

INCLUSIVE EDUCATION

a programme by The Humsafar Trust

The Humsafar Trust, 3rd Floor, Manthan Plaza,
Nehru Road, Vakola, Santacruz (East), Mumbai – 400 055, India



01 Introduction

Overview, Rationale and Objectives of the programme

02 Avsar (Opportunity)

Upskilling Support to LGBTQ+ Identified Individuals

03 Bhavishya (Future)

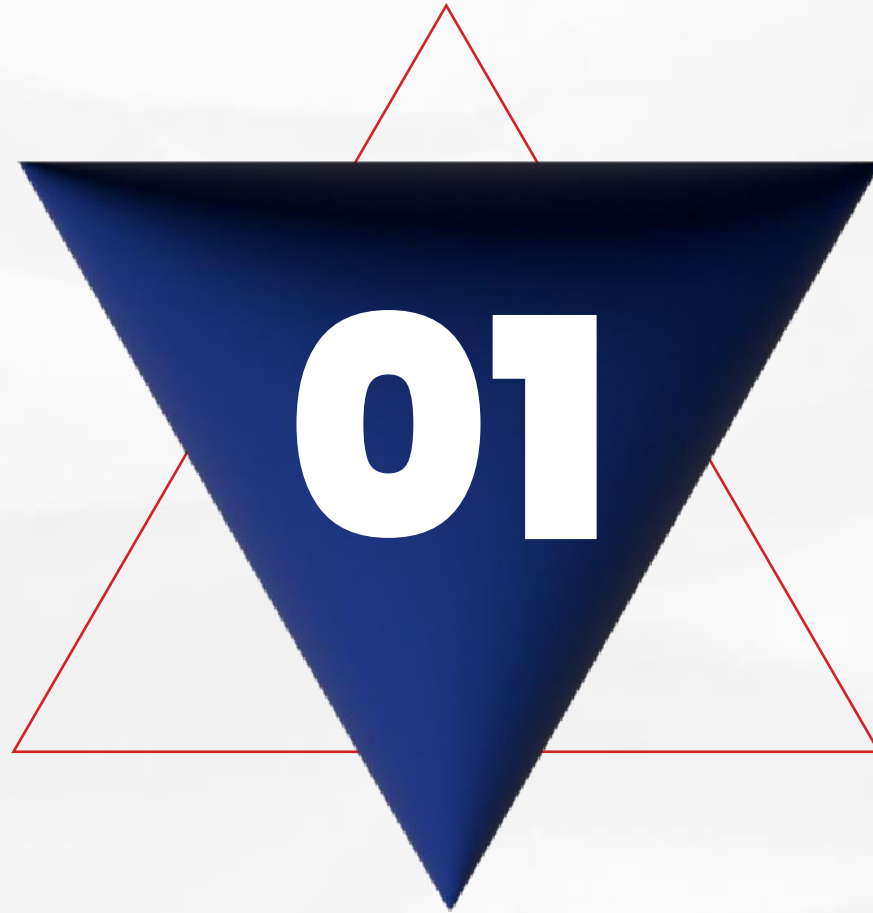
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Introduction

about The Humsafar Trust

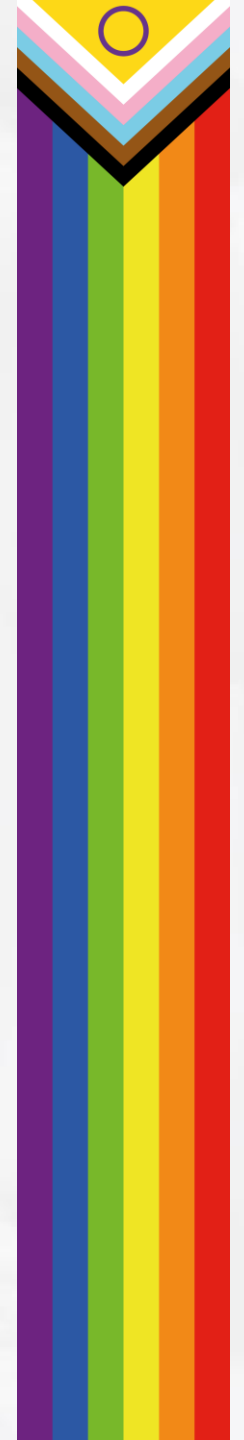


The Humsafar Trust

The Humsafar Trust, India's **first Community-Based Organization for LGBTQ+ people**, was founded in 1994 and has been working on LGBTQ+ health and rights for more than 29 years.

Vision: The Humsafar Trust is committed to a holistic approach to the rights and health of sexual minorities and promoting rational attitudes towards sexuality.

Mission: Our mission is to strive for the human rights, social well being of sexual minorities and provide them comprehensive health services.



This programme is aimed at **promoting inclusion of LGBTQ+ individuals** in education and providing them with access to skilling programs and educational opportunities. The main focus of this programme is to support economically disadvantaged individuals of the LGBTQ+ community by providing them financial aid to upskill themselves and fulfil their ambition.

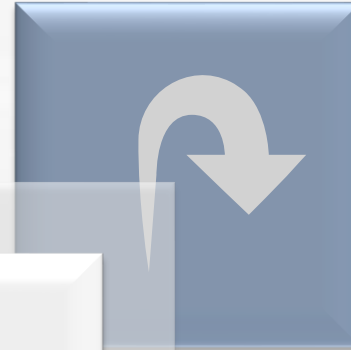
The programme also aims to **raise awareness among educational institutions** about the LGBTQ+ community and create safe spaces for them to learn and grow.

Overall, the goal of this programme is to **promote equality and inclusivity** in education and provide individuals of the LGBTQ+ community with the necessary resources and support to achieve their full potential.



Rationale

Providing financial support for education to the LGBTQ+ community is necessary because many individuals within the community face unique challenges that make **accessing education** more difficult.



Discrimination, harassment, and bullying based on sexual orientation or gender identity leads to LGBTQ+ individuals **dropping out of schools** and educational institutes.

By providing support for education and skilling programs to LGBTQ+ individuals, we promote inclusivity and diversity in the workforce. This can lead to more equitable and **diverse workplaces**, which can benefit society as a whole.



Economic challenges make it difficult for members of the LGBTQ+ community to access education and training opportunities that could lead to **better career prospects and financial stability**.



SDG 04 – Quality Education



ENSURE INCLUSIVE AND EQUITABLE QUALITY EDUCATION AND PROMOTE LIFELONG LEARNING OPPORTUNITIES FOR ALL.



Goal 4

Quality Education



Ensuring that everyone has equal access to education and is not discriminated against or excluded on the basis of their sexual orientation or gender identity



Promote an inclusive and respectful learning environment that values diversity and encourages acceptance of differences



Ensuring that all students feel safe, supported, and valued in their educational experience, regardless of their sexual orientation or gender identity.



Avsar (Opportunity)

Upskilling Support for LGBTQ+ Identified Individuals



Statistics 2022 - 23

Total 197 LGBTQ+ identified students supported with a sum amount of ₹ 23,97,378

From 20 states across the country.





Type of Course

17

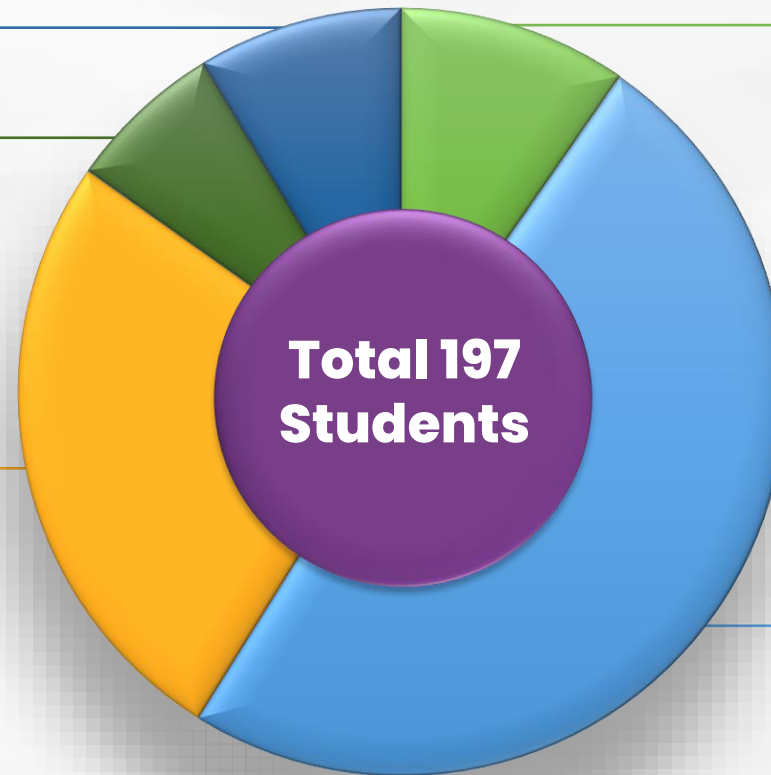
Technology, Computer, and digital literacy skills

13

Skill programs or certificate courses that can be practised from work from home

51

Skill-building/certificate courses towards beauty (bridal makeup, makeup artists, etc.)



19

Certificate courses in Computer Education and English speaking

97

Full-time academic courses - bachelor/master's degrees, postgraduate diplomas, etc.



Distribution

02 Jammu

01 Chandigarh

33 New Delhi

02 Haryana

02 Gujarat

15 Madhya Pradesh

66 Maharashtra

37 Chhattisgarh

02 Goa

05 Karnataka

12 Telangana

03 Andrapradesh

02 Uttarakhand

03 Uttar Pradesh

01 Bihar

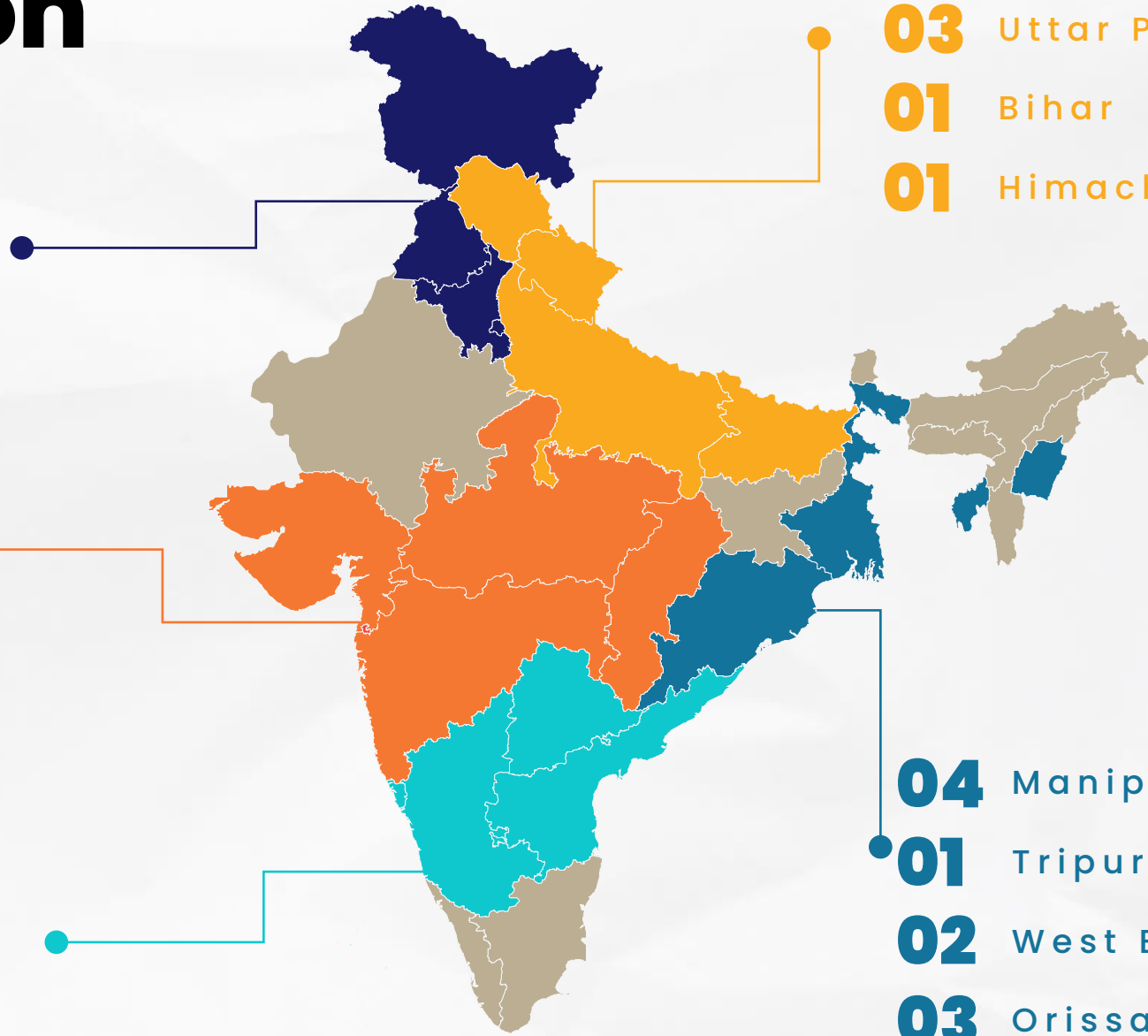
01 Himachal Pradesh

04 Manipur

01 Tripura

02 West Bengal

03 Orissa





Gender Identity Wise

46

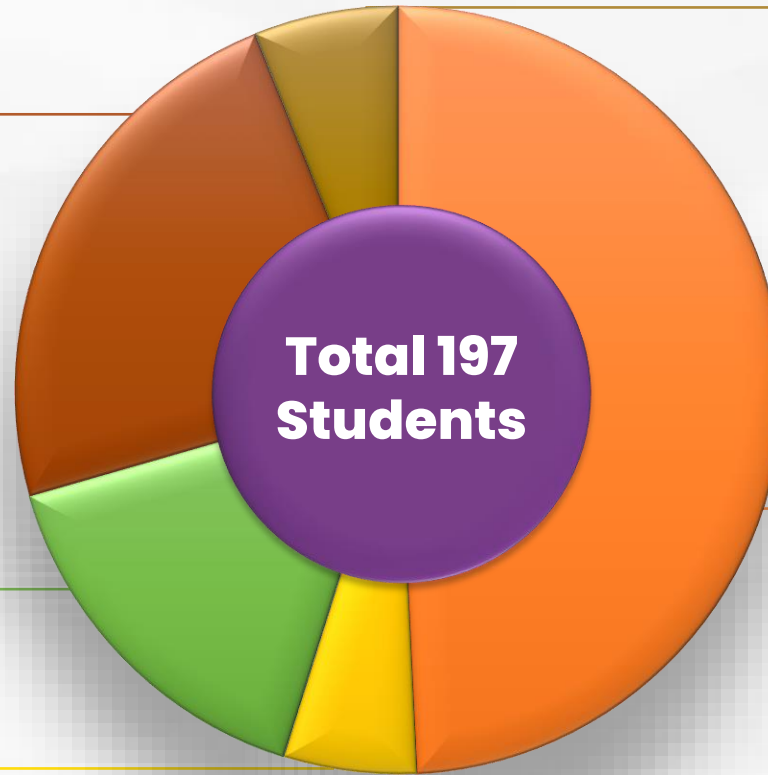
Transgender
Women

31

Transgender
Men

11

Cisgender
Women



12

Non Binary
Persons

97

Cisgender Men



Sexuality Wise

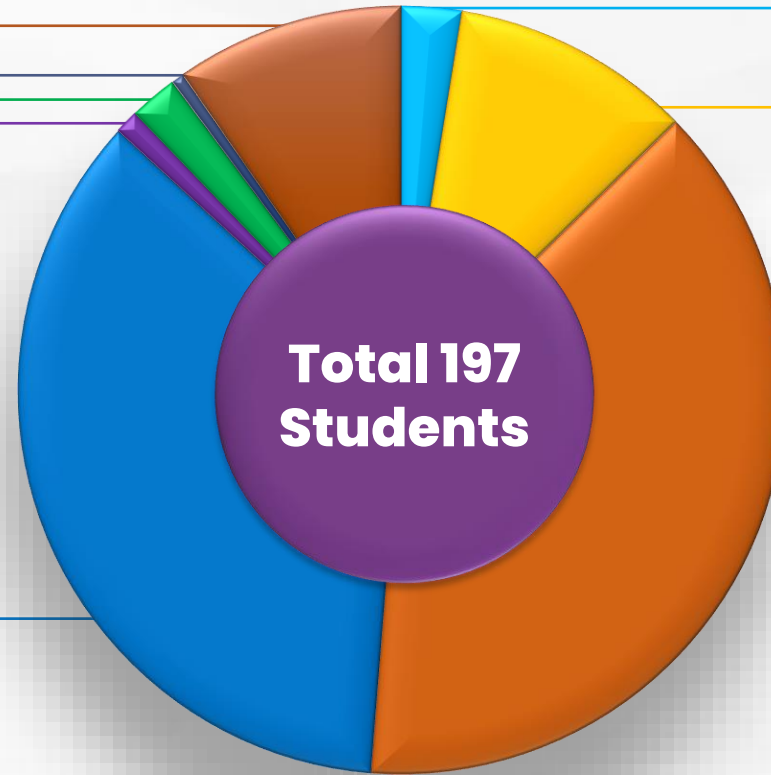
19
Queer

01
Pansexual

04
Lesbian

02
Homosexual

70
Heterosexual



05
Asexual

20
Bisexual

76
Gay



Career Counselling Support

Through a competitive process, we identified and onboarded a queer affirmative and sensitive career counsellor with adequate knowledge and understanding of the market and career aspirations of individuals from the queer community who is a Clinical Psychologist and a Certified Career Counsellor.

The process of career counselling was distributed into 3 sessions with every participant.

Session 1: Introduction and expectation setting and 3 assessments are conducted:

- a) RIASAC Interest Inventory
- b) Multiple Intelligence Test
- c) Big Five Personality Test

Session 2: Aptitude Test - David's Battery of Differential Aptitudes (DBDA)

Session 3: Counselling of candidate analysis and offering options.



Gender Identity Wise

07

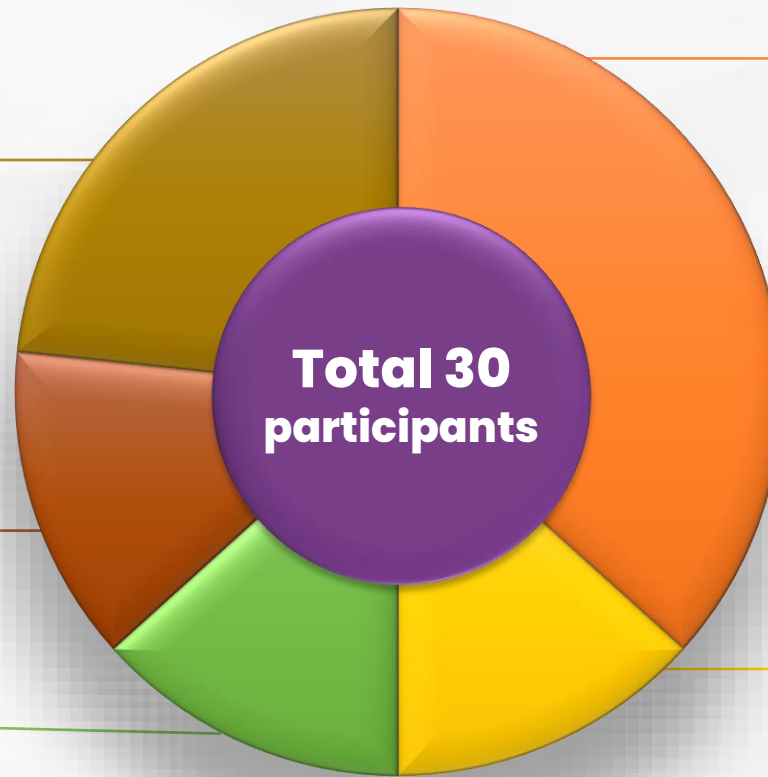
Non Binary
Persons

04

Transgender
Women

04

Transgender
Men



11

Cisgender Men

04

Cisgender
Women



Sexuality Wise

07

Heterosexual

02

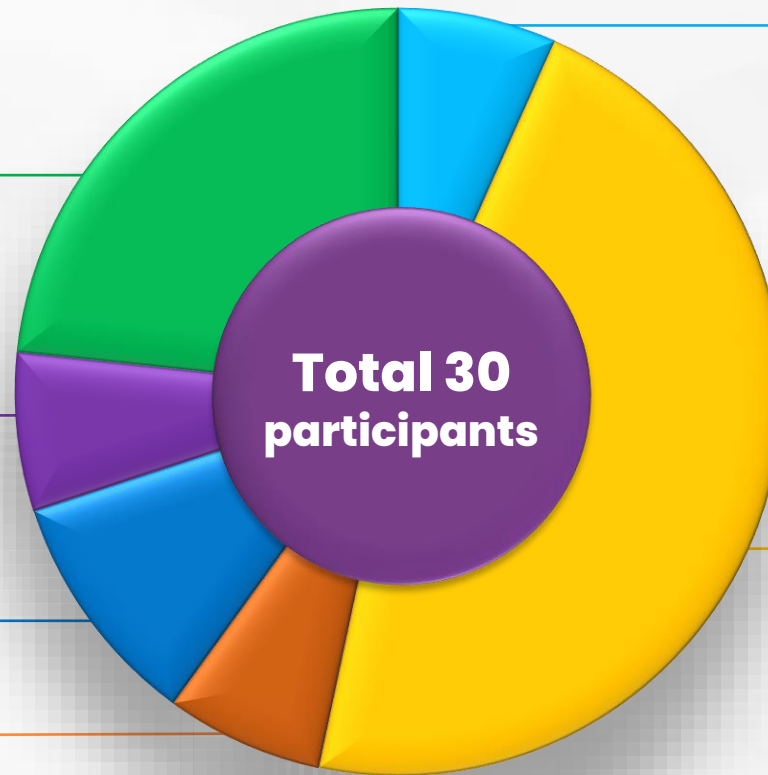
Bisexual

03

Queer

02

Pansexual



02

Lesbian

14

Gay



Bhavishya (Future)

Sensitization workshops for Educational Institutes



Statistics 2022 - 23

1226 students

**from 15 educational
institutions
through 20 sessions.**



Sr. No.	Name of the Educational Institute	City	No. of Sessions	No. of Students
1	University College of Medical Sciences, DU	Delhi	1	21
2	Chetna College	Mumbai	1	130
3	College of Social Work - Nirmala Niketan	Mumbai	1	38
4	Department of Applied Psychology, MU	Mumbai	1	35
5	Don Bosco International School	Mumbai	1	53
6	Isha Films and Television Academy	Mumbai	1	08
7	J M Rathi English School & Junior College	Mumbai	5	302
8	Jamnalal Bajaj Institute of Management Studies	Mumbai	1	23
9	Lady Doak College	Madhurai	1	200
10	Mahatma Gandhi Mission's College	Navi Mumbai	1	107
11	National Institute of Mental Health and Neuro-Sciences	Mumbai	1	14
12	NMIMS School of Performing Arts	Mumbai	1	38
13	Smt. Chandibai Himathmal Mansukhani College	Ulhasnagar	1	70
14	Sydenham College of Economics	Mumbai	1	60
15	The Somaiya School	Mumbai	2	127



Outcomes

Sensitization Workshops for Educational Institutions



Outcomes

1. Increased participation and success in education and skilling programs:

By providing financial aid to LGBTQ+ individuals, we have helped them overcome financial barriers and gain access to education and skilling programs, which has improved their economic and career opportunities.

2. Improved awareness and acceptance in educational institutions:

By conducting sensitisation workshops with educational institutions, we have raised awareness about the challenges faced by LGBTQ+ students and promote greater acceptance and inclusivity in these institutions. We have also helped in reducing the discrimination, stigma and bullying faced by the LGBTQ+ identified students in educational institutions.

3. Safe Space for the LGBTQ+ community: We have been successful in providing a safe space to LGBTQ+ individuals in educational institutions, which will reduce the dropout rates and have a positive impact on their overall quality of life. This, in turn, can lead to a more inclusive and prosperous society for all.



Our Supporters

Gratitude to our Funders

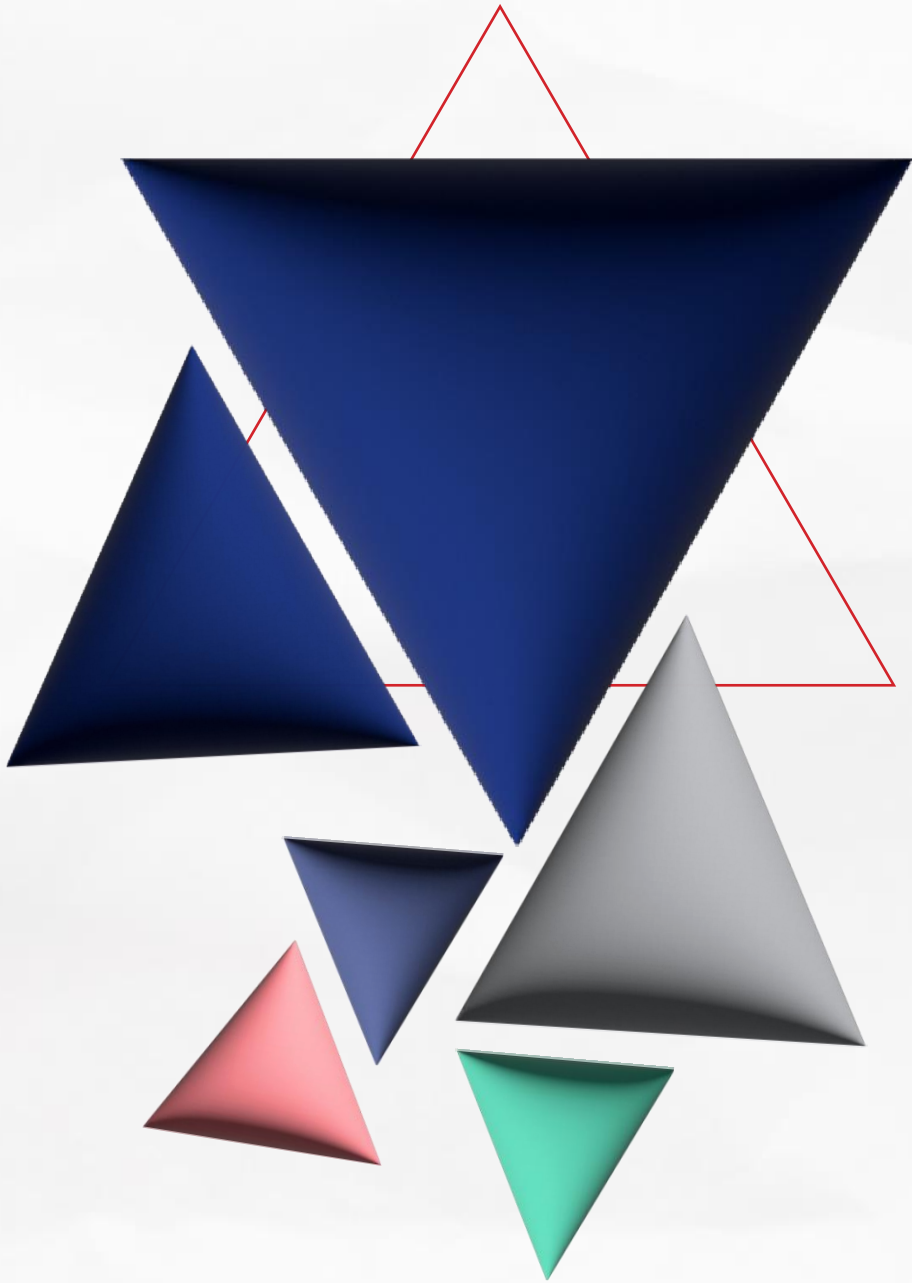


A big Thank You to



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Canada Fund for Local Initiatives
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