

MANAS FOUNDATION

ANNUAL REPORT

2014-15



CARING FOR A BEAUTIFUL MIND..



FOUNDERS SPEAK

Manas Foundation is a realization of three individuals seeking to create access to positive, preventive and promotive mental healthcare for disadvantaged communities. Manas' vision is to mainstream mental healthcare through research-based psychotherapeutic interventions and targeted awareness campaigns. This will enable diverse individuals and communities to lead psychologically healthy lives. We have accomplished this by implementing a unique wellbeing intervention model that combines critical services for mental illnesses with psychotherapeutic interventions for potential development in individuals.

The past year has been a time of growth and change at Manas. We have made significant strides in our mission of effective social change. Our work is starting to be recognized for its impact and change it's able to make. With every campaign/program our reach to different sector of the society is getting expanded both geographically as well as sections of the society.

This report highlights the significant work that Manas have done over the past one year Manas have applied the principles of psychology to combat violence against women through its one-of-its-kind intervention with drivers of public transport vehicles. Building Bonds for Gender Sensitization is aiming to create safety for women in Delhi by engaging men in gender justice and equity through interactive workshops. Partnership has been critical for Manas to make such strides. Existing supporters such as Ford Foundation , Indraprastha Gas Limited, Maruti and the Driving Training Institute, Ashok Leyland ,UNFPA were joined by others including UN Women.

On Behalf of Manas we would like to thank our all stakeholders for such passionate support and hope that many others will join us in our journey.

Thank You
Ms Monica Kumar
Managing Trustee

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MANAS FOUNDATION

Approximately 450 million people worldwide suffer from mental and neurological disorders. Mental healthcare services in resource-poor countries are underdeveloped and are restricted to urban areas. In India, mental healthcare is at a very nascent stage. People lack awareness of their individual mental health needs and the few who know and want to seek help shy away because of the stigma attached to it. People in dire need of critical mental healthcare find it difficult to access it because of lack of trained professionals and the institutionalization of these services. Instead of obtaining services on a proactive basis, people reach out at a critical stage. ***However, we all have mental health needs.***

Manas Foundation was set up in the year 2000 by a group of mental health professionals with an aim to make preventive, promotive and positive, mental healthcare accessible to everyone. ***Manas' goal is to ensure that mental healthcare is available to everyone so that diverse communities and individuals lead psychologically healthy lives.*** The organisation has transformed its fundamental clinical practice into a multi-faceted program. It builds awareness and provides mental healthcare in de-institutionalized settings by implementing interventions to explain the linkage between mental and physical health, and de-stigmatize mental healthcare. Its team of qualified and competent professionals also addresses frequently unidentified and ignored mental health concerns such as anxiety, depression, substance abuse, gender-based violence, and abuse.

The organization has succeeded in making mental healthcare accessible to the resource-poor communities, largely focusing on children and women. Through its Mental Health Plug-Ins program, Manas extends mental healthcare to women and children who have undergone sexual, emotional, and physical abuse and violence, or trafficked for labor and sex work. Manas is also developing a taskforce of paraprofessionals to support the demand for mental healthcare by building capabilities of frontline workers including health workers, social workers, students, parents and teachers.

Manas Foundation is creating safer spaces for women in public transport using the principles of psychology for behavior change. Our distinctive training program for public transport personnel engages men in taking ownership of safety of women passengers

. The organization has run gender sensitization programs for police personnel using models of psycho-social and civic-legal perspectives. This program has now been adopted as an integral part of personnel trainings in the police force.

Manas works closely with policy makers, development institutions and the government to co-create a system that encapsulates a multi-tiered model of holistic health and well-being. We work with the Department of Women and Child Development [DWCD], Delhi, the State Child

Protection Society and the Integrated Child Protection Scheme [ICPS]. Manas has brought multiple policy changes in the areas of mental healthcare and gender justice. Manas Foundation has impacted over 150,000 beneficiaries through its coalition with 25 CSOs.



VISION

To integrate mental health into society, where mental illness is stigmatized and misunderstood, and approach mental health care from psycho social model.

MISSION

We all have mental health needs. At Manas, we strive to mainstream mental health through research-based therapeutic interventions and creating awareness to enable diverse communities and individuals to lead psychologically healthy lives.

LEGAL REGISTRATION DETAILS

Registered Trust, 4 Feb 2002

Registration No.: 469/4

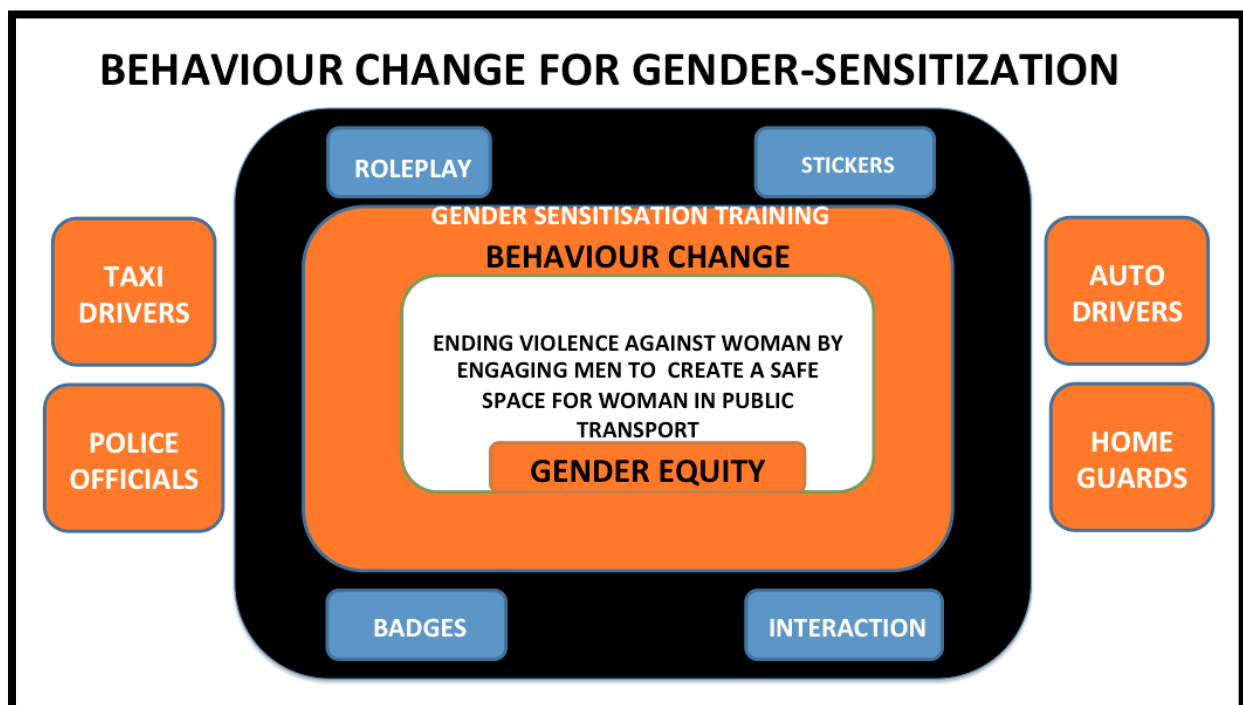
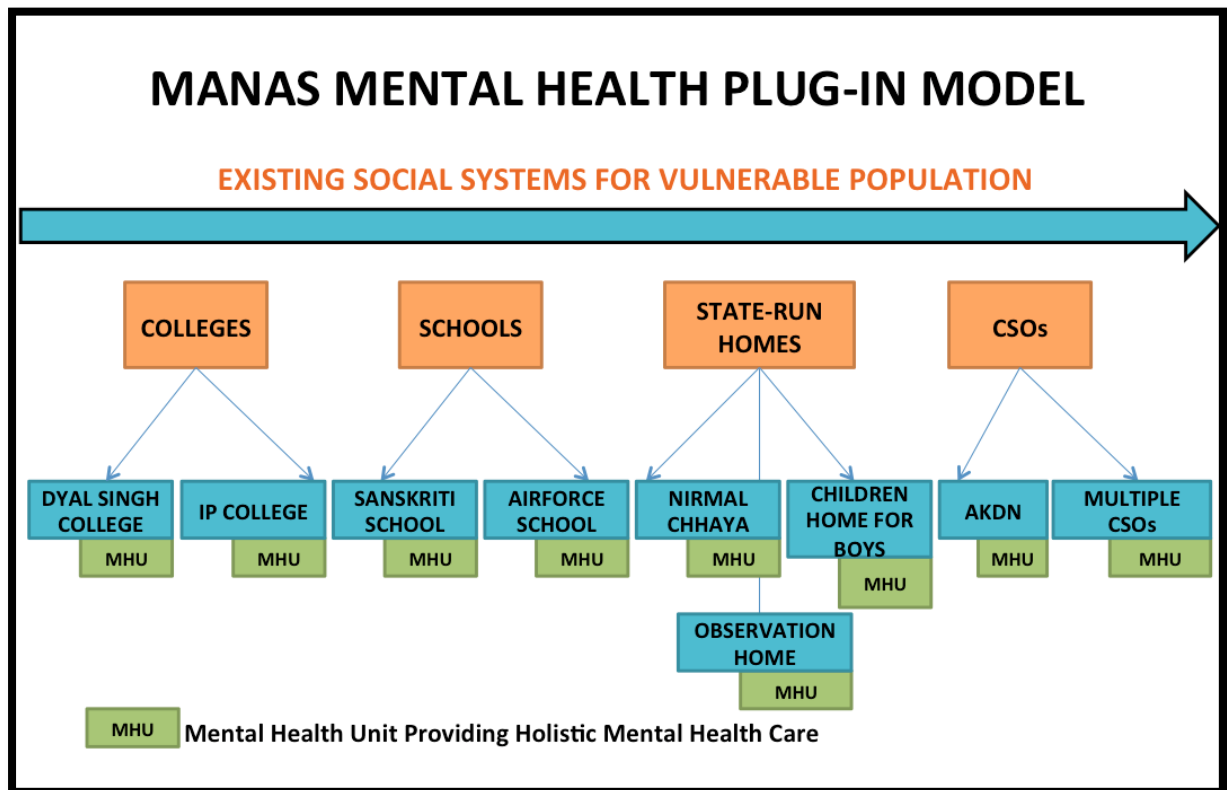
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OUR FOOTPRINT

- Implementation of Manas unique Mental Health Plug-In model at Nirmal Chhaya successfully since 2010 with the support of Delhi State Department of Women and Child Development.
- Influenced and implemented new mandating policy at Mental Health Units for all state-run homes by the Delhi State Government.
- Extending the replicable Manas Mental Health Plug-In model to multiple state-run homes.
- Awarded EdelGive: Social Innovation Honours for providing mental health services to female residents of Nirmal Chhayya.
- Influenced a policy change ensuring family counselling for successful rehabilitation of children in homes in Delhi.
- Developed linkages for mental healthcare delivery with primary healthcare (mainly Reproductive and Child Health), educational and skill developmental institutions.
- Developed a growing taskforce of paraprofessionals for mental healthcare, currently with strength of 3000.
- Building Bonds for Gender Sensitization has trained over 47000 commercial vehicle drivers to end violence against women.
- Influenced policy change to integrate gender-sensitization trainings as part of the annual fitness certification of commercial vehicles in Delhi.
- Defined the guidelines for childcare and protection policies for the Delhi Commission for Protection of Child Rights [DCPCR] that are now penetrating school and university structures and custodial care settings.

MANAS MODEL OF CHANGE



PROGRAMMES OVERVIEW

MENTAL HEALTH PLUG-INS PROGRAMME



Manas' innovative mental health plug-in model leverages existing delivery systems to provide mental healthcare to vulnerable populations by setting up Mental Health Units (MHUs). It has been running multiple MHUs at state-run homes successfully in Delhi, working with children and women. These children and women land up in state homes after experiencing traumatic life situations and need strong care and support to recuperate and live normally. The MHUs provide the much needed critical mental healthcare services with an aim to ensure holistic development of these children and women. Manas currently operates MHUs out of two homes: Nirmal Chhaya, home for destitute women and children and Children Home for Boys, Lajpat Nagar.

MENTAL HEALTH SERVICES

Manas works extensively on providing positive psychology and wellbeing-based mental health services that are otherwise not available. It works with diverse populace to understand and care for individual mental needs. Apart from individuals and CSOs, Manas Foundation has been providing mental healthcare in schools and colleges, aiding students understand their mental health needs and find solutions to overcome them.

PARAPROFESSIONALS TASKFORCE

To support the requirement of wellbeing intervention model, Manas is constantly building capabilities of different stakeholders. From social workers to parents, teachers, students and frontline health workers, everyone is taught the basics of mental healthcare. Social workers from our partner organisations are constantly engaged with the traumatic issues of their beneficiaries and act as paraprofessionals. They provide basic support and care and manage to some extent the extensive mental healthcare needs of the country's population. Manas has trained *over 3000* paraprofessionals to this date.



BUILDING BONDS FOR GENDER SENSITIZATION



Manas has applied the principles of psychology to combat violence against women through one-of-its-kind intervention with drivers of public transport vehicles. Building Bonds for Gender Sensitization is aiming to create safety for women in Delhi by engaging men in gender justice and equity through interactive workshops. The programme has successfully trained over 47000 commercial drivers including auto-rickshaw, taxi and bus drivers, since January 2014. Manas has achieved this feat with the support of Delhi State Transport Department, the Ford Foundation, Indraprastha Gas Limited, Maruthi and the Driving Training Institute, Ashok Leyland.

2014- 2015 AT A GLANCE

Mental Health Plug-In Model

Manas Foundation's Mental Health Plug-In Model has seen headway in developing facilities and program content at its existing facilities in Nirmal Chahhaya and Children Home for Boys, Lajpat Nagar.

The Mental Health Unit (MHU) at Nirmal Chhaya, a state-run home for destitute women and children, has been successfully running for 4 years out of Nirmal Chhaya's existing medical unit. While the MHU team has made significant progress with the vulnerable women and children at Nirmal Chhaya, 2014 saw the development of an exclusive Mental Health Unit facility. This new MHU facility was inaugurated on 9th December 2014 by Nisha Agarwal, district officer, Department of Women and Child Development. The new facility supports the complete bouquet of mental health services provided by Manas including individual and group sessions, family and follow-up sessions, and psychiatric assessments.

The Manas team of counselors introduced career counseling at the Children Home for Boys in August, 2014. This new module has been very effective with young adults of the home. Manas counselors have not only successfully commenced career counseling for boys who will soon be out in the world, but have successfully aided them in accessing jobs

Building Bonds for Gender Sensitization

Delhi has seen increased incidents of violence against women in the last couple of years. Most of these events have transpired in every form of the massive public transport system. Be it buses, taxis or autos, every mode has been unsafe for women. In light of increasing concerns for safety, Manas developed a unique, behavior-change training module to engage men in transforming public transport into safe spaces for women. This has made a big headway in violence against women in public transport in the past year.

Building Bonds for Gender Sensitization for auto drivers was launched in January 2014 and has reached over 47000 auto drivers in a period of one year. Manas Foundation has set-up an Auto-Sahara Helpline to support the progress made during mandatory trainings. This helpline provides an opportunity for drivers to face challenges and difficulties in gender-specific situations. Manas also launched a Facebook page "Spot the Auto", engaging public in supporting the behavior change of auto drivers.

Learning from its success in trainings auto drivers, Manas extended Building Bonds for Gender Sensitization to taxi drivers in February 2015. This project aims to sensitize over 50,000 commercial taxi drivers that operate out of Delhi and are crucial to public transport system.

Mental Health Plug-In Model

MENTAL HEALTH SERVICES THROUGH A PLUG-IN MODEL

People living in poverty are often stuck in a perpetual cycle of social and economic crisis resulting from lack of social and economic resources. They experience violence and abuse at a tender age often ending up in state homes. They suffer homelessness, distress, neglect, abandonment, and are often victims of atrocities, violence, and sexual assault and family disputes. This typically creates high levels of distress at an age when their body and mind is still developing. Absence of family support and inaccessibility to mental health services furthers their vulnerability to behavioural and psychological disorders bringing them back repeatedly to the state homes.

While, Mental Healthcare is critical and necessary for the development of our country, very few people are aware of its importance in their lives and even fewer avail these services. Most organisations that provide mental healthcare limit their efforts to identification, treatment, and rehabilitation of mental illnesses. The government lacks the capacity to provide critical mental health services; the country has few psychiatrists and psychologists to support the needs of the population, fewer who work with communities.

Manas Foundation is currently providing Mental Health Services in state-run homes under the Department of Women and Child Development through Mental Health Units. It currently provides mental healthcare at the Nirmal Chhaya Complex and Kasturba Niketan Home for Boys, in New Delhi. While, Nirmal Chhaya is a shelter home for over 900 destitute women and girls, the Kasturba Niketan Home for Boys is a shelter home for about 100 boys and adolescents in need of care and protection.

PLUG IN 1

MENTAL HEALTH UNIT, NIRMAL CHAAYA COMPLEX



Manas Foundation runs a Mental Health Unit (MHU) at Nirmal Chaaya complex providing mental healthcare services to over 1,500 resident women and children every year since January, 2010. In collaboration with Delhi State Department of Women & Child Development, Manas has been working with 9 homes of the complex: Nari Niketan, Short Stay Home, Widow Home, After Care Home, Beggar Home, Home for Healthy children of Leprosy Patients, Observation Home for Girls, Children Home for Girls, and Foster Care Home. These institutions cater to the needs of children and women in the ages of 2-80 years who are, destitute, neglected, abandoned, victims of atrocities, violence, sexual assault, family disputes or any other distress. Majority of them fall under the age group of 2-18 years.

OBJECTIVES OF THE MHU

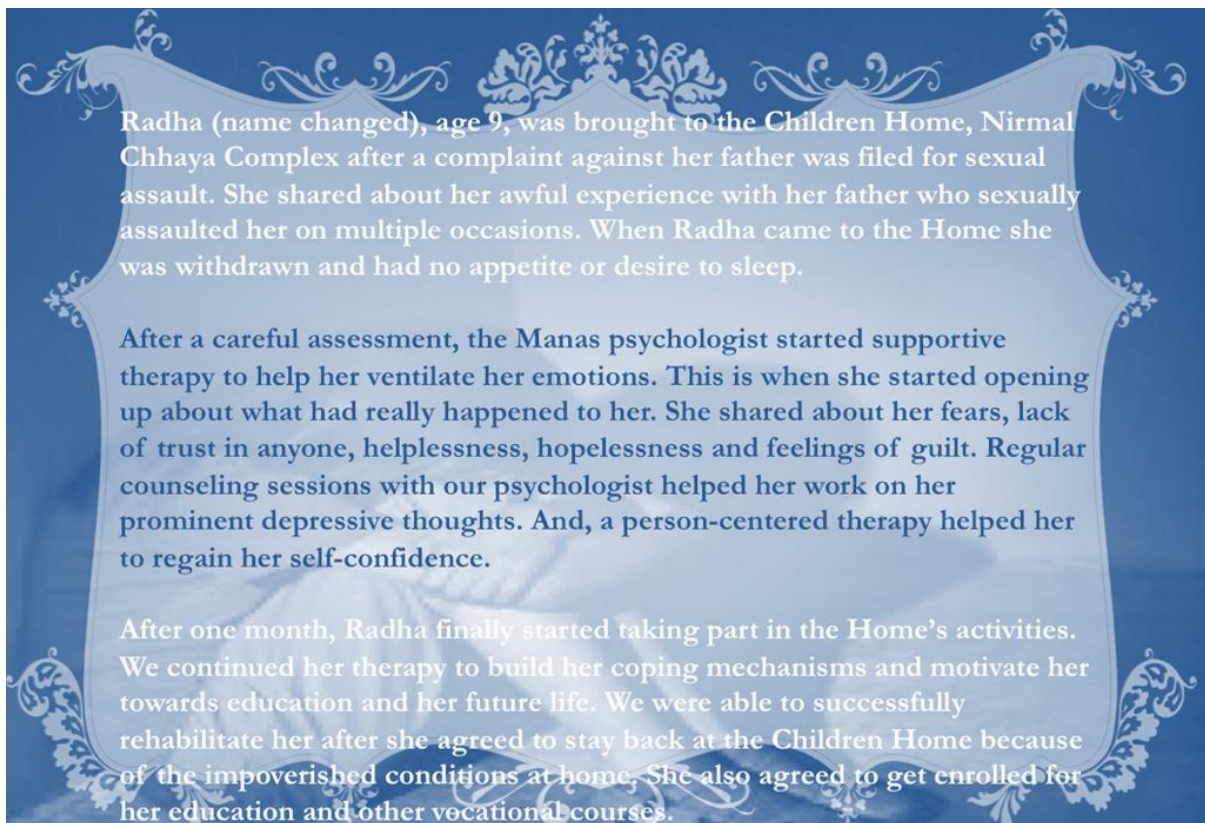
- Identification and treatment of mental illnesses in women and children at Nirmal Chhaya Complex.
- Coordinate with and facilitate the work of welfare officers in the rehabilitation of mentally ill women and children.

- Preventive counseling of women and children who have suffered violence and abuse at some stage in their lives.
- Promotion of positive mental health to make women and children at Nirmal Chhaya capable of independent existence.

APPROACH

Manas Foundation provides mental healthcare to help the women and children in this state-run home to cope with their traumatic experiences and surmount their psychosocial disadvantage, by leveraging their full potential and through promotion of personal growth. Upon admission into the home, an intake session is held with each resident. A psychological evaluation is conducted, involving detailed history-taking and mental status examination. Screening and diagnosis of psychological disorders is done. In relevant cases, the client is referred to the team psychiatrist, and pharmacological treatment is initiated.

A management plan is drawn up for each resident, tailored to their unique needs and potentials. Individual psychotherapy and counselling sessions are held with the clients on a regular basis to enable them to cope with specific symptoms or difficulties in psychosocial adjustment. Psychological assessment is conducted in pertinent cases. Family counselling sessions are also held to aid in understanding the problems of the client in the context of their familial milieu, and evaluating the possibilities of restoration. Group sessions are held with the clients on a regular basis which address a diverse range of issues from hygiene, stress management, team-building, motivation, emotions, identity-formation, self-awareness, love, and interpersonal relationships, among others.



PROGRESS SINCE 2010

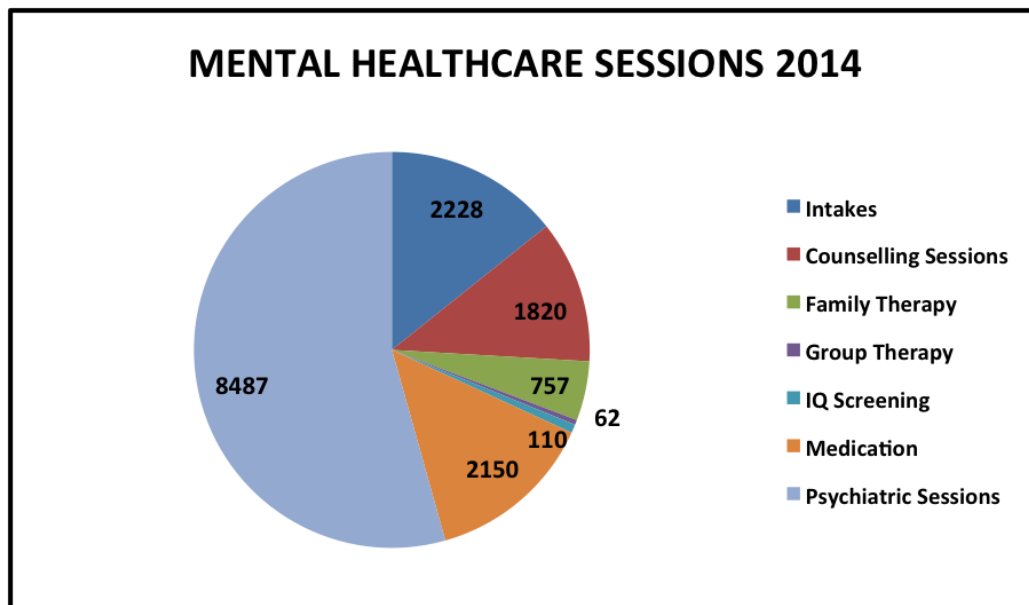
- From a mere **166 clients** in 2010, Manas Foundation now receives over **2,000 new cases** every year. This reflects the trust placed by the system officials in the MHU.
- Caretakers and the staff of the homes now understand the importance of these services and the situation of their clients.
- The ongoing psycho education with the psychiatric patients has improved awareness amongst the patients about their mental status ensuring they don't skip the prescribed dosage of medicines resulting in radical change in their conditions.
- Counselling sessions have increased from **924 in 2010** to **1,820 in 2014**. There is a remarkable increase in the number of individual counselling sessions reflecting the trust this vulnerable population places in the solutions and support offered by the MHU.
- Family counselling has increased from **60 sessions in 2010** to **757 in 2014**, showing a **900% increase** in the last four years. This is partly due to the mandatory policy in place because of Manas Foundation which made family counselling for rehabilitation compulsory. The system has seen higher number of successful rehabilitation.
- Greater sensitization towards the needs and success of mental healthcare provided by Manas Foundation.
- The success of the MHU at Nirmal Chhaya has motivated other state-run homes to accept and appreciate this model.

- Other therapy models like spirituality through meditation and breathing techniques have shown improvements in behaviour and attitudes of the residents. The effectiveness of extracurricular activities and group sessions has increased participation.

HIGHLIGHTS OF YEAR 2014 AT NIRMAL CHAAYA

The year 2014 has been very exciting with the introduction of initiatives engaging the residents of different homes in interesting, spiritual or recreational activities. While workshops were conducted to improve the basic habits and stress management among the residents, extracurricular activities have improved participation and a general sense of wellbeing.

Sessions conducted by the MHU at Nirmal Chhaya:



WORKSHOPS

HYGIENE	• workshop to ensure that all residents understand the need and importance of maintaining hygiene
GOOD TOUCH, BAD TOUCH	• Education about body parts and names • Identification of private body parts • Identify a touch as good or bad
STRESS MANAGEMENT	• psycho educate clients about stress and its management • provide emotional support and reduce stress levels

EXTRA-CURRICULAR ACTIVITIES



International Women's Day 2014: On Women's Day 2014 fun activities were scheduled for three days to celebrate womanhood as an essence of identity for the residents.

Satsang at Nari Niketan: “Satsung”, a spiritual celebration, was organized in 2014, in collaboration with Art of Living. The participants chanted bhajans, sang and danced to connect with the almighty which made them calm, patient and happy.



Sports meet at Short Stay Home: A sports event was organised at short stay home. Various competitions like relay race, sack race, balloon race, lemon race were conducted which improved the overall sense of achievement and belonging among the residents.

Holi celebrations: Holi, an Indian festival of colours, is an occasion when sprinkling colour on each other breaks barriers of discrimination and increases camaraderie among people. The celebration of Holi with the residents and the staff of Children Home, Short Stay Home and Nariniketan brought immense happiness, breaking inhibitions and increasing their interactions with each other.

Painting Expressions: The children are regularly involved in drawing and painting to help them channelize their emotions and dreams. This medium is very popular with children and encourages them to express themselves through art.



PLUG IN II

MENTAL HEALTH UNIT, CHILDREN HOME FOR BOYS, LAJPAT NAGAR



Manas Foundation launched its Mental Health Unit (MHU) at Children Home for Boys, Lajpat Nagar on 11th September, 2011. This MHU plugs mental healthcare and implements innovative individual and group psychotherapeutic interventions for boys every month in the tender age bracket of six to eighteen years. The MHU has made mental healthcare a part of the care and protection system set up under Juvenile Justice Act, 2009.

These boys come from adverse and disadvantaged psychosocial backgrounds and have faced parental abandonment, neglect, trafficking, child labour and sexual abuse. Such factors contribute to an increased predisposition to developing psychological and socio-emotional disorders. This includes conduct disorders, adjustment disorders, mood and anxiety disorders, eating disorders, Attention Deficit Hyperactivity Disorder (ADHD), psychotic disorders, substance abuse and dependence. Specialized management is essential for these children to experience a sense of psychological security. The Manas approach won the trust of staff and residents alike, making the MHU indispensable.

OBJECTIVE

- Identification and management of mental health concerns among the residents
- Coordination with and facilitation of the work of the welfare officers in rehabilitation and restoration of the children
- Promotion of positive mental healthcare to make children at the home capable of independent existence
- Implementation of career counselling program

APPROACH

The MHU provides Curative, Promotive and Rehabilitative Mental Healthcare. The curative approach focuses on children in need of active mental healthcare owing to a history of severe abuse or trauma. This form of treatment involves understanding clinical history, conducting psychological assessments, introducing pharmacological interventions and psychotherapy.

Preventive counselling is introduced at individual levels as well as in group sessions to generate awareness about mental health, ensuring reduction in future psychological concerns. Group sessions cover diverse topics including hygiene, substance use, stress management, team-building and motivation, emotions, identity, self-awareness, love, and interpersonal relationships. Promotive and rehabilitative aspects involve reintegration into academics, career assessment and planning, helping the children to build a brighter future.



Amit (name changed), a 15 year old, has been living in the Home for the last 6 years. He was disrespectful towards authority, would bunk school regularly, used drugs and was physically violent with other children. In light of these events, he was referred to the MHU for counseling.

His psychological assessment brought to light the difficult emotions he was experiencing. He had been separated from his family at the age of 8 while travelling in the train. He got separated from his best friend in the Home, when his friend's family was reunited. He missed them and felt insecure and abandoned. To deal with these difficult emotions and to feel in control of his life, he started substance abuse, and aggressive behavior.

Within a span of 17 sessions, Amit was able to build his coping and resilience mechanisms after undergoing cognitive analytic therapy. His psychologist helped him work on his negative schemas and come up with beliefs that positively modified his adjustment in the home. Behavioral techniques were used to reinforce interest and motivation in work and play. Amit has now stopped taking substances, and is motivated to go to school. He is making friends and respectful of authority.

PROGRESS SO FAR

- 70% boys who are rehabilitated after attending the MHU program have stopped escaping their homes and getting readmitted into the state home.
- There has been 40% reduction in absenteeism from school as a result of increased interest in rebuilding their lives.
- Aggressive instances have reduced from 3 per week to 2 in 3 months.
- 70% of the rehabilitated boys have been imparted special skills under Manas's Uday Project, a career counselling programme.
- Improved academic performance has helped 13 boys access a good English medium school
- Establishment of play therapy room has improved the emotional and mental expressions of the children.
- Keeping interests and aptitude in mind, attitude testing and interest inventories for boys above the age of 16 was conducted. 20 boys went through this screening and choose

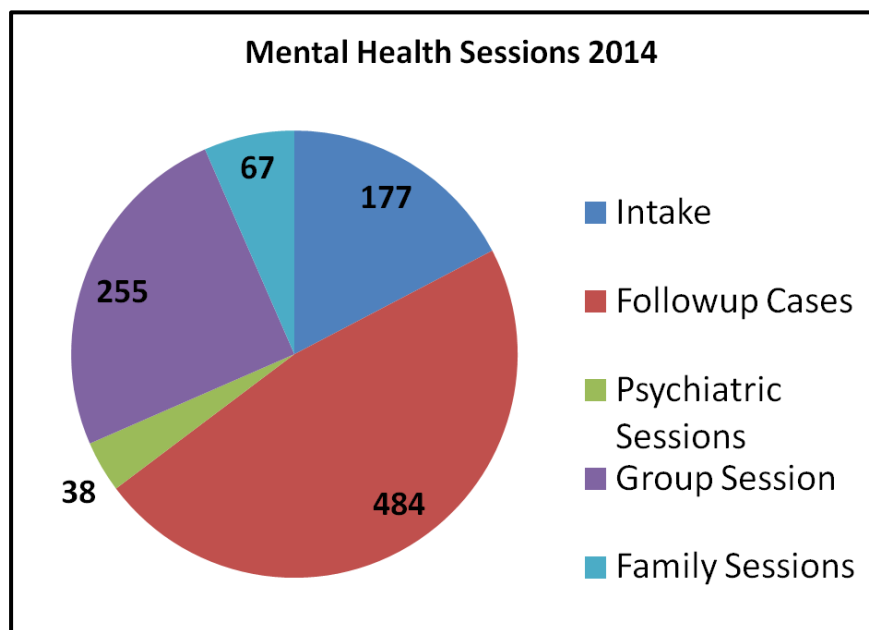
career paths that proved most rewarding and possible. Out of these, 6 boys have been enrolled in suitable courses and trades.

- As a part of art therapy, wall art mural became highly popular among children.
- The MHU has elevated capabilities in the children allowing them to explore and expand their potentials through mainstreaming creative activities and pursuits.

HIGHLIGHTS OF THE YEAR 2014 AT LAJPAT NAGAR BOYS HOME

Boys Home, Lajpat Nagar provided mental healthcare and designed individual interventions apart from the interesting extracurricular activities organised for the children. 2014 also saw the introduction of career counselling program and a play therapy room at the home for the first time.

Mental health session conducted by Manas psychologists and psychiatrists at the MHU:



Wall Painting: Giving Face to the Home

In July, 2014, Manas introduced Wall Painting as a part of art therapy to help the children overcome their abusive and deprived pasts. A team of artists was invited to involve the children in using art as a medium of expression. The activity aimed to give the home a facelift, help children utilise their creative aptitude, and develop a sense of ownership in them. The children painted murals that everyone at the home could relate with, on the

exterior walls of the home. This proved highly successful with the children, whose home now displays their values and emotions.



Art Therapy: Painting expressions

While working with these children, the Manas team discovered their great creative talent and hence, introduced art therapy as a tool to improve their creative skills as well as help them overcome their past.



Play Therapy Room



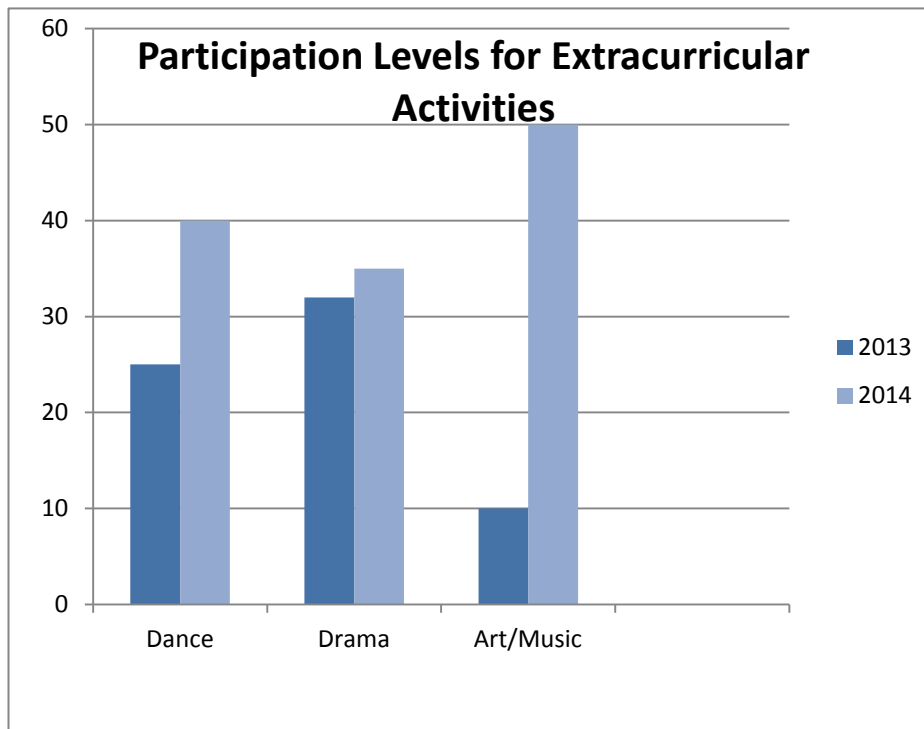
A special room has been designed for play therapy with a capacity of 10 children, to reinforce positive and healthy behaviour. About 50 children access this room on a weekly basis

Career Counselling Program

During the four years of work, it was observed that most boys were anxious about their future and unable to foresee any opportunities. This led to behavioural problems like absenteeism from school, running away from home, and disinterest in co-curricular activities. Hence, in 2014 Manas implemented its career counselling program to help the boys plan realistically for their future. This program has been a great success and the Manas team has already placed 4 boys who recently graduated from the home.

Summer Camp

Extracurricular activities are important for the personality development of children and involvement in hobbies acts as a protector against mental health concerns in adolescents. The boys developed a keen interest in performing arts because of therapy and group sessions and voiced their wish to train in various performing arts like dance, music and theatre. To realize this, Manas conceptualized and organized two summer camps in 2014 where approximately 50 children participated.



PLUG IN III

MENTAL HEALTH SERVICES, SANSKRITI SCHOOL

Sanskriti School in collaboration with Manas Foundation has pioneered a Mental Health Curriculum (MHC) to incorporate mental health inputs throughout the school year. The MHC was implemented in Sanskriti School in April, 2014 for students from classes 6th to 8th and uses activities and language that is understood by them. The Mental Health Curriculum (MHC) aims to introduce and build awareness about mental health issues on an ongoing basis. It will enhance the positive growth and development of the children, shaping them into caring and responsible individuals and citizens.



MENTAL HEALTH CURRICULUM

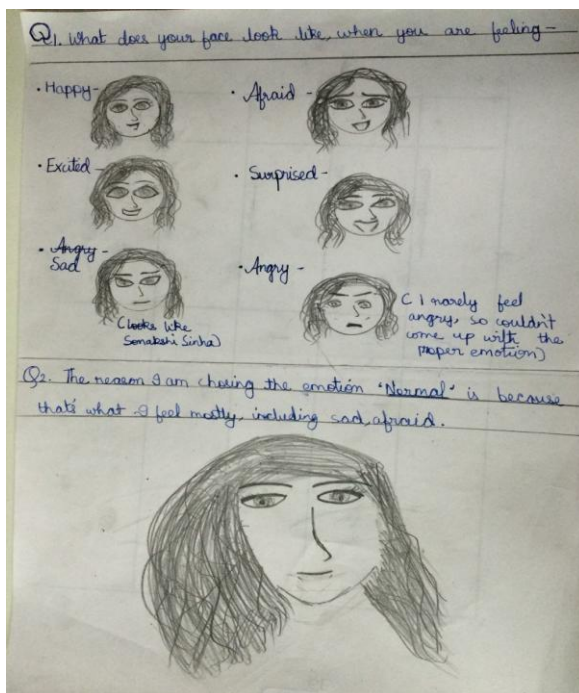
Sanskriti School is seamlessly blending mental health into their everyday curriculum with the support of Manas Foundation. Workshops of duration of 35-45 minutes began with Grade 6, 7 and 8 and were followed by an activity week wherein children were engaged in various activities which reinforced the messages from the workshop.

The workshops recognised the concerns of Grade 6 children about puberty and the physical changes they were going through. Through the activities in the workshop the children were able to understand that they are not alone in their worries and all adolescents go through this phase. .

390 students attended these workshops and the curriculum till March 2015.

Workshop Conducted

Growing up	• Understanding body development
Understanding the self	• Uncovering your center • Building self awareness
Bullying	• helping children garner an understanding of what bullying entails and encouraging them to realize that bullying is an issue which needs to be addressed



The MHC activities acted as a platform and an outlet for self-expression for the students. They opened up and shared, either anonymously through thought-chits or openly through experiences, thoughts, questions, and stories. The students shared their difficulties, dilemmas, and even past traumas. The workshops made a difference in the students' thinking process which reflected in the enthusiastic class-wide participation on a diverse range of issues. Almost all the students gave amazing and expressive responses and shared difficult experiences, including history of abuse, during or after the sessions. Such disclosure generally leads to a cathartic release and hence, allowed the child to gain acceptance for experiences or thoughts they might have previously labelled as unacceptable.

EXPRESSIONS AND VOICES OF CHILDREN

"My worry is my shortness. It's not genetic, my mum and dad are normal. This is unbelievable. I also hate my cherubic face. "

"I worry about my body and my body shape."

***"My body is growing and it makes me feel uncomfortable.
What I like most about myself is my strength,
What I like least about myself is my curly hair."***

"My friend is a big worry for me because he always teases me."

***"My body is developing and it makes me feel sad.
What I like least about myself is my freckles and I would
like to change my nose."***

PLUG IN IV

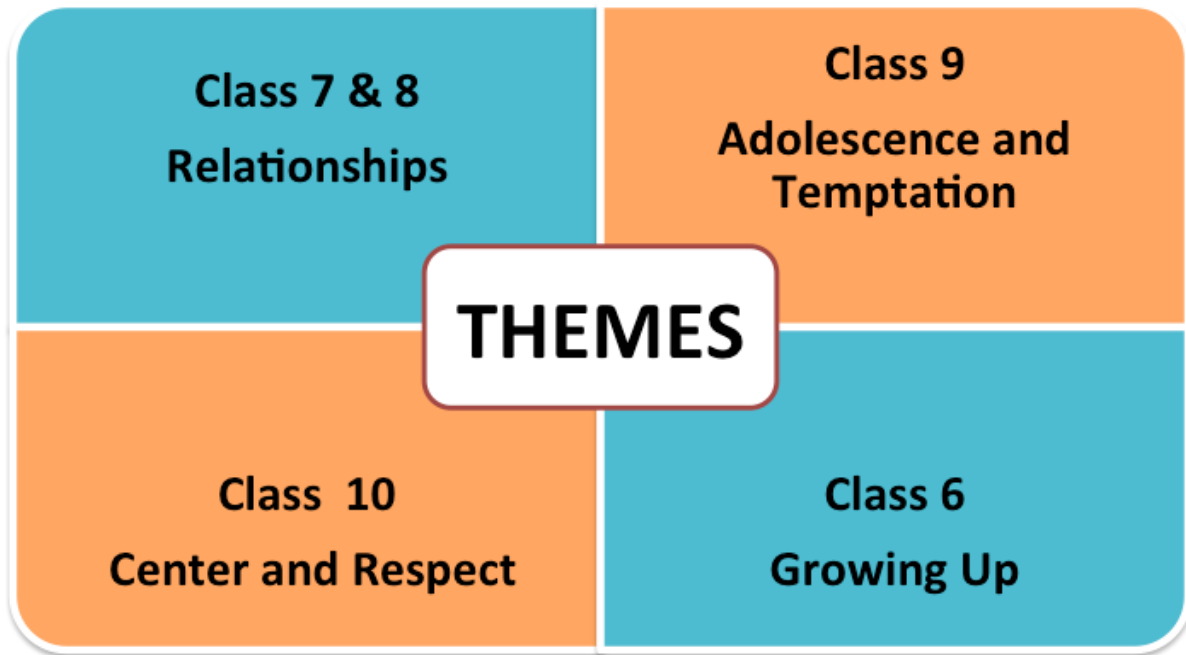
MENTAL HEALTH SERVICES, THE AIRFORCE SCHOOL

The reception of the Mental Health Curriculum at Sanskriti School and the benefits it revealed for young, developing minds, pushed Manas to extend MHC to other schools. In February, 2015, Manas Foundation held a series of workshops in The Airforce School for students of 6th to class 10th. The workshops were envisaged as a safe space for expression of unique, individual perspective of the students, and to gain insights into their world. This enabled open dialogue on the concerns faced by the students and paved way toward problem-solving attitude.

Objective

- To demystify and raise awareness about pertinent mental health issues and concerns which form a part of student-life.
- To provide a space for self-exploration and expression of mental health concerns.
- To generate greater acceptance and tolerance of psychological concerns, and discuss strategies for building positive peer relationships within the classroom and beyond.
- To stimulate open dialogue among the students and teachers on the concerns.
- To promote further interventions aimed at positive self-development and personal growth at the individual as well as collective level in school.

Age-specific modules were developed for each class on different themes in collaboration with the school management. This was based on their observation of the predominant issues and concerns of the students for their respective classes.



Class 6 - Growing Up: A dialogue was held on the physiological and socio-emotional changes associated with adolescence and the concerns and questions of the students were addressed through activities. Strategies to adaptively deal with the rapid changes were discussed.

Class 7 & 8 - Relationships: In this session, discussion was held on the changing interpersonal dynamics associated with growing-up, along with their emotional and behavioural repercussions. Issues pertaining to good-touch, bad-touch and identification of sexual abuse were also addressed.

Class 9 - Adolescence and Temptation: The focus of this workshop was on self-exploration and to gain insights on oneself in relation to the society. The exploration and creation of one's own unique identity in relation to the larger social milieu, and tolerance toward diversity was discussed.

Class 10 - Centre and Respect: The concepts of respect and dignity (self-respect) were elaborated along with a dialogue on the need for rules. Discussion on potentially adverse social influences such as peer pressure and bullying was carried out other than highlighting the strategies to create peer support groups and positive classrooms.

APPROACH

Interactive activities and experiential exercises formed an integral part of the workshops, to facilitate self-exploration and to encourage the students to voice their experiences and opinions. Creative activities such as writing, poetry, painting, photography, and games were held to facilitate sharing. Audio-visual mediums were utilized. Interactions included question-answer sessions and follow-up sessions, through which an attempt

was made to create an open dialogue to contribute to the overall socio-emotional development of the participants.

At the end of the workshop, many students approached the facilitators separately with their individual concerns. Follow-up sessions were held for some and referrals to the school counsellor was made after obtaining assent from the students for cases that required for further exploration and intervention was identified.

THE ROAD AHEAD

Owing to the positive feedback obtained by the staff from the students, Manas has been approached by the school authorities to organize a more extensive series of workshops starting from primary school (Class 1) till senior school (Class 10th) at the start of the academic year. The plan is to incorporate the suggestions and feedback received from the teachers and the students in developing more comprehensive modules for future workshops.

PLUG IN V

MENTAL HEALTH SERVICES, DYAL SINGH COLLEGE

The youth of our country is highly susceptible to pressures and stress related to life changes because of their transition from childhood to adulthood. They face the challenges of this transitional age without understanding what this age or its implications mean. The youth have to take critical decisions on issues they are not informed about and feel societal and self-induced pressures. They are hard-pressed for social acceptance, and therefore find it difficult to accept themselves and what they want. General issues they face are related to changes in role within the family, career, relationship, identity and self-esteem. Non-addressal of these issues manifests in instances of anxiety, aggression, withdrawal from family and self-destructive behaviour. Manas is constantly conceptualizing new ways to meet the mental health needs of the youth and as part of this it has been running mental health units within college campuses.



Manas Foundation has been running a counselling practice at Dyal Singh College since April, 2014. Psychologist visits the college weekly to aid the students find solutions for their psychosocial needs. It provides individual sessions for a wide range of stressors and also helps the students and teachers understand the importance of preventive and positive mental healthcare in their lives. Common stressors experienced by the students are because of career, adjustment problems, relationship management, understanding self, and handling grief.

Positive improvements in the students' thinking processes has been recorded which reflects in their behaviour and habits. These young individuals are now active thinkers who are conscious of who they are and what they believe in and want. This has led to greater goal directedness and better relationships with family and others in their life.

CAREER COUNSELLING, AGA KHAN DEVELOPMENT NETWORK

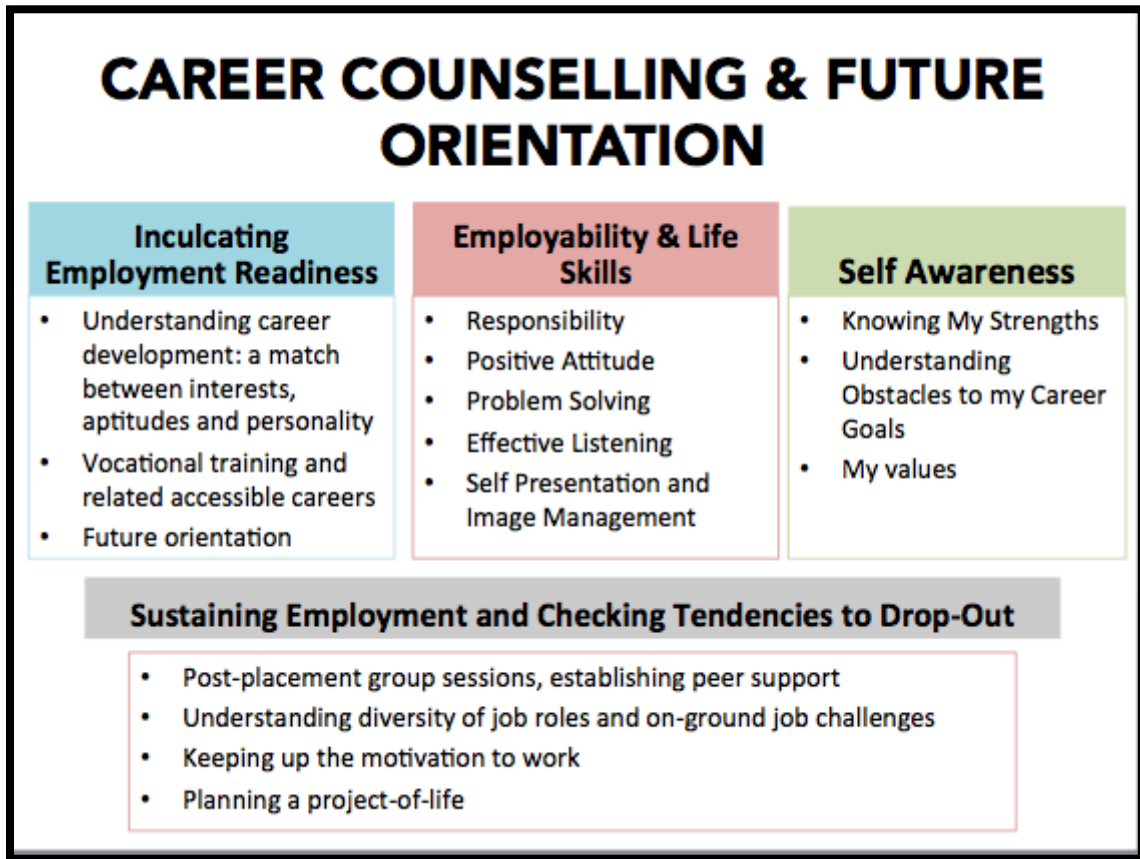
The Aga Khan Development Network's socioeconomic initiative for the community at Nizamuddin runs a vocational training institute for the youth of the Basti. This initiative aims to increase the employability of the young adults of the community, to enhance their skill set, and prepare them for the challenges of working life.



A needs assessment with the students revealed that they were unaware about their individual aptitudes, interests, and realistic career possibilities. They feared change and novelty, had low self-esteem and self-efficacy to plan a career and low motivation in aspiring to have a better position in life. This made them psychologically unprepared for the work-life they were about to take on. Manas Foundation implemented a career-counseling program with the vocational training institute to address the psychological concerns in relation to building a career. This was conducted between October 2013 and October 2014 and made them *psychologically ready* to start working.

Objective

- To assist the students enrolled in the various vocational training courses in planning for their career
- To map the interests, aptitudes and career personalities of the students in order to enhance their level of self-awareness, as is essential for making informed career choices
- To monitor their progress and facilitate them as they begin on their career paths with their chosen professions



The curriculum implemented at the vocational training institute was broadly categorized to inculcate employment readiness, employability and life skills, and self-awareness. After the students were placed, some of them started dropping out and in light of this we introduced an additional session for sustaining employment and checking tendencies to quit jobs. Manas conducted multiple individual and group sessions covering themes relevant to prepare the students for their future work-life. Standardized psychological tests were carried out to map interests and aptitudes. Activities to understand the levels of their self-awareness and individuality were conducted. Documentation of these assessments was then shared and discussed in detail with the students to help them improve on their weaknesses and appreciate their strengths. While efforts were made to help them become more confident and plan for realistic paths, individual sessions were conducted to understand their psychosocial needs and help them overcome any concerns.

Themes for group and individual sessions:

THEMES		POSITIVE ATTITUDE
SELF AWARENESS & IMAGE MANAGEMENT	BUILDING CONFIDENCE	PROBLEM SOLVING
INTERVIEW TECHNIQUE	RESPONSIBILITY	EFFECTIVE LISTENING

66 students finished our career counseling successfully.



Building Bond For Gender Sensitization

BEHAVIOUR CHANGE FOR GENDER SENSITIZATION

In Delhi, 80% of women commuters use autos and taxis as their common mode of public transport. These two act as the last mile connectors and are intimate spaces with higher chances of violence and abuse. This has been enumerated by sexual harassment incidents in all modes of the public transport. While transport for women continues to be a concern, interaction with public service personnel has also proved to be a nuisance.

In light of these events, Manas Foundation developed behavior change interventions to engage men in sectors that come in contact with the public (particularly women) as part of their work. These trainings focus on gender-sensitization and develop a sense of responsibility and professionalism. They use the principles of psychology to elicit positive responses and create understanding of correct behavior.

The program's intention was to highlight that when sensitized law enforcement officers and transport sector workers are motivated to influence their peers and start a movement that works collectively towards a positive change, a safe, secure and women-sensitive environment within Delhi as a prototype of gender-sensitized service sector community could be formed.

CHANGE I

BUILDING BONDS FOR GENDER- SENSITIZATION OF AUTO DRIVERS

Building Bonds for Gender Sensitization is a one-of-its-kind intervention with drivers of public transport vehicles aimed at enhancing safety in Delhi by engaging men in gender justice. The Building Bond trainings sensitize all commercial vehicle drivers including auto-rickshaw, taxi and bus drivers in gender justice and equity through interactive workshops. This acts as a tipping point and will bring widespread change in attitudes and actions in the public transport system by creating ambassadors of safety for violence against women.

Public vehicles bring drivers and women commuters in close intimate spaces where chances of uncomfortable and abusive interactions are high. The efforts of the program are to make these spaces safe. This programme will not only enhance women's safety but also increase the mobility of women and thereby raise their socio-economic status. Long lasting effects of this programme can transform the image and socio-economic makeup of Delhi. The trainings activate positive behaviour to promote pro-gender behaviour using psychological concepts of dissonance and social commitment resulting in attitudinal change in the long run.



Building Bonds for auto drivers was launched in January, 2014 to involve the most commonly used last mile transport personnel through gender-sensitization trainings. Manas has successfully integrated its behaviour change trainings for vehicles that undergo the mandatory periodic fitness directed by the Delhi State Department of Transport. This policy change brought in place because of Manas Foundation will have lasting results in reduction of violence against women. While we promote the creation of safe spaces for women, we are engaging with various sections of the society to spread awareness about the need for women's safety.

OUR FOOTPRINT SO FAR

- Building Bonds for Gender-Sensitization has trained over **47000 Auto Drivers**.

POSITIVE BEHAVIOUR CHANGE

- **96%** of the auto drivers reported applying the training inputs in their work to make public travel safe and address public violence against women in the following ways:
 - Dropping women safely, and treating them with courtesy and respect.
 - Stopped hesitating taking women passengers in the evening; never refusing to take a woman passenger, and giving preference to them.

- Helping women in distress, and, in few cases, actively seeking the police's help to assist them.
- Taking forward and sharing the message about Violence against Women with family and friends.
- **65%** of auto drivers tarried by MANAS stated that making autos safe for women passengers is very important.



Deepak Kumar, Autochaalak

MESSAGE RECALL

- **86%** of the respondents recalled messages around forms of gender discrimination and the unacceptability of Violence against Women.
- **64%** of auto drivers recalled messages about legal measures to combat Violence against Women.

EFFECTIVENESS OF TRAINING

- Almost **70%** of the survey respondents rated the training 5/5. Overall, the average score given is **4.62/5**, indicating that the trainees found the experience to be enriching.
- Exit interviews recorded the recognition that personal change is the first important step in making the city safer for women. The participants have stated in different ways that ***“if we change, the world will change”***.

HIGHLIGHTS

The trainers and participants of the Building Bonds program have been regularly involved in other events and projects that address women's rights and safety. Some of the key activities undertaken are:

THE 'ONE BILLION RISING CAMPAIGN', FEBRUARY 14TH, 2014

The One Billion Rising Campaign organized on February 14th, 2014, was a global movement to end violence against women and girls with 194 countries around the world participating. We sought support from auto drivers under trainings with Building Bonds 2 weeks before the event from both our training centres, at DTI, Burari and IDTR, Loni. **Nearly 850 Auto Drivers expressed a keen interest to participate in the OBR Campaign.** Manas through the Building Bonds Training translated this huge response into the following 3 major "Risings" in Delhi.



RISING 1

- With the support of the OBR Team, and the Addl. Commissioner, Sri Rajkumarji, a group of 15 autodrivers congregated inside the Driving Training Institute at Burari and posed with OBR banners and the badges and stickers of the Building Bonds project. This was captured by the press as well.

RISING 2

- Mr. Deepak Kumar, an autochaalak expressed an earnest interest in the campaign and participated in the OBR event at Central Park, CP, where he delivered a brief speech on his motivation to participate in the OBR. He also spoke of his association with Manas and urged other autodrivers to support and participate in the Rise to end violence against women and girls.

RISING 3

- Approximately 850 autodrivers enrolled to participate in activities related to Building Bonds project, following from their training with Manas Foundation.

LAUNCH OF THE AUTO SAHARA HELPLINE FEBRUARY 2014

Manas Foundation launched an Auto Sahara Helpline in February 2014, a unique medium by which auto and taxi drivers can ask questions and receive responses on gender sensitive behavior. This increases the possibility of a two-way dialogue on gender, and creates an ongoing engagement with the drivers. It also provides an opportunity for drivers to ‘trouble-shoot’ gender-specific challenging and difficult ‘situations’ they face every day and helps them absorb the learning from the trainings.

LAUNCH OF PUSTIKA AND FORMATION OF ADVISORY BOARD

The first advisory board meeting of the Building Bonds project was conducted to launch a book written by Kamla Bhasinji, “Mahilaon ki suraksha ka sammaan ke liye auto-chaalakon ka abhiyaan”. The book elaborates on gender justice and equity emphasising on the role of auto drivers. It is handed out to the autochaalaks post their training, along with the badge and the stickers to ensure the continuity of the learning principles.



INITIATION OF THE PRINT STENCILS



To ensure the permanency of our messages, we use stencils to embellish the message onto the vehicles and create long-lasting memory of the values of the training. This acts as an everyday reminder for the autochaalak, long after the training.

LAUNCH OF SPOT THE AUTO SOCIAL MEDIA PAGE



‘Spot the Auto’ is a Facebook campaign to build awareness of the general public in the effort that Auto drivers are putting towards creating safe spaces for women and to support and acknowledge this efforts by “Spot, click, upload and applaud”.

FORD FOUNDATION VISIT

Mr. Darren Walker, President, Ford Foundation, partook in Building Bonds for Gender Sensitization of Auto rickshaw Drivers on his visit to Delhi on 20th March 2015. Mr. Walker was engaged in the vibrant and motivating gender-sensitization training with the auto-drivers at Sarai Kale Khan, Delhi.



CHANGE II

BUILDING BONDS FOR GENDER SENSITIZATION FOR TAXI DRIVERS



After the successful progress of Building Bonds for Gender Sensitization with auto drivers, in February 2015 Manas launched Building Bonds with taxi drivers. This programme aims to sensitize 50,000 commercial taxi drivers of Delhi, who come in contact with women as part of their work, on gender justice and equity. This initiative is supported by Indraprastha Gas Limited and uses our unique model of interactive training sessions to engage the drivers. The programme leverages the mandatory training under the fitness process that was brought in place by Manas with the support of the Delhi Transport Department.

The programme was launched at all three locations namely, IDTR, Ashok Leyland, Burari, IDTR, Maruti Suzuki, Sarai Kalekhan and Loni, Wazirabad. A total of **11,098 taxi drivers** were trained in 360 batches under the first quarter of the program and **5,000 bus drivers** of the public transport system in Delhi.

CHANGE III

GENDER SENSITIZATION FOR POLICE PERSONNEL

Complaints about the manner in which law enforcement officials handle grievances of survivors of gender-based violence are brought up often as a concern in counseling sessions. The apathy and indifference that people and women especially face at the hands of investigating officers are the driving forces behind conceptualizing and conducting gender sensitization trainings for police personnel. Manas started trainings for police officials in 2014 to change the understanding and role of police personnel in violence against women. Manas not only build work capabilities where the police have to work with women but also work on the stereotypes that they hold against women.

Objective

- To create conscious awareness about the specific gender stereotypes of the group and map the process of how these stereotypes are formed
- To generate awareness on why it is important to rewired ourselves to become more gender-sensitive in the current context
- Participants should be able to understand the meaning and need for being gender-sensitive in their own lives and in their professional practice



APPROACH

Manas team of professional facilitators conduct gender-sensitization trainings over duration of 4 hours for police professionals with the objective of promoting gender-sensitive interactions, knowledge and learning transfer. It conducts experiential, interactive trainings that involve discussions, activities, and stimulation from audio visual media and the pedagogy is customized to the requirements of the police personnel.

Training themes:

THEMES		Ice Breaking Activities
Patriarchy	Gender Identity Construction	Gender Roles and Expectation
Difference between Sex & Gender	Need for Gender Sensitization	Interview Skills

Manas employs local vernacular to conduct the participatory sessions for several of the interactive activities. 1360 police officers have been trained from 2014 to 2015.

Feedback

Gender Sensitization प्रोग्राम दिल्ली पुलिस ने शुरू किया है तो बहुत अच्छा है जो चलते रहना चाहिए | आज का प्रोग्राम बहुत अच्छा लगा है | ऐसे प्रोग्राम दिल्ली पुलिस में होते रहे तो अच्छा है | ऐसे प्रोग्राम से हमें ये पता चलता है कि हमें विक्टिम महिला या आदमी के साथ कैसा व्यवहार करना चाहिए व इस प्रोग्राम की जो टीचर थी उनका समझाने का तरीका अच्छा लगा है |

Very good presentation. Practical issues explained with live examples and activities. Effective communication and encouraging interaction.

इस प्रकार के course होते रहने चाहिए क्योंकि पुलिस में रहते हुए हम इतना busy रहते हैं कि हमें और कुछ अलग से सोचने का time नहीं मिलता | इस course से खासकर पुरुषों को महिलाओं के प्रति जागरूक करना, उनके मान-सम्मान को ठेस न पहुँचे | इस course में महिला पुरुष की समानता को समझा गया, मैं इस course से बहुत खुश हूँ और आगे इसे होते रहना चाहिए |

PARA PROFESSIONALS FOR MENTAL HEALTHCARE

Anyone can experience mental health problems and as individuals, organizations and communities we need to take steps to promote positive mental healthcare along with physical healthcare. While a large part of India's population can benefit from mental healthcare, there are only 343 trained clinical psychologists and 2219 psychiatrists. The need clearly outnumbers the demand.

In a scenario like this it is important to integrate mental health component after assessing needs of communities through partnerships with CSOs to reach out marginalised communities. At Manas we believe it is equally important to build capabilities of individuals who can in times of need support basic mental healthcare of people around them. With this in mind, Manas Foundation has been building a taskforce of paraprofessionals in the last decade and has trained over 3000 people in the process.

SCERT TRAINING PROGRAM



On 25th Feb 2014, Monica Kumar, the founder of Manas, conducted an interactive workshop on "The Role of Counsellors in School" as part of SCERT's training programme on "Leadership Strategic Management and School Administration". The workshop attempted to demystify mental health as a concept and service, and underlined the need for counselling in schools in light of the rapidly changing technologies and norms amongst school children today. The workshop was attended by 200 principals and heads of government schools from the National Capital Region.

SUPPORTERS

Manas Foundation is able to work towards its vision of providing mental healthcare to all, extending the wellbeing model of mental healthcare and leveraging psychology for reducing violence against women because of its supporters. While its donors and funders have made it possible for the Foundation to execute its unique interventions, its partner organisations have helped it extend its work to diverse communities.



FOUNDING TEAM

MONICA KUMAR, Trustee & Psychologist



Monica Kumar is a practicing psychologist, founding trustee of Manas Foundation and an Ashoka Fellow. She has worked extensively in mental health service delivery in both hospital and community settings. She founded Manas (2000) to extend mental health services to the broader community specifically focusing on marginalized and resource-poor segments. Monica has been bridging the gap between mental health service-provision and service-implementation by integrating mental healthcare units in different settings like school structures and custodial care settings.

She has been instrumental in defining the guidelines for mental health needs and childcare and protection policies for the Delhi Commission for Protection of Child Rights [DCPCR].

Monica aspires to co-create a multi-tiered model of recovery that will be supported by the pillars of accessible and affordable preventive-promotive-recovery methods for mental illness management and alleviation. She remains in continuous dialogue with the government and development institutions to build alliances for this co-creation. Monica is also the recipient of the EdelGive: Social Innovation Honor for her work with underprivileged women, using models of psycho-social rehabilitation and care. She serves as a member of the State Child Protection Society on the board of the Department of Women and Child Development [DWCD], Delhi, and is a member of the governing body of the Integrated Child Protection Scheme [ICPS]. Monica is an alumna of NIMHANS with an MPhil. in Medical and Social Psychology. Monica has worked with a plethora of afflicted populations including children and women afflicted with sexual/emotional/physical abuse and violence, juveniles delinquents, and trafficked children.

Dr. AMIYA BANERJEE, Trustee & Psychiatrist



Dr. Amiya Banerjee is a practicing psychiatrist and founding trustee of Manas Foundation. He practices out of Greater Noida and has been a Consultant psychiatrist at VIMHANS, Delhi, for 10 years. Dr. Banerjee completed his Diploma in Psychiatry at NIMHANS, Bangalore and his MD at AIIMS, New Delhi. His subsequent work as a practicing psychiatrist has taken him into roles and settings that have broadened his understanding of psychiatry.

Dr. Amiya's interest in persons suffering from serious forms of mental illness like schizophrenia and mood disorders is in being able to provide them with sound diagnosis and treatment. This is possible when one integrates psychiatry with other branches of neuroscience, since the mind is seated in the brain and is affected when brain structure or function is disturbed. Inspired by this thought, he developed the Behavioral Neurology Clinic where conditions like Alzheimer's disease, stroke and Parkinson's disease were jointly treated by the neurologist, psychiatrist and neuropsychologist. He worked closely with the neurosurgeons in situations like head injury, brain tumors and post-operative and ICU care.

Just as the mind is in the brain, the brain is in the body. Physical and brain illnesses are often intertwined. Dr. Amiya's interest in these interfaces led him to collaborate with other medical specialists when he was a visiting Consultant at Escorts Heart Hospital and Dharamshila Cancer Hospital. Hospital based practice, however varied, offers but one perspective of the problems prevalent in the community at large. In 2000, Dr. Amiya along with Monica founded Manas spurred by their vision of a community based mental health initiative.

NAVEEN KUMAR, Trustee & Psychologist



A psychologist by choice and wanderer by nature, Naveen Kumar is a practicing psychologist and the founding trustee of Manas. He has over 15 years of experience in providing mental health inputs to individuals and disadvantaged groups through his clinical practice and community outreach projects. Naveen has been instrumental in conceiving the idea and process behind the key target

Interventions implemented by Manas to promote wellbeing and positivity for many vulnerable and volatile communities.

Naveen's work is highly appreciated and recognized in the field of individual therapy, especially with adolescent and youth, marital problems, and resistant psychological issues of obsessions and addictions. He switched to psychology in 2000 and completed his masters and training as a psychologist to follow his keen interest in human behavior and the principles governing it.

Naveen's association as alumni of IMT Ghaziabad and Campus Law Faculty, Delhi University, helped him build his understanding of the corporate and legal worlds. As his core area of interest, this experience enables him to effectively provide mental health care required for issues related to work situations, environmental stress and personal and professional relationships.

THE ADVISORY BOARD

INDRAJIT GUPTA is the ex-editor, Forbes India and has previously been associated with Network 18, Bennett Coleman & Co. and the Times of India.

AMIT KAUSHIK is a consultant for UNICEF Yemen, and the practice head of Ab Initio Consulting. He has previously been involved with Educomp Infrastructure and School Management Pvt. Ltd., Cisco Systems (India) and Pratham Education Foundation.

DR. SUDHIR KHANDELWAL is the Head of Department, Department of Psychiatry at the All India Institute of Medical Sciences. In the past, he was the president, Indian Psychiatric Society (North Zone) and the Delhi psychiatric Society.

VIJAYLUXMI BOSE is a consultant with WHO Regional Office, South-East Asia. She started her career as a lecturer in the AJK Mass Communication Research Centre, Jamia Millia Islamia. She has served as the Health Communication Specialist at the Public Health Foundation of India previous to her role with WHO.

