



## PROGRESS REPORT: NOVEMBER 2009- JANUARY 2010

### EXECUTIVE SUMMARY

Music Basti is currently working directly with over 200 children and over 300 volunteers so far, and reached out to over 20,000 people in Delhi and outside, through its music program with volunteers and children, short films, concert- performances and online social media.

Over the period of November 2009 to January 2010 a total of 34 educational workshops have been conducted at *Khushi* Home for girls, *Kilkari* Home for girls and *Sarai Basti* Home for boys along with 15 training sessions with volunteers (orientation and training on issues of child rights and human rights, conducting needs assessment surveys, developing lesson plans for workshops). Evaluation and assessment meetings with youth consultants, musicians, organizations and others are regularly conducted in conjunction with the program.

The program has also grown to include a management team of part time staff, and location heads are in the process of being recruited, one for each program implementation location. Regular needs assessment surveys with the homes staff, children, volunteers and musicians are being conducted. Research and development of the lesson programs for the music workshops in consultation with the team of volunteers and musicians is being done. Research on child rights and human rights, with teaching methodologies for the same to enable and equip volunteers to teach children are also underway.

Music Basti has been part of many partnership programmes and events over the 3 months. Some of these include 'VIKALP: Searching for Alternatives' (UNESCO, The YP Foundation and UNPF) November 13<sup>th</sup>-16<sup>th</sup>, 2009; *Children's Day Program, "Being a Child"* at all 3 homes, *"Unconvention Mumbai 2009"*, November 21-22, 2009; performance at *Icongo Karamveer Puraskaar Awards Ceremony*, 26<sup>th</sup> November 2009; *"Sabko Shiksha, Samaan Shiksha"*, by CRY (supporting campaign 'Sabko Shiksha, Samaan Shiksha' to ensure that every child in India has a Right to Equal and Quality Education); 150 children attended the South Asian Bands Festival 2009, Purana Qila, New Delhi (11-13<sup>th</sup> December 2009); special Music Basti program on Christmas Day with visits to all 3 homes (25<sup>th</sup> December 2009); partners at The YP Foundation's concert program, "Raising Decibel Levels", Ashoka Amphitheater, New Delhi (10<sup>th</sup> December 2009), special workshop on 28<sup>th</sup> December, 2009 with Mr. Warren Mendonsa and group, supported by Furtado's Music; special workshop with Aditya Balani Group, Berklee College of Music, Boston, USA (5<sup>th</sup> January, 2010); special workshop with The Xylopholks, from New York, USA (26<sup>th</sup> January, 2010).

Over 2010, phased program expansion is planned to 2 more centers with children. Research and program development is aimed to create a teacher- trainers programme with over 30 progressive lesson plans (spanning 8 months). Simultaneously, the workshops education programme will be implemented at 5 centers in Delhi, with over 300 children, in collaboration with various organizations and individuals.

## Activities and Results

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### 1. Workshops programme at three centers (with children under the age of 14 years) in Delhi run by Aman Biradari:

- a. *Khushi* Home for 70 girls at Tekhand Village, Okhla Phase 1
- b. *Kilkari* Home for 70 girls at Kashmere Gate,
- c. Sarai Basti, Home for 70 boys, Shastri Nagar

#### **A total of 34 educational workshops have been conducted in all 3 homes.**

(See Annexure 1: Workshop Format example)

(See Annexure 2: List of workshops November 2009 to January 2010)

### 2. Induction, orientation and training of volunteers

(See Annexure 3: Volunteer List)

#### **Inductions:**

Two inductions-cum- orientations for volunteers:

- a. November 16<sup>th</sup>, 2009
- b. January 23<sup>rd</sup>, 2010

#### **Trainings:**

15 training sessions with volunteers (orientation and training on issues of child rights and human rights, conducting needs assessment surveys, developing lesson plans for workshops, etc.)

(See Annexure 14: Training Format example)

#### **Evaluation and feedback:**

Team feedback and self-evaluation survey (December 2009);

(See Annexure 4: Team Feedback & Evaluation Assessment)

Team feedback and evaluation meetings:

- a. November 10<sup>th</sup>, 2009;
- b. January 28<sup>th</sup>, 2010;
- c. December 19<sup>th</sup>, 2009

### 3. Development of the program management team including:

- a. Program Coordinator (Ms Faith Gonsalves): Full time
- b. Program Development Head (Mr Ushinor Majumdar): Part time
- c. Volunteer Manager (Ms Ishani Butalia): Part time
- d. Workshops Manager (Mr Ankit Arora): Part time
- e. 3 Location Heads (one per location): Part time (*Being recruited in February 2010*)

(See Annexure 5: Location Head Job Description)

#### **Management systems include:**

- a. Weekly training and planning meetings with each member of the management to review activities, targets and to plan the subsequent weeks targets
- b. Weekly management team meetings
- c. Maintenance of a weekly program log for each member monitored by the Program Officer
- d. Development of a volunteer management and mapping system

## Research and Program Development

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1. Needs assessment surveys with homes staff, children, volunteers and musicians.

(See Annexure 6: Needs Assessment Surveys)

2. Research and development of lesson - by- lesson programs for the music workshops in consultation with the team of volunteers and musicians.
3. Research on child rights and human rights; teaching methodologies for the same to enable and equip volunteers to teach children.

### **Special Programs**

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1. **VIKALP:** Searching for Alternatives (UNESCO, The YP Foundation and UNPF) at American Center, Delhi and Management & Development Institute, Gurgaon (13-16<sup>th</sup> November, 2009)  
Faith Gonsalves, Project Officer attended on behalf of Music Basti. VIKALP: A youth Forum with 30 young people from India on Social Inclusion aimed at promoting youth led dialogue and action in India, by bringing together young people from across the country to share best practices and examine strategies on how they can build youth action in an inclusive and cohesive manner, particularly youth led community work in four specific issues of gender and sexuality, education, disability and HIV/AIDS.
2. **Children's Day Program, "Being a Child":** Music Basti team (20), musician conductors (20), Aman Biradari staff, and 200 children celebrated Children's Day along with invitees who support the program.  
(See Annexure 7: Program: "Being a Child" November 14<sup>th</sup>, 2009)
3. **"Unconvention Mumbai 2009"**, November 21-22, 2009: Conference, British Council Auditorium, Mumbai: Presentation-speech at conference by Faith Gonsalves, Project Officer on behalf of Music Basti. 15 representatives from Unconvention UK visited Music Basti programmes in Delhi on November 18<sup>th</sup>, 2009.  
(See Annexure 8: Notes from Unconvention Mumbai 2009)

### **Performances/Public Programs**

4. Performance by Music Basti at Icongong Karamveer Puraskar Awards Ceremony, 26<sup>th</sup> November 2009, with 27 boys from Sarai Basti sang "Jeet Lo".  
(See CD: Music Basti)
5. "Sabko Shiksha, Samaan Shiksha", by CRY (supporting campaign 'Sabko Shiksha, Samaan Shiksha' to ensure that every child in India has a Right to Equal and Quality Education.)  
(See CD: Music Basti)
6. 150 children's attendance at the South Asian Bands Festival 2009, Purana Qila, New Delhi (11-13<sup>th</sup> December 2009)
7. Special "Music Basti" program on Christmas Day: Visits to all 3 homes (25<sup>th</sup> December 2009)
8. Partners at The YP Foundation's concert program, "Raising Decibel Levels", Ashoka Amphitheater, New Delhi (10<sup>th</sup> December 2009)  
(See Annexure 9: Raising Decibel Levels poster)
9. Special workshop on 28<sup>th</sup> December, 2009 with Mr. Warren Mendonsa and group, supported by Furtado's Music, India.  
(See Annexure 10: Photos)
10. Special workshop with Aditya Balani Group, Berklee College of Music, Boston, USA (5<sup>th</sup> January, 2010)  
(See Annexure 10: Photos)
11. Special workshop with The Xylopholks, from New York, USA (26<sup>th</sup> January, 2010)  
(See Annexure 11: Invitation to Xylopholks Workshop, 26<sup>th</sup> November 2010)

### **Training Workshops:**

12. In partnership with American Center and The YP Foundation, Music Basti hosted a One- Day Workshop with Dr. Karen Singleton (Director of the Columbia University Sexual Violence Prevention & Response Program) and Dr. Suraiya

Baluch (Director of Princeton University's Sexual Harassment/Assault Advising, Resources and Education (SHARE)), on 11<sup>th</sup> December 2009, at American Center, Kasturba Gandhi Marg, New Delhi.

The sessions were based on the following themes:

- Strategies for counselors working with traumatized and victimized children, in particular those who live on the street, and those who have lived in red light areas;
- Developing Consent Campaigns;
- Developing Campus-Based Anti-Violence Programs;
- Sexual Assault and Relationship Workshop.

(See Annexure 12: One- Day Workshop 11<sup>th</sup> December 2009)

### **Challenges faced, and measures to overcome them:**

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- I. **Challenge:** Overall program development based on lesson plans was slow in the months of September to November, 2009. Demarcation and interconnectedness of music education with human rights education was unclear.

**Measures to overcome the challenge:** With the implementation of the new program management team, particularly the Program Development Head, progress has been made. The following division has been made in the workshops programme:

#### **Content**

- Life- skills based learning in music i.e. basic music education
- Song writing by the children, around socially relevant issues related to rights

#### **Methodology**

- Active listening (based on music content), music awareness (cultures, genres, instruments, understanding livelihoods in music, etc.) and music appreciation

- II. **Challenge:** Workshops progress with the children at the 3 centers has been observed to have a similar problem where there are two sections of children present, the first who are really keen to learn, and, the second who are keen to watch performances, but disrupt the teaching.

In January 2010, in consultation with the volunteers and musician-instructors, the following measures are being implemented:

- Four educational workshops per month, i.e. once a week, that will focus on smaller sections of children at the homes, who express an interest in learning
- Regular performances, i.e. once a month, will be organized for the entire group of children, thereby involving all the children.

January to July 2010, a process of phased structuring of music workshops and education will take place, including the following points:

- a. Individual lesson plan development for workshops,
- b. Creation of a training manual
- c. Creating a three-part program for children over the next 6 months i.e. January to June 2010:
  - i. *Beginners level:* Basic music workshops for large groups of children; combined with monthly guest workshop- cum- performances
  - ii. *Advanced level:* For ages 7-8 upwards, children who are interested and keen to learn beyond the beginners level
  - iii. *Integrating human rights messaging into the music program,* as well as combining human rights education that volunteers can teach children

- d. Networking with musicians and coordination of training for musicians,
- e. Planning and coordination of guest programs and workshops,

III. **Challenge:** A shortage of regular and consistent volunteers to effectively assist music-conductors at the workshops.

**Measures to overcome the problem:**

Volunteer shortages and irregularity has been solved by monthly volunteer- orientation and inductions, combined with regular volunteer trainings.

There are currently over 50 current volunteers in the program, who require further training and placement.

The **Volunteer Management team** is currently coordinating:

- a. Volunteer recruiting and induction
- b. Volunteer orientations
- c. Basic training for all volunteers (4 sessions over 1 month)
- d. Advanced training for core- team volunteers (15 sessions over 3 months)
- e. Volunteer mapping and monitoring
- f. Volunteer evaluations

The new design of the **workshop management team** (part of the Management Team) includes one volunteer as Location Manager at each location:

- a. 5 music workshops per month in coordination with a team of musicians, volunteers and staff the children's homes with whom they network, interact with and plan the program
- b. The team organizes special workshops and events.
- c. Training and skill building (project management, communication and PR, administration, research, training on key issues of child rights and human rights, etc.)

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## **Lessons Learned**

### **Project Team**

1. Each component of the program will require specific teams:  
Program Development, due to its unique nature will require research as well as networking with existing organizations/music schools. In addition, new instructors and volunteers will need training on how to work with two separate sections of children for the advanced and basic modules of workshops. Volunteers require separate training on working with the children on modules and games teaching human rights education.
2. Fundraising in 2010 will include honorariums/payments to a group of between 5-10 musicians who work for durations of 6 months each at a time on program development. This will ensure consistency in the educational workshops.
3. Development and training of a management team has increased the quality of the program and its potential for outreach.

### **Partners and Supporters**

4. Stronger networking with existing partner and support organizations (The YP Foundation, Bridge Music Academy, Aman Biradari and others) is required in order to aid program development and growth. Along with this, networking with similar organizations in Delhi and outside is required to facilitate knowledge exchanges and sharing of best practices.

### **Program Expansion**

(See Annexure 13: Monthly Progress Reports November 2009- January 2010)

5. A phase system of integrating more children into Music Basti's program:

By April 2010: Fourth center with 60-70 children for program implementation  
By September 2010: Fifth center with 60-70 children for program implementation.

*This will allow 3 months minimum for program implementation at each new center.*

### **Follow Ups**

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1. Development and design of the website: [www.musicbasti.org](http://www.musicbasti.org) (Still under construction.)

### **Program Implementation Expansion**

2. Locate two more centers to begin program implementation
3. A core team of consultant musicians is to be formed to coordinate the process of developing and creating a music program relevant to the age group and life- realities Music Basti works with, as well as non- formal teaching methodologies for the same.
6. Development of a team of consultants from different organizations working with child rights, to review and monitor Music Basti's research with the subject.
7. Resource mobilization including funds and music equipment for music workshops.
8. Develop impact assessment mechanisms for the programs efficacy in achieving community change and impact.

### **Volunteer training and placement**

9. Recruitment of two more Location Managers for 2010
10. Development of training outlines and job profiles for volunteers part of the advanced training program

### **Collaboration and partnerships**

1. Strengthen current partnerships and relationships
2. Network with more organizations working with similar issues and programmes for knowledge exchanges.

### **Changes seen in the community**

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- Increased level of familiarity has been developed between the children and the conductors, volunteers and Music Basti team. November 2009 to January 2010 has witnessed various activities with the children and their responsiveness, eagerness and ability to learn have increased.
- There are two sections of children in the workshops program, and based on interest to learn they will be taught under the Advanced or Basic modules.
- The dissemination of ideas about equality of gender, communal harmony, injustice, and cooperation have begun through songs, and have been received by the children, volunteers, home- staff and volunteer team with great enthusiasm.
- There have been mixed reactions to the exposure of children to international artistes or national artistes. In some cases, the learning curve was positively affected with new content being introduced by such international artistes while in other cases the language barrier was a challenge. This has however been overcome by translation into Hindi during the workshops.
- Volunteers have increased in number and more volunteers, with specialized skills, have come forward to support the project. E.g., Photographers, Song Writers, Music Composers, Graphic and Web Designers, Magazines, etc. A large part of this is also owed to the optimum utilization of media and the Internet.
- Conductors from varied musical backgrounds have also been introduced to the program, and have made value additions through creating exposure to various music components.
- There is a significant increase (as mapped by self- evaluations and training) in the

level of information on issues relating to child rights and human rights among the volunteer team.

- Due to regularity of workshops and involvement of Aman Biraadri staff at all levels in regular and special workshops; the receptiveness of the staff towards the project has visibly increased in their involvement and encouragement.
- Due to the progress and regular follow ups with support organizations and Bridge Music Academy; the music education program (Advanced and Basic levels) is being supported by Bridge Music Academy.

## **Conclusion**

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Music Basti's program has expanded with the coordination of its management team of part-time volunteers working on volunteer management systems, structured work on music program development and human rights education research. External partnerships with CRY, I CONGO, The YP Foundation, Furtados Music India, Gibson American Center on trainings as well as concerts and programs have given the program many opportunities to network and share.

With the sustained involvement of youth volunteers and the joint coordination of the entire program by a youth led management team; Music Basti has achieved a greater level of structure in its implementation and outreach. This is measurable in terms of its outreach to children through the workshop program; musicians, volunteers and organizations through trainings and workshops; as well as an increasing online presence.

In 2010, solutions for many of the gaps articulated over 2008-2009 will be incorporated. Mention- worthy highlights of this include a stronger mapping system for children on a lesson to lesson basis; a larger outreach to musicians who may be consultants advising on the music program as well as implementing education based workshops with the children; a more inclusive role for volunteers through training and monitoring the music workshops program, in addition to assisting with its implementation. Guest workshops on a monthly basis will allow outreach to an ad-hoc audience (who are unable to participate in the regular program) as well as special performances for the children. These will not add strain on the regular program and its working team, as opposed to external performances/events that Music Basti could host.

The team of ad-hoc volunteers, core- team volunteers and management team are in the process of re-evaluation of goals, and planning of activities based on these goals for the year 2010, as well as at outline for 2010-2012.

With the inclusion of a larger group of stake-holders from the planning stage to evaluation stage, not all of whom may be directly involved in implementation of the program; there will be larger scope for Music Basti to address the gaps in realization of its current goals.

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**List of Annexures (See CD)**

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- Annexure 1: Workshop Format
- Annexure 2: Workshops List (November 2009- January 2010)
- Annexure 3: List of Volunteers
- Annexure 4: Team Feedback & Evaluation Assessment
- Annexure 5: Location Head Job Description
- Annexure 6: Needs Assessment Surveys
- Annexure 7: Program "Being a Child" November 14<sup>th</sup>, 2009
- Annexure 8: Notes from Unconvention Mumbai 2009
- Annexure 9: Raising Decibel Levels poster
- Annexure 10: Photos
- Annexure 11: Xylopholks Workshop Invite (26<sup>th</sup> January 2010)
- Annexure 12: One-Day Workshop 11<sup>th</sup> December 2009
- Annexure 13: Monthly Progress Reports (November 2009- January 2010)
- Annexure 14: Training Module 1 Outline
- Annexure 15: Quotes from Team Members