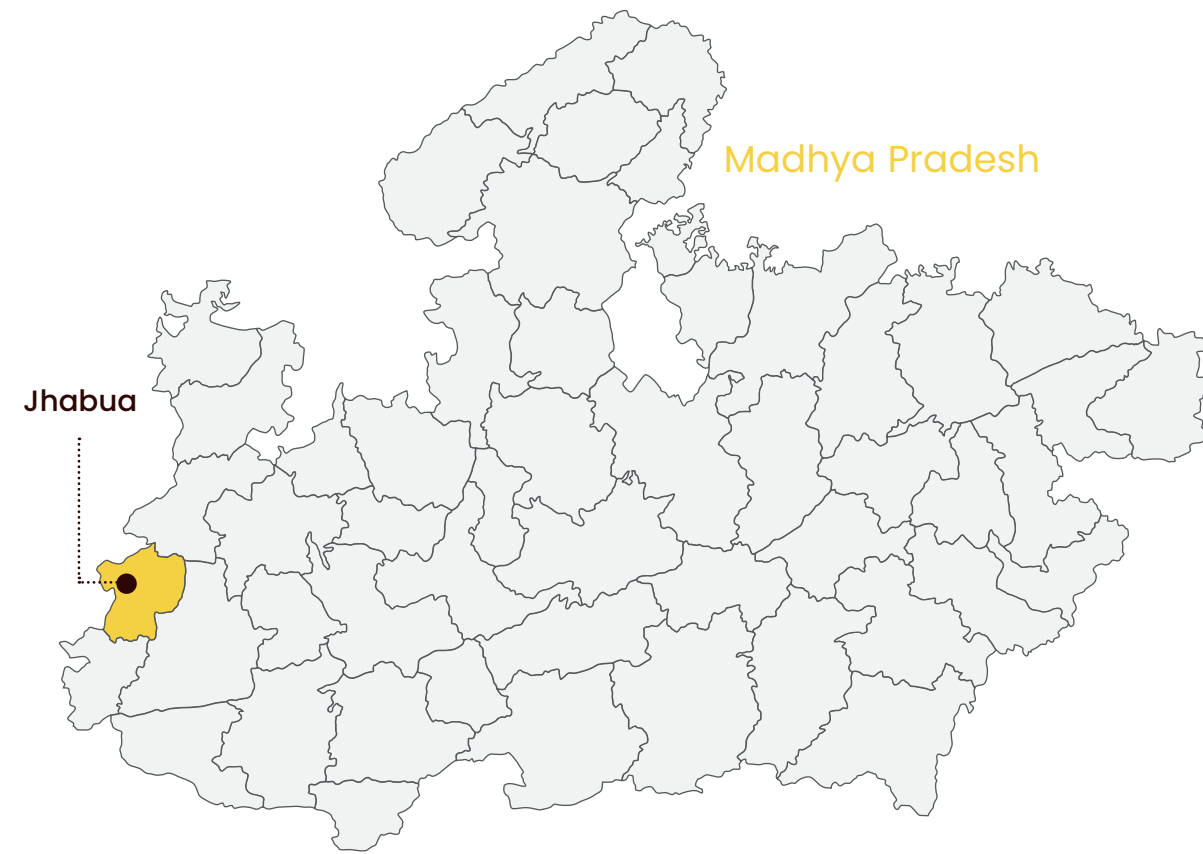
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## Jhabua - The Intervention District



**63.7%**

adolescent girls  
(15-19 years)  
anaemic



**60.3%**

pregnant women  
(15-49 years)  
anaemic



**Over 6%**

population suffering  
from sickle cell  
anaemia

Data of Jhabua/Madhya Pradesh from NFHS 5



Jhabua has a total projected population of **12.22 lakhs** (2021), with **87%** belonging to Scheduled Tribes

**N**estled in the western fringes of Madhya Pradesh, Jhabua district is a landscape woven with tribal culture and tradition. Its borders intertwine with the neighbouring states of Rajasthan and Gujarat. Here, the majority—a staggering 87%—of the population belongs to the Scheduled Tribes, predominantly the Bhil, Bhilala, and Pateliya communities.

Despite their rich cultural heritage, these tribal communities face numerous challenges. Poverty, lack of access to education, malnutrition, and inadequate access to safe drinking water and sanitation facilities are common hurdles. Consequently, the health of tribal women and children is adversely affected, resulting in high rates of maternal and child mortality, malnutrition, and anaemia, while dealing with the ill effects of early marriage and early pregnancy.

The harsh realities of life here have forced many residents to migrate to nearby cities in search of livelihood opportunities. Others work as daily wage labourers or engage in animal husbandry, often leaving large swaths of land uncultivated and barren. Amidst these challenges, the resilience of the tribal communities shines through. Their unique traditions and cultural practices have withstood the test of time, adding vibrant hues to Jhabua's identity.

# SASHAKT

Empowering Tribal Girls and Women on Anemia and Sickle Cell Anemia in Jhabua, Madhya Pradesh

Recognising the pivotal role of adolescents in the early prevention and management of anemia, Project Sashakt undertook the mission to spark change at the grassroots level in Jhabua. Leveraging established connections within educational institutions and the community, the project aimed to cultivate a culture of preventive healthcare, raising awareness about the roots and risks of anemia and sickle cell anemia.

Through a holistic approach, the initiative confronted common misunderstandings and cultural norms, empowering communities to embrace diverse diets and prioritise adolescent health. Implemented in the blocks of Jhabua and Meghnagar, under the guidance of the Jhabua District Administration, the project embodied a multifaceted strategy to tackle anemia.

At its core, the goal was to empower tribal women and girls with knowledge on health and nutrition. By equipping adolescents with accurate information and community support, the project tailored messages to address health challenges, forging a path to empowerment. Its reach extended beyond adolescents, touching the lives of caregivers, Self-Help Group members, local panchayats, and healthcare providers.

Through its comprehensive approach, it empowered communities to embrace preventive healthcare practices. Considered a path breaking initiative, it ignited a transformative journey towards a future where the health and well-being of tribal women and girls took centre stage.





## Creating Sustainable Solutions with Government Support

In the remote hinterlands of Madhya Pradesh, Sashakt embarked on a journey of empowerment for the most marginalised communities. Through collaborative efforts with the Department of Tribal Affairs, the project identified schools where adolescents from underprivileged families resided, fostering an environment of inclusive growth. Recognising the pervasive challenge of sickle cell anaemia, the Health Department lent invaluable insights, enabling targeted interventions. The initiative ventured into the farthest reaches, under the supervision of the District Magistrate's office, touching the lives of those often overlooked.

In collaboration with self-help groups under the National Rural Livelihood Mission (NRLM), the project mobilised women as catalysts of change, actively engaging them in community activities. Meanwhile, the Superintendent of Police in District Jhabua emerged as a champion against the unjust practices of early marriages and dowry, raising awareness and empowering young minds through school programmes and interactive sessions.

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164

stakeholders resonated with the collective resolve to nurture the project

15+

stakeholders from District Administration, Department of Tribal Affairs, Health and Education, NRLM engaged



“

Focusing on engaging the tribal youth, this project, through captivating communication channels, kindled awareness about anaemia and sickle cell anaemia. It fuelled enthusiasm within the school community to participate and embrace knowledge.

Yet, our aspirations stretch beyond the present triumph. With unwavering determination, we seek to expand our reach, extending our initiative to more educational institutions. Our resolute focus remains on addressing the pressing health concerns that afflict adolescents, particularly within tribal communities where the insidious norms of early marriages and their consequences have been extremely challenging to tackle. Together, we shall forge a path towards a future where knowledge triumphs over ignorance, and empowerment becomes the right of every tribal child.

”

**NISHA MEHRA**

Assistant Commissioner, Tribal Welfare Department, Jhabua,  
Madhya Pradesh



## Empowering Adolescents with Health Information

In a world where the well-being of adolescents holds the key to unlocking a brighter future, Project Sashakt emerged as a groundbreaking initiative. This collaboration between CKD and GAIL harnessed the power of creativity and community engagement to empower tribal boys and girls with vital knowledge on health and nutrition. Through vibrant flex banners, flyers, and immersive awareness sessions, Project Sashakt sensitised young minds on the complexities of anaemia, sickle cell anaemia, early marriage, and early pregnancy. Mobilising key influencers and leveraging mid-media channels, subject matter experts from CKD and dignitaries of the health department engaged in insightful dialogues, fostering an environment where knowledge could flourish and empower generations to come.

**4000+** tribal adolescent girls and boys  
across nine schools sensitised.

---

## Engaging Adolescent Minds: Harnessing the power of Mid-Media

Recognising the diverse learning preferences of students, the initiative employed a comprehensive array of communication tools. Printed materials, including informative flyers, engaging booklets, flexes in schools and interactive kits, were strategically distributed, ensuring accessibility to educational resources.

Furthermore, the project utilised the audio-visual medium, leveraging its immersive and captivating nature to effectively convey messages. This comprehensive strategy ensured that no student was left behind, fostering an inclusive and impactful educational experience that transcended traditional classroom boundaries.



# A Visual Voyage into Sashakt's Collaterals



**सांस लेने में तकलीफ**

**काफी ज्यादा थकान**

**मौसम बदलने पर जल्दी बीमार पड़ जाना**

**ज्यादा शारीरिक गतिविधियों वाले कामों को न कर पाना**



**आयरन और फोलिक एसिड टेबलेट (IFA)**



Empowering Adolescents with Health information

### लोह युक्त आहार खाओ, एनीमिया से बचो और स्वस्थ बन जाओ

**आहार के साथ साथ आयरन फोलिक एसिड (IFA) की गोली भी लें। मह नजदीकी स्वास्थ्य केंद्र, आंगनवाड़ी एवं विद्यालय में निशुल्क मिलती हैं।**

**प्रोजेक्ट सराल: किशोर, किशोरियों और महिलाओं के स्वास्थ्य एवं संरक्षण होने का एक प्रयास।**

### एनीमिया का प्रभाव

- टोने से खट्टने की क्षमता में कमी
- अधिकतम शारीरिक धर्म
- जान्दी से दक जाना
- जर्बायस्था में खून की कमी
- समय से पूर्व प्रसव
- वजन का कम बढ़ना

### आहार संबंधी परामर्श

- अच्छा से अधिक खाओ, खाओ, और खीर का लेना सीमित करने पर ध्यान दें।
- अच्छा से अधिक खाओ, खाओ, और खीर का लेना सीमित करने पर ध्यान दें।
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- अच्छा से अधिक खाओ, खाओ, और खीर का लेना सीमित करने पर ध्यान दें।

**अधिक जानकारी के लिए नजदीकी स्वास्थ्य केंद्र पर संपर्क करें!**

### महिलाओं में कुष्ठ रोग

कुष्ठ रोग एक सस्ती और उपचार योग्य बीमारी है, जो एक व्यक्ति को जीवन भर तक पीड़ा देती है। यह रोग को रोकने और उपचार करने के लिए सतर्कता और जागरूकता आवश्यक है।

### किशोरों में कुष्ठ रोग

कुष्ठ रोग एक सस्ती और उपचार योग्य बीमारी है, जो एक व्यक्ति को जीवन भर तक पीड़ा देती है। यह रोग को रोकने और उपचार करने के लिए सतर्कता और जागरूकता आवश्यक है।

### सादी की सही उपचार और इस का कारण क्या है ?

सादी एक सस्ती और उपचार योग्य बीमारी है, जो एक व्यक्ति को जीवन भर तक पीड़ा देती है। यह रोग को रोकने और उपचार करने के लिए सतर्कता और जागरूकता आवश्यक है।

### मानसिक स्वास्थ्य

मानसिक स्वास्थ्य एक सस्ती और उपचार योग्य बीमारी है, जो एक व्यक्ति को जीवन भर तक पीड़ा देती है। यह रोग को रोकने और उपचार करने के लिए सतर्कता और जागरूकता आवश्यक है।



Interactive Sessions with Students

“

This collaborative initiative has profoundly reshaped my perspective on health and well-being. Through their invaluable guidance, I've come to understand the intricate connection between physical and emotional health, and how emotional wellness plays a pivotal role in making informed decisions about one's health. Inspired by the learnings, I shared the knowledge with my family, and together, we consciously reduced our consumption of unhealthy junk food.

It has shattered the misconception that anaemia and sickle cell anemia solely impact girls. I now understand that these conditions can affect anyone, irrespective of gender, including boys like myself. I am thankful to Team Sashakt for the knowledge and unwavering support. Their commitment to dispelling nutrition myths, preventing early marriages and pregnancies has enhanced my understanding of holistic well-being. With this newfound awareness, I am now confident to share this with my peers and my communities. I am certain that this information will impact our lives positively, paving the way for a healthier future for us.

”



**VIJAY KALU**  
17 years, Student (12<sup>th</sup> Standard)  
Government High School Nogawa  
Jhabua District



“

Growing up, I often felt fatigued and experienced bouts of pain that I couldn't explain. It wasn't until Project Sashakt's sessions in our village that I learned about the symptoms of sickle cell anaemia.

I got myself tested for Sickle Cell Anemia, since I realised I was experiencing symptoms which Sashakt talked out. I got myself tested and It came as a shock that I had sickle cell anaemia. I am grateful to Project Sashakt -I have taken this responsibility of informing my community that sickle cell anemia can happen to anyone, in any age group. I have started my treatment and following a good healthy diet. Thank you to the entire team of Sashakt.

”

**MAYA PARWAR**

18 years  
Naogaon village, Jhabua



## Empowering Young Minds: Mid-Media Tools Inspire Change

“

I am glad the project provided our students with a comprehensive understanding of critical health issues, including anaemia, sickle cell anaemia, and adolescent well-being. The team conducted two informative sessions within our school premises, ensuring thorough knowledge dissemination. Their innovative use of mid-media tools, such as eye-catching flexes, informative flyers, and vibrant wall paintings, effectively captured the students' interest and inspired them to embrace healthier lifestyle habits.

”



**R. S BHURIA**  
Principal, Model School, Bhagor, Jhabua



## Building Community's Interest

Venturing into the heart of tribal communities, where age-old beliefs and traditions held sway, Project Sashakt understood the need for culturally relevant communication strategies, and deployed a unique array of mid-media tools. Vibrant wall paintings, eye-catching flexes, and informative flyers adorned public spaces, capturing attention and sparking curiosity. Street plays and community gatherings provided interactive platforms for engagement, while mobile audio broadcasting extended the reach to remote areas.

The messaging underscored the prevalence of anaemia and sickle cell anaemia, advocating for locally sourced, nutrient-rich foods in sync with tribal wisdom. Simple language, coupled with the strategic use of colours and relatable mascots, amplified the impact, fostering understanding and inspiring positive change within these marginalised communities.

**50,000+** adolescents and community members reached in 9 schools and 14 Gram Panchayats of Jhabua and Meghnagar blocks



This project coloured change through wall paintings in 30 Community hotspots across the 14 villages and district headquarters. Through the Sashakt Rath, informative messages in an engaging musical way were disbursed across the two blocks, sparking conversations amongst the community members. Additionally, street plays infused with Bhili verses pulled crowds and their attention to critical adolescent health concerns.



Harnessing the Power of Mid-Media



“

As a member of the local governance body, I have been actively involved in disseminating health messages from Project Sashakt, recognizing the importance of community education. The project has played a pivotal role in building a more sensitised community, particularly our adolescents. Sashakt has placed tribal women at the forefront, creating a healthier future for our adolescents and our community as a whole.

”

**SANGEETA BHABOR**

Panchayat Member  
Village-Nogawa

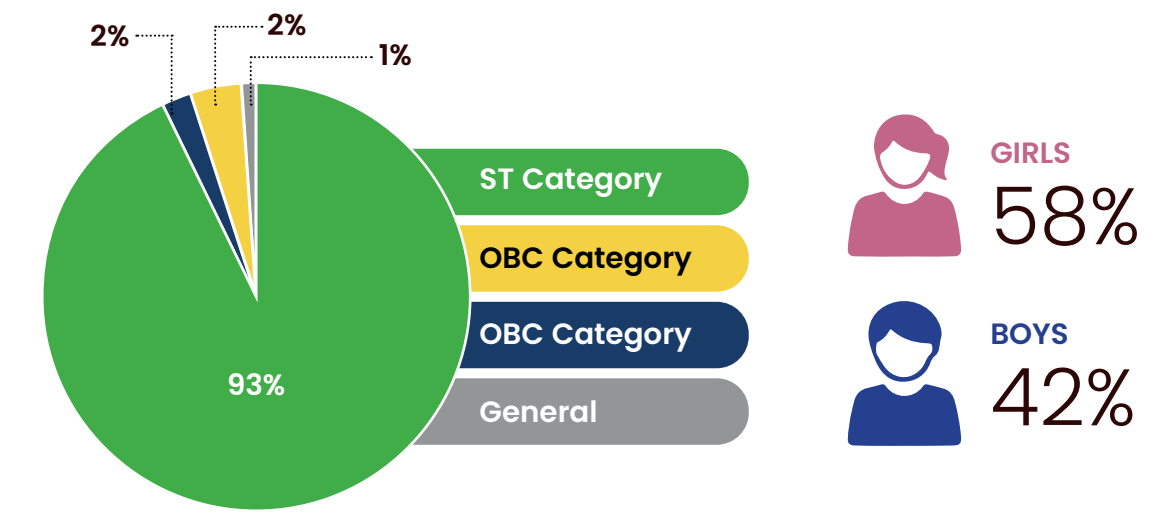




# Impacting Adolescent Behaviour and Knowledge

50,000+ tribal community members sensitized via mid-media outreach

4000+ Adolescents educated on Anemia, Sickle Cell Anemia and Adolescent Health

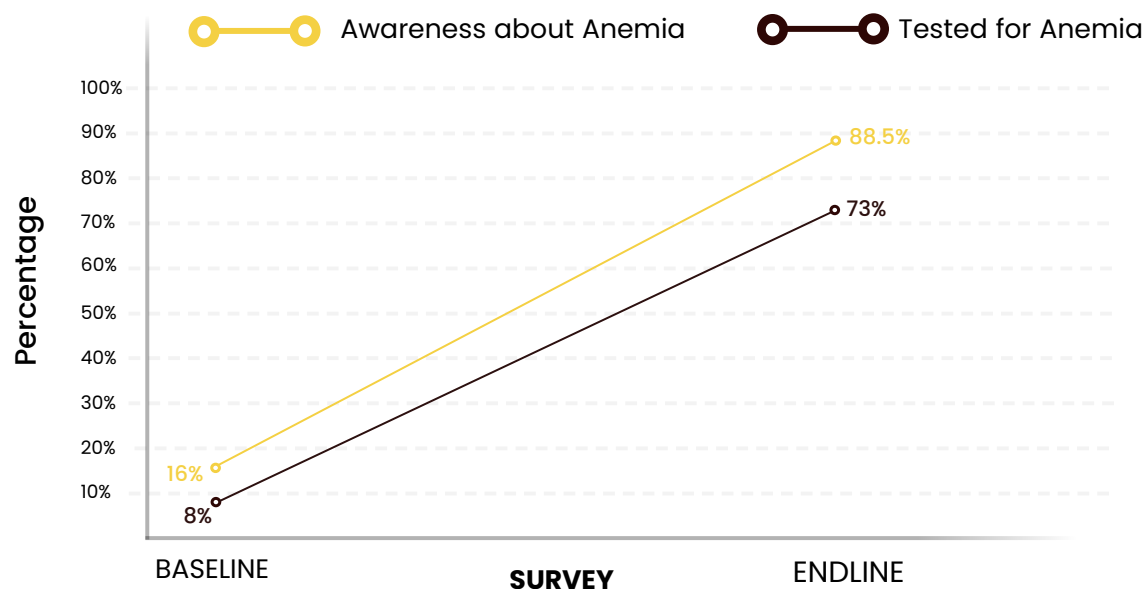


2400+ Community Members Sensitized directly to build supportive Ecosystems for Adolescents

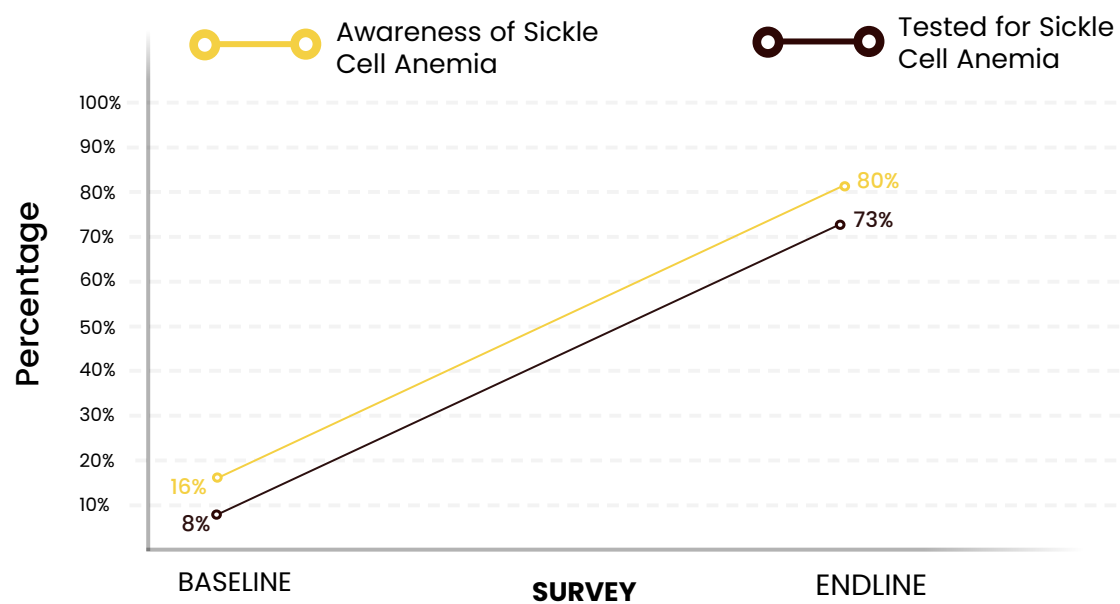




### Awareness on Anemia and Tested for Anemia



### Awareness on Sickle Cell Anemia and Tested for Sickle Cell Anemia



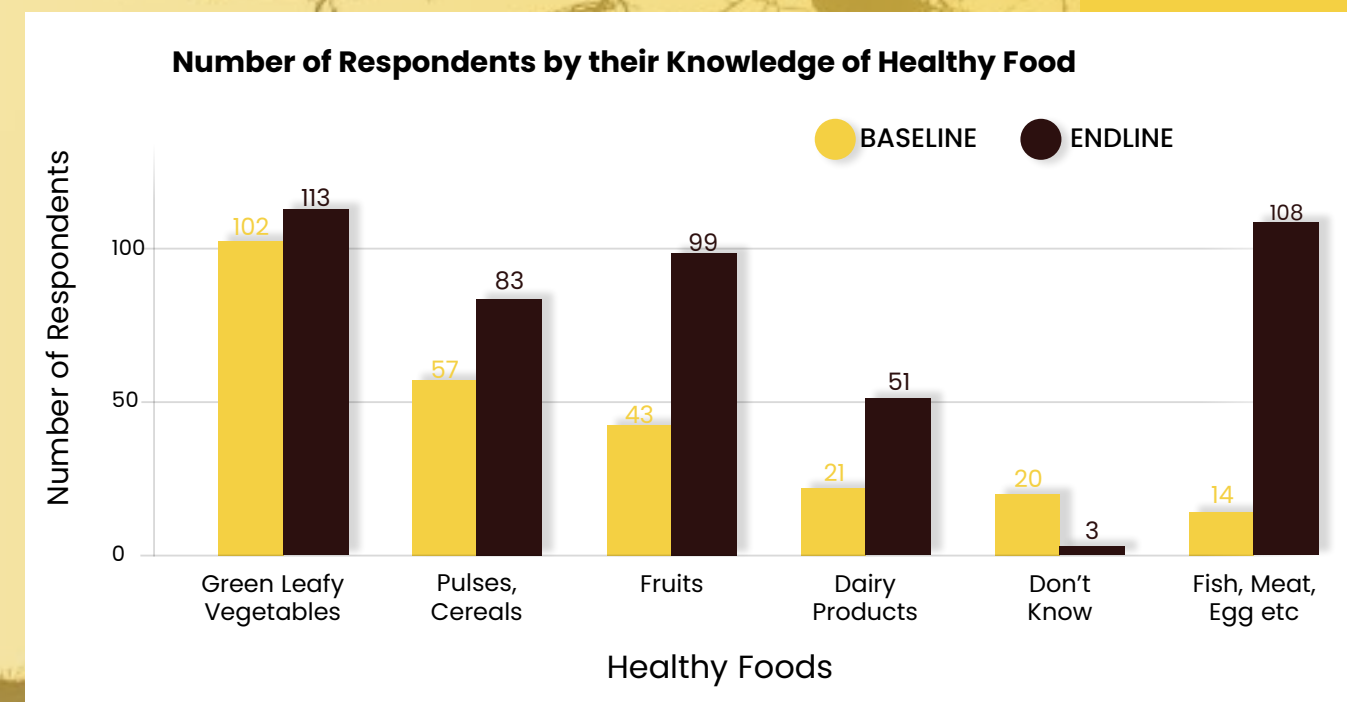
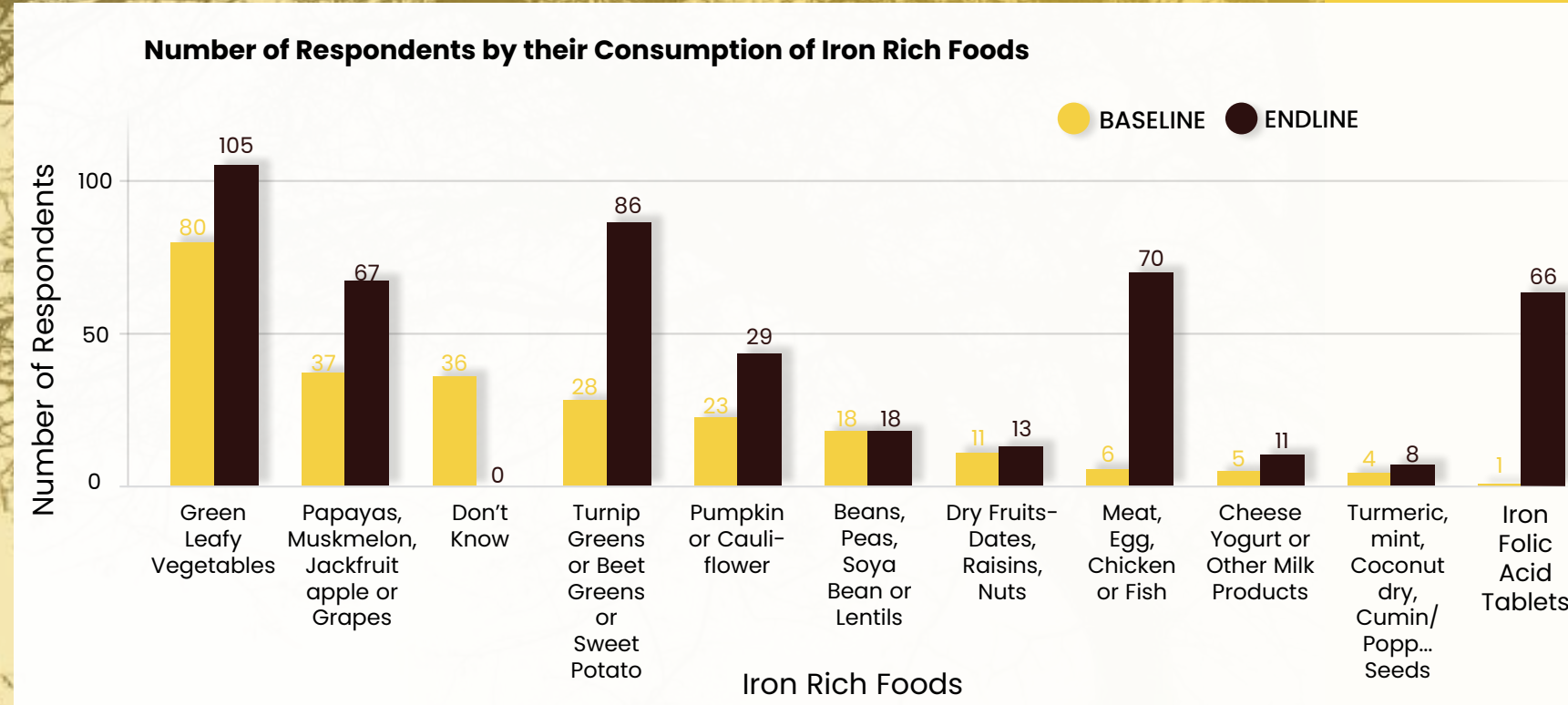
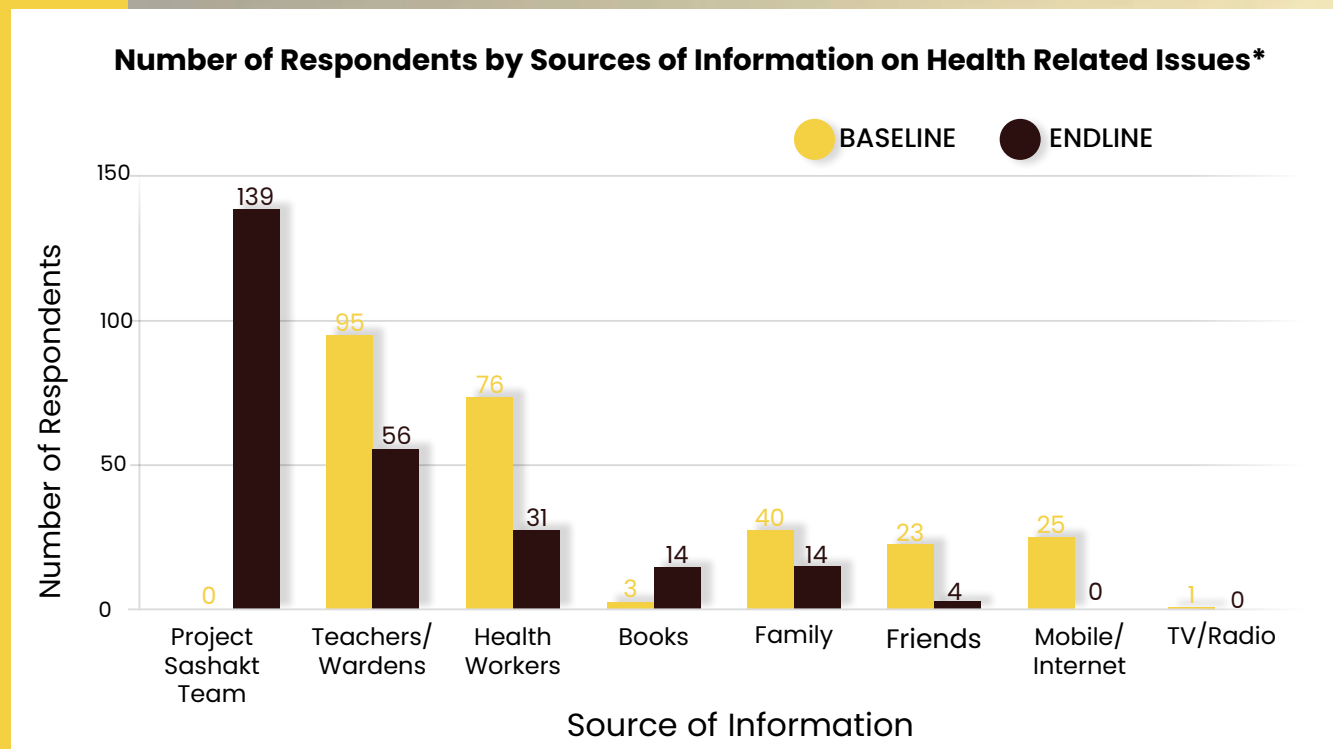
Baseline data indicated extremely low levels of awareness on Anemia and Sickle Cell Anemia amongst school going adolescents at 16% and 6% which increased to 88.5% and 80% respectively. There was an even lower level of awareness at 8% and 4% on need for getting tested for Anemia and Sickle Cell Anemia which increased substantially to 73% as a result of various Interventions at school, community and individual levels.

The success of the project was attributed to the change in attitude and behaviours of adolescents

*\*141 students were surveyed in the end-line and base-line*



A notable measure of success and a clear indicator of the project's potential was that 98.5% of students received health-related information directly from the Project Sashakt Team, surpassing all other sources of such information.



At the start of the project, a significant portion of adolescents were uncertain or could only identify one or the other source of iron-rich foods. However, as the project unfolded, the number of adolescents who could identify four or more sources of iron-rich food increased from 12% to 40%. Similarly, adolescents who identified four or more sources of healthy food increased from 14% to 41%.



Early marriage a common practice in Jhabua, when adolescents going to school would prefer to get married by the age of **18 to 21** before completing their education. Through the awareness/sensitisation sessions, audio-visual screenings, burst of mid media tools influenced their understanding of making informed choices There was a change in mindsets and preference given to pursuing higher education marrying at the **age of 25-30.**



# Acknowledgements

GAIL, through its CSR initiatives, enhances value creation in the society and in the community in which it operates, through its services, conduct & initiatives, so as to promote sustained growth for the society and community, in fulfilling its role as a Socially Responsible Corporate, with environmental concern. The aim is to directly or indirectly take up programmes that benefit the communities in & around its workers and results, over a period of time, in enhancing the quality of life & economic well-being of the local populace. Through its CSR initiatives GAIL strives to create community goodwill for itself and help reinforce a positive & socially responsible image of GAIL as a corporate entity.

We extend our sincere gratitude to the GAIL (India) Ltd. team for their constant support and insightful guidance, which were instrumental to the project's success.

## **GAIL (India) Ltd. Head Quarters**

Anoop Gupta, ED (CSR & HR)  
A K Jha, GM (CSR)  
Deepak Kumar, DGM (CSR)  
Asim A. Ansari, Manager (CSR)

## **GAIL (India) Ltd. Jhabua Office**

Vikas Raj, Senior Manager (HR)  
Narayan Damor, Manager (HR)

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Agam Jain, IPS, Superintendent of Police, Jhabua Police Department, Jhabua  
Nisha Mehra, Assistant Commissioner, Tribal Welfare Department, Jhabua  
Sandeep Chopra, Nodal Officer Sickle cell Anemia, Health Department, Jhabua  
Lasiya Bhabor, CDPO, Women and Child Development Department, Jhabua

*We thank all the champions of the program which includes School Principals, Teachers, Gram Pradhans, SHG members, students, for their contribution to the success of the program*



## **CKD Team**

M K Padma Kumar  
Seema Gupta  
Sukriti Jain  
Shreya Chowdhury  
Ershad Ahmad  
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CKD is a knowledge-driven organisation, and our vision mission goal reflects our commitment towards empowering women, girls and children to receive equitable access to health, nutrition, education, 21<sup>st</sup>-century skills, livelihood, and employability. CKD views developmental challenges through a gendered lens and turns them into opportunities for transformation. With an aim to leave no one behind, values of diversity, equity, and inclusion (DEI) are the overarching principles that tie our actions to our goal.

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