50 years of GOOD HEALTH QUALITY EDUCATION
ENVIRONMENT
POVERTY ALLEVIATION CITIZEN - ENGAGEMENT

3 GOOD HEALTH AND WELL-BEING

1 NO POVERTY

4 QUALITY EDUCATION

6 CLEAN WATER AND SANITATION

16 PEACE, JUSTICE AND STRONG INSTITUTIONS

5 GENDER EQUALITY

INDIANS FOR COLLECTIVE ACTION

1968~2018

INDIANS FOR COLLECTIVE ACTION

A GOLDEN JUBILEE REPORT OF *50 YEARS* OF SUSTAINABLE IMPACT

www.icaonline.org

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WITH GRATITUDE

Welcome to the celebration of 50 years of sustainable development!

It was a journey of resilience, collaboration, and interdependence started locally and soon lead to many national policy changes. Indians for Collective Action conceptualized and embarked on the sustainable agenda by investing in quality education, good health, clean water & sanitation, disaster management, citizen engagement, women empowerment long before UN Sustainable Development Goals enacted in 2015. Now, our national efforts have a global understanding.

This report is our heartfelt THANK YOU to all our generous supporters, dedicated volunteers, resilient beneficiaries, and very capable partners working endless hours making a valuable impact.

You made our journey possible and we count on you all moving forward.

Mahendra Mehta

1941~2018   ADVISOR EMERITUS

Founder's journey of 50 years

I am so happy to see ICA completing 50 years! Looking back, ICA started as Front for Rapid Economic Advancement for India, (Co-Founded by Mahendrabhai Mehta), which later evolved into Indians for Collective Action in 1968. Much has changed in 50 years, but its vision and commitment to the educational, economic, and social welfare advancement of India remain the same.

In the early days, our projects revolved around advising, assisting and funding organizations like NGOs that were started by Indian graduate students in the U.S. who had returned to India, to address sustained development, environmental issues, job training, advancement of women, and building infrastructure in poor villages. We raised funds through individual contributions and five dollar dinners Shantiji hosted at a local church. We discussed projects and monitored projects through regular communication.

Our membership grew with the Indian - American population in the Bay Area. With the diverse talents of our team and the advances in Information Technology, ICA is reaching more people in need, and having a more significant positive impact. Many early ICA members went ahead in expanding ICA's goals.

I am looking forward to seeing ICA successfully transitioning to the new generation.

Prof. P. K. Mehta

Visionary Founder

The founding president of ICA and 1998 honoree.

WHERE WE'VE BEEN 1968-2018

1968
- Founded a " GreenFlyer" Issue
- Promoting Activism & Raising Awareness

1978
- Launched "Indians for Democracy"
- Participated in 120-Miles March

1988
- People's Science Institute Launched
- Started Funding Social Entrepreneurs

1998
- Himalaya Foundation Endowment
- Started Annual Honoring Program

2008
- Reached 200 Supported Projects
- Funding Reaches $5 Million

2018
- 50 years of Sustainable Impact
- Funding Reaches $10 Million

How we have evolved...

ICA 1.0

The first few decades of ICA were focused on raising awareness, educating people on the issues and nurturing the enthusiasm of youth to contribute to India's development. Quite a few ICA members returned to India to work in NGO's and start their own NGO's including Dr. Ravi Chopra, S. R. Hiremath, and Madhukar Deshpande.

There was also a think tank at UC Berkeley and one at Stanford University, and regular seminars were held often with outside speakers and activists. Funds raised were primarily for activists who returned to India. We are now calling this phase ICA 1.0.

ICA 2.0

In the last 25 years after Raj Mashruwala and Abhay Bhushan joined ICA, building on our core strengths of idealism, commitment and spirit of volunteerism, we started actively raising funds for, supporting projects in India and launched new initiatives in US like Asha for Education and Foundation for Excellence, movements like Rejuvenate India, and Promise of India.

We also launched our ICA Honor Award program, recognizing and supporting leading activists and change makers in India. We also supported the AIF Fellows program in its formative stages and InSPIRE, the ICA youth program, as well as started ICA's Women's leadership program. We are now calling this phase ICA 2.0.

ICA 3.0

Looking forward...

Now as we complete 50 years of ICA, celebrating our Golden Jubilee, we are set to launch ICA 3.0, building on our core strengths and programs from ICA 1.0 and ICA 2.0. In this phase, we will continue our programs from ICA 1.0 and 2.0, and add a third dimension which is to actively court and support social entrepreneurs as well as the growing base of successful Indians in the San Francisco Bay Area who want to make a difference. We will also scale up our fundraising and connect the social entrepreneurs here and in India, to the donor base of wealthy Indians. We will guide this donor base in helping their philanthropic vision take shape.

The ICA Golden Jubilee conference will help define the agenda for the coming decades. We will increase our collective action in the US, given the needs of second-generation Indian Americans.

Authors - Abhay Bhushan & Bhupen Mehta, Past Presidents and Leading Mentors to ICA

OUR MISSION

To support sustainable development in India by partnering with dedicated non-governmental organizations (NGO's) and individuals.

PRIORITY AREAS

Education | Health & Wellness | Women's Empowerment | Environment | Citizen Engagement | Poverty Alleviation | Communal Harmony | Clean Water & Sanitation

ICA Members

ICA is a collective force of selfless leaders, bridging field expertise and resources to amplify the impact of sustainable development.

FOUNDERS

PROF. P.K.MEHTA	MAHENDRA MEHTA	YOGESH MEHTA
GIRISH SHAH	SHARAD PANDYA	FAROOK CHANDIWALA
LATE. JAGAT DALAL	LATE. PANKAJ LALAJI	SHAILESH SHAH
DILIP DESAI	KISHAN JINDAL	NATWAR CHAUHAN

2018 ICA EXECUTIVE BOARD

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USHA & SANTOSH JAIN | LATE. SHREEKANT DESAI | HASU SHAH | GIRISH VYAS

Thousands of Volunteers and Funders whom we appreciate from bottom of our heart!

President's Perspective

Dear Friends,

As a current ICA president, I appreciate your continued support to ICA through its 50 transformative years. ICA started five decades ago by a group of Indo-Americans who came to USA as students nostalgic for their homeland and driven by a desire to help the less fortunate.

I am grateful for the opportunity to lead and transition ICA to the next phase. I was drawn to ICA as I saw ICA members are driven by a desire to serve so overwhelmingly that it takes precedence over everything else in their lives. ICA offers an opportunity to become intimately involved in supporting creative, dedicated efforts of those who have chosen to dedicate their lives to help the needy. These are people who epitomize selflessness and seek nothing in return.

As we embark on our next 50 years, it is time to pass the baton to a younger generation of Indo- Americans who will bring new perspectives and processes to take ICA forward. Our goal is to involve this new generation of successful Indians living in the US to engage in ICA's core values of service to others. A small shift will be to engage in social causes here in the US as well as to continue building on ICA's current programs in India. Human suffering knows no borders and helping those around us here in the US will appeal to those who want to engage in making a difference closer to home directly.

At the same time, we are streamlining our efforts to make connections between ICA's donors and social programs in India and the US, whichever best fits their philanthropic interests. We will focus on helping our growing donor base plan their giving through trust funds, endowments, and foundations, and connect them to ICA-vetted and approved projects so they can give with the confidence that their money is going into the efforts they care about.

We invite you, dear friend, to learn more about ICA and join us in this deeply fulfilling, rejuvenating work.

Come to our meetings, get inspired, get involved! We have a passion for giving and the ability to deliver.

Best regards,
Reshma Nigam
President
Indians for Collective Action

Impact Methodology
& Strategy

Why we measure our Impact?

We always believed that the Mission-Driven Organizations like Indians for Collective Action has a hard-fought impact on our focus area. This impact is the product of enduring emotional resilience, resourceful creativity, and lots of hard work.

ICA has been doing sustainable development work long before the United Nations' Millenial Goals and Sustainable Development Goals. However, if someone were to ask our organization, 'what is your impact?' we often told stories from the field and general output numbers. We wanted to answer with quantitative and qualitative results, accountability, and significant data insights so that we can scale the impact.

Often we get caught up in the WHAT and HOW of creating social impact, sometimes at the cost of the WHY. Measuring impact can help us reclaim why we exist to do what we do and facilitates generation of a streamlined, relevant approach to measuring the effect of our programs. We started assessing impact not because we owe it to our donors, but because we exist for our beneficiaries, and it is the latter for whom our impact evaluation is ultimately serving. As a mission-driven organization, it helps us stay true to the mission. Simply put, impact evidence creates value.

How we measure it?

We reached out to our past mentored organization Ektta and social enterprise SoPact to help us with strategy and technology to have a clear path to accountability and impact management. We have followed Actionable Impact Management (AIM) guidelines to define and align our programs as Seed Funding, Organizational Mentorship, ICA Funded & Direct Donation.

Our Impact Measurement process:
• Pre-Work: Impact Conversations
• Step One: Metrics Discovery
• Step Two: Data Collection Strategy
• Step Three: Data Collection
• Step Four: Demonstrating Impact

We have entered a new era of impact reporting. One in which social interventions are held to a new standard - a higher standard of Impact assessment. ICA will stay ahead of this wave by utilizing existing technology and tools needed to collect, assess, and demonstrate our impact. We are following Actionable Impact management (AIM) steps to define an enduring impact management process. We have outlined a roadmap for ICA to follow in future years to come to bring accountability.
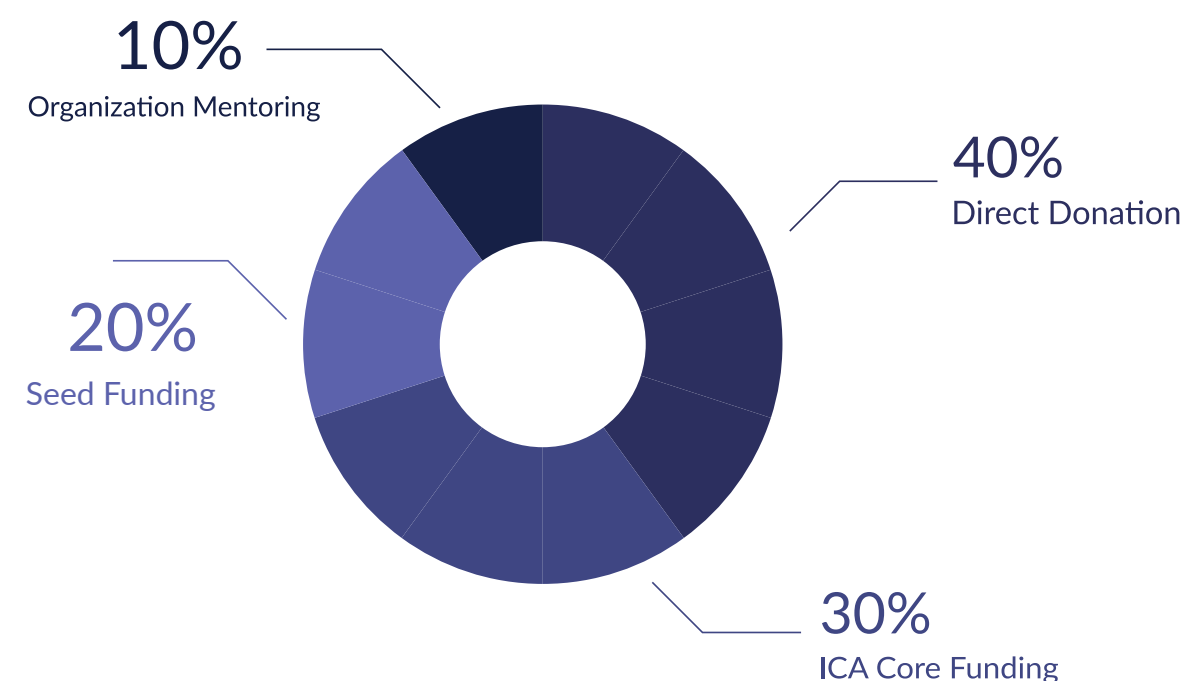
ICA PROGRAM STRUCTURE

The first step in our building impact framework is defining our organization and program structure.

Organizational Goal:
A prosperous, just, and equitable India for all.

Investing in Social Entrepreneurs (Seed Funding)	ICA Core Funding (Long-term Funding)	Organizational Mentoring & Networking	Directed Donation
Increase in new initiatives within India	The facilitation of greater contribution to the SDGs	Number of organizations supported	Increase the amount of private donor funding to india based NGOs
Increased in the overall pool of available seed funding capital	Supported NGOs successfully achieving their intended impact	Amount of money donated	Enhanced organizational capacity by funding recipients
Encourage entrepreneurial solutions for Indias social challenges	Enhanced organizational capacity by funding recipients	Number of beneficiaries reached	Supported NGOs successfully achieving their intended impact
	ICA Members are heavily engaged in the process	ICA membership increased & diversified	Supported organizations meeting SDG targets

Resource Allocation Among ICA Programs

10%
Organization Mentoring

40%
Direct Donation

20%
Seed Funding

30%
ICA Core Funding

How we invest in social enterprises through our Four Programs -

Direct Donation: ICA is a 100% volunteer run organization and gives 100% of the donated money to the organization of your choice. With this program, $4 Million of direct donation have reached to the needy organizations in India through ICA.

Seed Funding: Investment in social entrepreneurs at seed stage has reached $2 Million. This fund comes at a very crucial time when enterprise is proving the innovative concept.

ICA Core Funding: 80% of our core funded organizations agree that ICA's longterm funding has improved their capacity in achieving their goals. (from the sample survey data). This long term funding facilitates organizational capacity for sustainable development. It has reached to $3 million.

ICA mentoring and networking is a valuable asset for new social enterprises while scaling their initiative which has now reached to $1 million.

ICA THEORY OF CHANGE

The Theory of Change (ToC) documents the change – or impact – that you are seeking for both accountability and internal organizational awareness of potential challenges. ToC can be very complex but here is the highlight of our organizational change pathway.

Goal:

A prosperous, just and equitable India for all.

INPUT	ACTIVITIES	OUTPUTS	OUTCOMES
Seed Funding, ICA Funding, or Direct Funding	Project Review, Funding, Reporting	Number of the organization supported	Increase in new social initiatives and organizations within India
Networking with other grantees	ICA supported events, ambassador visits, ICA meetings & Volunteering	Amount of money donated	Enhanced organizational capacity by funding recipients
ICA professional mentoring	ICA 1-1 reach out, annual gala, and other networking events	Number of beneficiaries reached	Supported NGOs successfully achieving their intended impact
ICA annual honoree program	Community engagement activities	ICA membership increased & diversified	Supported organizations meeting SDG targets

Thinking Globally and Working Locally

**Aligning with UN Global Goals
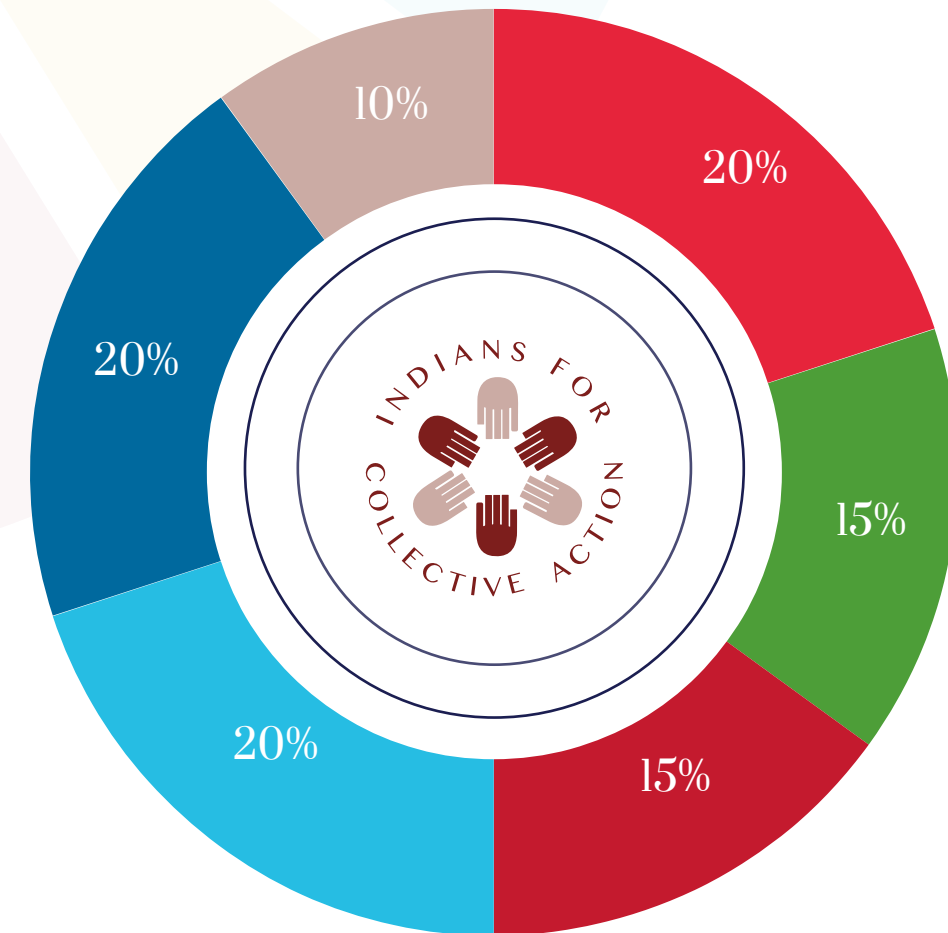by Collaborating with Local Partner Organizations**

What are UN SDGs?

The Sustainable Development Goals (SDGs), otherwise known as the Global Goals, are a universal call to action to end poverty, protect the planet and ensure that all people enjoy peace and prosperity. These 17 Goals build on the successes of the Millennium Development Goals, while including new areas such as climate change, economic inequality, innovation, sustainable consumption, peace and justice, among other priorities. The goals are interconnected – often the key to success on one will involve tackling issues more commonly associated with another.

These goals provide global language and understanding. Achieving the SDGs requires the partnership of governments, private sector, civil society and citizens alike to make sure we leave a better planet for future generations. We are proud of our partners working hard in the field and helping us reach our goals of making a sustainable change.

90% of ICA's Projects are aligned to Sustainable Development Goals

4 QUALITY EDUCATION	6 CLEAN WATER AND SANITATION	16 PEACE, JUSTICE AND STRONG INSTITUTIONS	1 NO POVERTY	3 GOOD HEALTH AND WELL-BEING	
15%	**20%**	**20%**	**20%**	**15%**	**10%** Misc.

IMPACT REVIEW
1968-2018

International
Projects across USA & India

350+
Projects Supported

$10 million+
Funds Disbursed

UN SDGs
ICA supports 12 out of 17
Sustainable Development
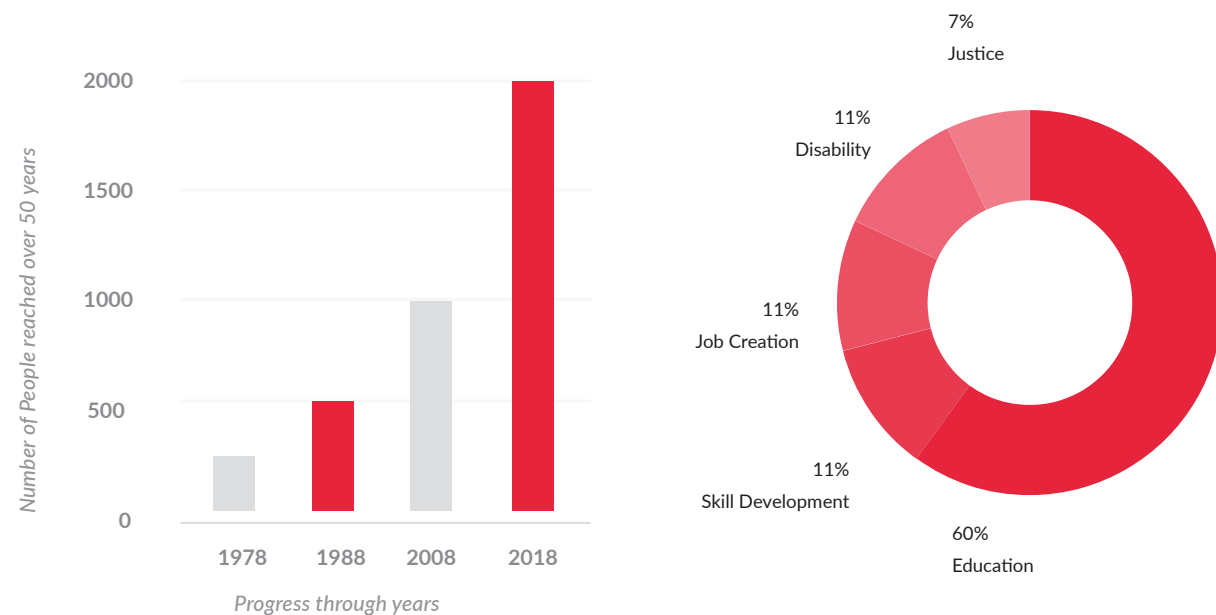Goals

10 million+
Lives Impacted

POVERTY ALLEVIATION

Aligned with UN SDG#1 End poverty in all its forms everywhere

1 NO POVERTY

Extreme poverty rates have been cut by more than half since 1990. While this is a remarkable achievement, one in five people in developing regions still live on less than $1.90 a day.

ICA clearly understands that there are millions more who make little more, plus many people risk slipping back into poverty. Poverty is more than the lack of income and resources to ensure a sustainable livelihood. Its manifestations include hunger and malnutrition, limited access to education and other basic services, social discrimination and exclusion as well as the lack of participation in decision-making. Economic growth must be inclusive to provide sustainable jobs and promote equality. In the last 50 years, we have worked with many organizations working tirelessly to achieve this goal even long before 2015.

Number of People reached over 50 years

Progress through years

Number of People reached over 50 years

7% Justice
11% Disability
11% Job Creation
11% Skill Development
60% Education

Alleviating Poverty by Removing the Barriers of Self-Sustainability.

Resource allocation to Poverty Alleviation has DOUBLED in the last ten years!

Featured Projects

India Nirman Sangh: INS is primarily working for poor women's development in the backward hill villages and the towns of Kodaikanal and Palani

SEWA (Self Employed Women Association) is an organization of poor, self-employed, and unorganized sector women workers. They are the unprotected 93% of female invisible labor force. ICA has long-standing engagement with SEWA.

Association for India's Development: actively works in Agriculture, Education, Health, Environment, Livelihood, Human Rights, Relief, and Rehabilitation in India

HelpAge India: HelpAge India is a leading charity in India working with and for disadvantaged elderly for nearly 4 decades. They moved from welfare to development and serving elder needs in a holistic manner, enabling them to live active, healthy, and dignified lives.

VGKK (Dr. Sudarshan): VGKK believes in empowering tribal societies and achieving sustainable development keeping their core culture intact.

Utthaan India Foundation: They work on poverty alleviation through education, vocational training, women empowerment, environmental, and health initiatives.

The Action Northeast Trust (the ANT): works directly for holistic development with children, youth, women, farmers, mentally ill patients & those affected by ethnic conflicts in over 250 villages in Chirang District of Bodoland.
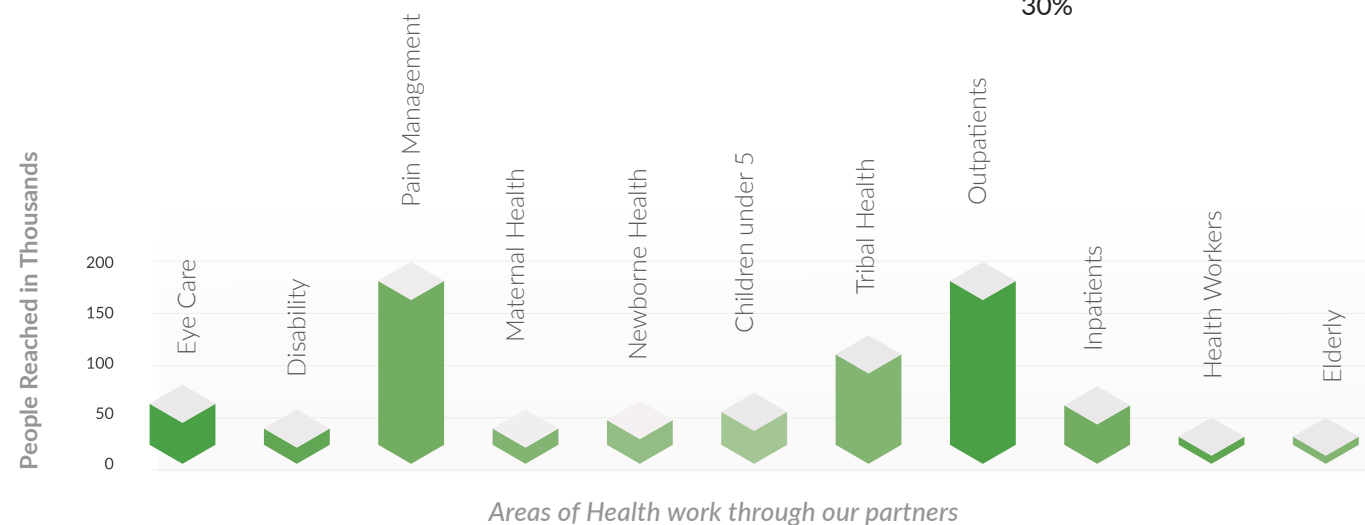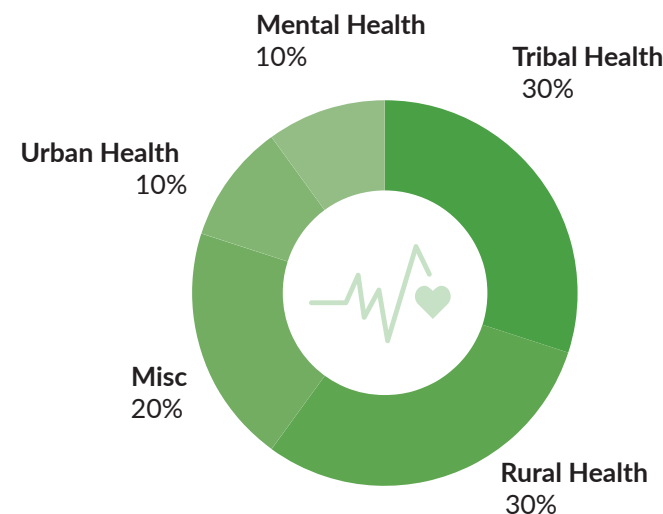
Goonj: Goonj uses the under-utilized and excess urban household material as a tool for rural development across 22 states in the country. It thus aims to bring an equitable relationship of strength, sustenance, and dignity between the cities and villages.

GOOD HEALTH

Aligned with SDG # 3 Ensure healthy lives and promote well-being for all

3 GOOD HEALTH AND WELL-BEING

ICA invested in ensuring healthy lives and promoting the well-being for all at all ages. Working through partners and supported organizations ICA made a significant strides in increasing life expectancy and reducing some of the common killers associated with child and maternal mortality. However, many more efforts are needed to fully eradicate a wide range of diseases and address many different persistent and emerging health issues.

Mental Health 10%
Tribal Health 30%
Urban Health 10%
Misc 20%
Rural Health 30%

Areas of Health work through our partners

People Reached in Thousands

Eye Care, Disability, Pain Management, Maternal Health, Newborne Health, Children under 5, Tribal Health, Outpatients, Inpatients, Health Workers, Elderly

Featured Projects

Jaipur Foot: BMVSS has rehabilitated more than 1.55 million amputees and polio patients by fitting/providing artificial limbs (Jaipur Foot variety), calipers, and other aids and appliances, mostly in India and also in 27 countries across the world.

Society for Education Welfare and Action Rural is a unique example of a holistic health system for a tribal community with a 200-bed hospital, The Community Health Project for pregnant women and newborn babies & children, Health Training, Eye Care, Rehabilitation, Rural Technical Training, and Sharda Mahila Vikas Society.

SEARCH (Society for Education, Action, and Research in Community Health): As a global leader empowering tribal communities to take charge of their health, and thereby, help them achieve freedom from disease as well as dependence.

Pallium India: Working endless hours to catalyze the development of effective pain relief and quality palliative care services and their integration in healthcare across India through the delivery of services, education, building capacities, policy, research, advocacy, and information. **Sukham** works with Pallium India to carry out the mission in the USA in Palliative Care Services

Lok Biradari Prakalp (Amte): LBP has a hospital for the Adivasis and villagers serving 45,000 patients every year. Also runs an animal orphanage, a school for Adivasi and village children, a vocational and livelihood skills training with tribal community.

Health and Care Foundation is working to lessen the burden of life on Congenital Birth Defect and Cerebral Palsy affected individuals and their families. Center for diabetes regularly organizes outreach camps for the awareness.

Anjali works in one of the most neglected areas of health. Mental Illness is not a priority as a health issue in any part of the world, more so in developing nations like India. Anjali establishes Mental Illness within the mainstream health paradigm of India and two, to 'speak for' a large population of marginalized people with mental illness.
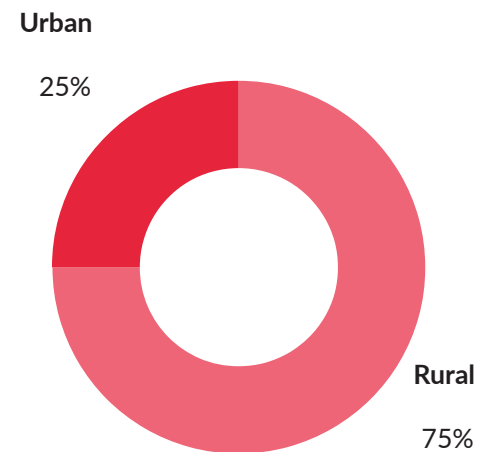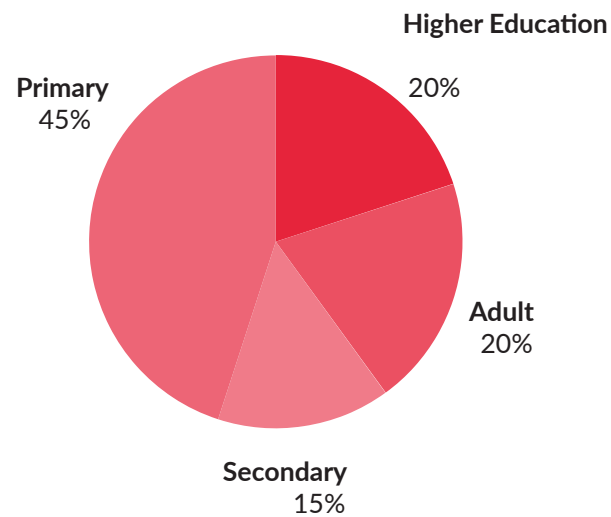
Dev Daya is promoting access to Healthcare and Education for children in Rural Gujarat. Since 1985 built and repaired 11 Primary and Secondary schools, a Technical College and Computer Centre.
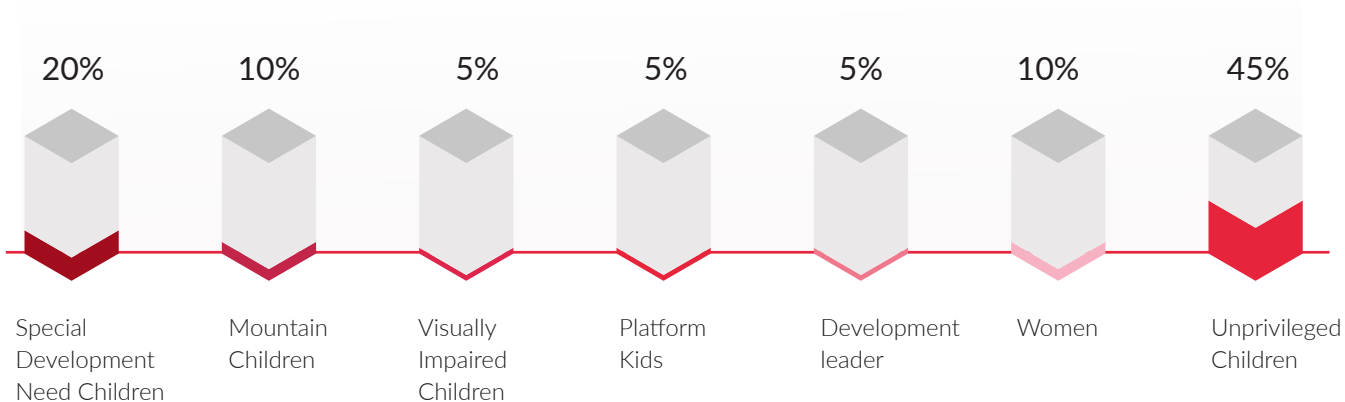
QUALITY EDUCATION

Aligned with UN SDG GOAL#4 Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all

4 QUALITY EDUCATION

Achieving this goal requires special efforts in India since our vulnerable population includes persons with disabilities, tribal people, girls, and poor children in rural areas.

Pie chart
- Higher Education 20%
- Primary 45%
- Adult 20%
- Secondary 15%

Donut chart
- Urban 25%
- Rural 75%

Our Beneficiaries in Quality Education

20%	10%	5%	5%	5%	10%	45%
Special Development Need Children	Mountain Children	Visually Impaired Children	Platform Kids	Development leader	Women	Unprivileged Children

Featured Projects

ICA incubated **Foundation For Excellence** in very early years. They enable academically brilliant and economically underprivileged students in India to complete their higher education in Engineering or Medicine through a scholarship program. In its 24 years of existence, FFE has helped over 18,500 students in India – changing the trajectories of their life.

Asha for Education is catalyzing socio-economic change in India through the education of underprivileged children. ICA incubated AFE, and now in 2017 they have grown to have disbursed over $4.2 million to 196 projects and reached over 240,000 children in India.

Mountain Children's Fund is nurturing communities that give children the opportunity to develop to their full potential for last 14+ years. Last year alone they have reached 5000+ children and through them reached directly and indirectly to 50,000 adults.

Hear2Read: 90% of people with visual impairment (VI) live below the poverty line in India. Hear2Read pioneered open source Text to Speech software for Indian Languages that runs on low cost.

Vidya has made a difference in the lives of more than 220,000 families over 33 years, over 2,500 women have been empowered to earn their own living, and more than 120,000 people across 20 rehabilitated slums in Delhi and Mumbai have benefited from our programs.

Karuna Vihar provides specialized local services for children with disabilities and their families. It operates under Latika Roy Foundation and serves now >280 children every day, trained >700 families and trained >155 professionals to create an inclusive society one step at a time.

SECMOL/HIAL has run camps to build self-confidence in Leh students since 1994 and have trained 3000+students till now. SECMOL launched Operation New Hope (ONH) for educational reform successfully raised awareness amongst local communities about "rights" to education.

Indian School of Development Management aims to facilitate the creation of a cadre of professional leaders and managers for the development sector.

Ruchika: This unique initiative was started by Late Mrs. Inderjit Khurana which later famed as 'Platform School' providing quality education to the slum children through Railway Platform Schools, Remedial Education Centers, Playschools, Crèches, Inclusive Education & Girls Sponsorship programs.

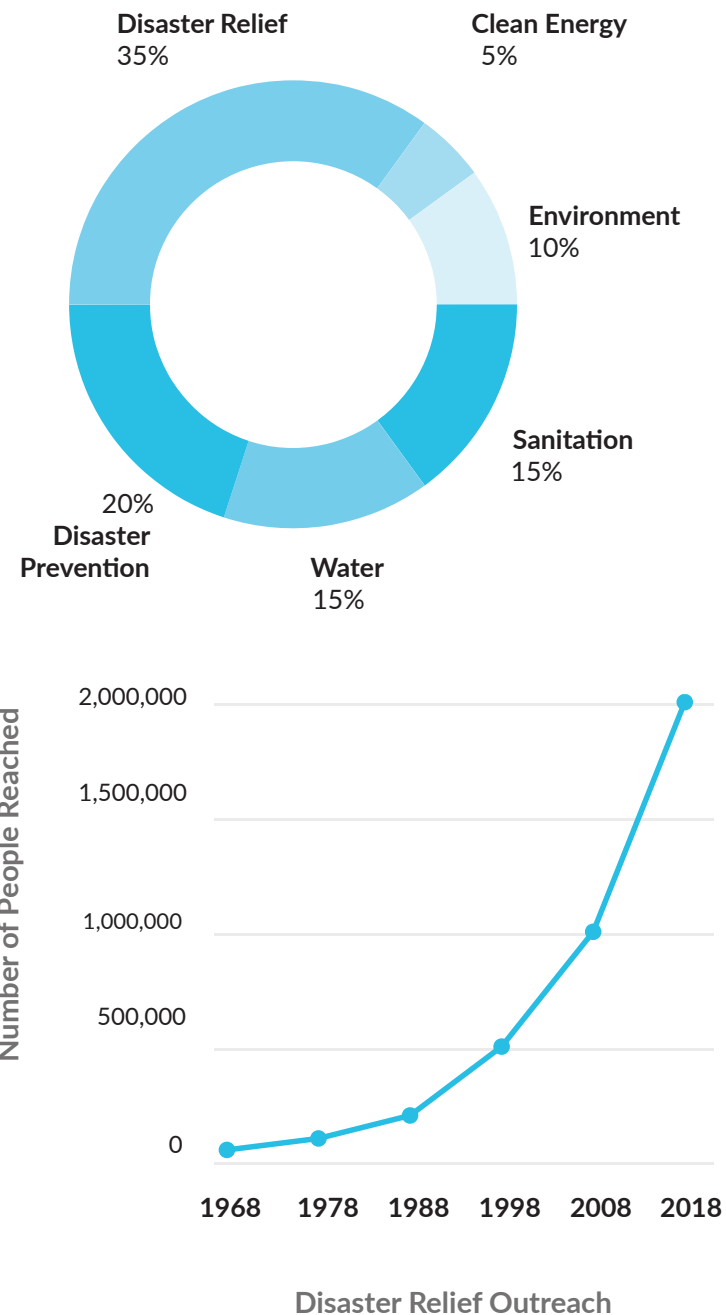# WATER, SANITATION, ENVIRONMENT

6 CLEAN WATER AND SANITATION

Aligned with SDG # 6 Ensure availability and sustainable management of water and sanitation for all & Aligned with SDG #13 Take urgent action to combat climate change and its impacts

We all agree that water scarcity, poor water quality, and inadequate sanitation negatively impact food security, livelihood choices and educational opportunities for poor families. Drought and flood afflict some of the world's poorest countries, worsening hunger, and malnutrition. Disaster management and relief have always been a priority to ICA.

ICA's early investment in People's Science Institute, working for disaster mitigation, restore, water, sanitation, and other environmental management is a prime example. ICA is working with local NGOs to achieve some of the United Nation's targets like equitable access to safe and affordable drinking water, sanitation, and hygiene for all, end open defecation, paying special attention to the needs of women and girls and those in vulnerable situations. ICA continues to support and strengthen the participation of local communities in improving water and sanitation management.

Areas of Concentration in Environmental Efforts

- Disaster Relief 35%
- Clean Energy 5%
- Environment 10%
- Sanitation 15%
- Water 15%
- Disaster Prevention 20%

Disaster Relief Outreach

Number of People Reached — years: 1968, 1978, 1988, 1998, 2008, 2018 (values rising to 2,000,000 in 2018)

Featured Projects

People's Science Institute: ICA funded Himalaya Fund programme led by People's Science Institute (DR. Ravi Chopra) which still actively working on Natural Resource Management, Environmental Quality Monitoring, Disaster Mitigation and Response, Innovative Projects, River Conservation.

Samaj Pragati Sahayog (Mihir Shah) SPS works with its partners on a million acres of land across 72 of India's most backward districts, mainly in the central Indian Adivasi belt. SPS worked on watershed management to raise the water table by building check dams etc.

Jhatkaa: A new campaigning organization committed to building grassroots citizen power across India in effective and innovative ways. They use digital and social media to mobilize citizen power working on projects like saving trees in Bangalore, where 167,519 people signed up, and authorities had to listen to them.
Bhoomika trust primarily works towards providing disaster relief and rehabilitation in India.

Goonj's flagship initiative 'Cloth for work' is a humble act of "dignifying giving". Goonj has been working on various disasters from Earthquakes to Tsunami, Cyclones, and Floods. Relief and rehabilitation activities in 2015-2017 reached to 1,27,833 families.

Samaj Parivartana Samudaya: SPS is a leading organization in India in the field of environment and ecology. Founded by Mr. S. R. Hiremath played a vital role in the successful movement against pollution of the Tungabhadra river and took a leading part in the well-known Save the Western Ghats March (SWGM) that helped in the formulation of the New National Forest Policy in 1988.

Hasiru Dala: Uplifting waste workers to participate in society and managing dry waste centers.
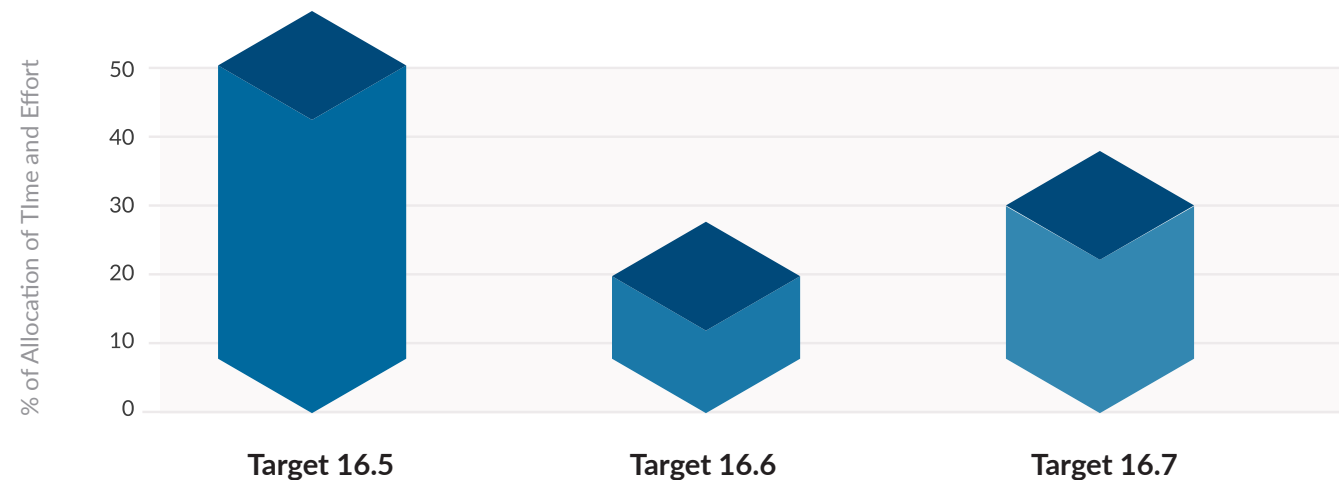
CITIZEN ENGAGEMENT & JUSTICE

Aligned with SDG #16 Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels.

As our mission to an equitable and just society, we work hard to incorporate our core value in all of our projects. Sustainable development is only possible with the promotion of peaceful and inclusive communities with harmony. Activism has been in the blood of Indians for Collective action, whether it is through advocacy to change the political system, policy, or citizen engagement.

Sustainable Development Goal #16 Targets

Target 16.5 - Substantially reduce corruption and bribery in all their forms
Target 16.6 - Develop effective, accountable and transparent institutions at all levels
Target 16.7 - Ensure public access to information and protect fundamental freedoms, in accordance with national legislation and international agreements

Featured Projects

Jhatkaa is a new age organization collaborating with civil society to engage citizens digitally and physically to hold corporate, cultural, and government leaders accountable.

National Youth Project took birth at Mahatma Gandhi Sewa Ashram, Joura in 1972 founded by Shri S.N. Subba Rao. It is an organization which caters to the needs of youth and inculcates in them human values, sense of communal harmony and promotes national integration through camps. Camp size can be from 200 to 25,000.

Rejuvenate India Movement is bringing together Indians everywhere to deepen democracy and equality. The goal is to catalyze a mass movement to strengthen democratic processes toward independent development.

India Against Corruption movement: ICA has been a big proponent of the anti-corruption movement in India through various efforts including The Right to Information Act (RTI) of 2005 helping civilians work effectively towards tackling corruption.

Association for Democratic Reforms (ADR) provides access to information that enables informed voting decisions and results in cleaner elections with stronger candidates and more accountable political parties. This improves governance indicators and facilitates implementation of better development policies.

InSPIRE is an inspiring, reflective, and explorative India summer program aims at educating and engaging a young generation of USA, mainly with South Asian roots, in community development and exposing them to Indian culture.

Women's Leadership program enhances women's leadership capacity and knowledge by providing key tools for leading, organizing, and advocacy. This program is supported by The Sarah Kailath Women's Leadership Award and other generous friends.

VALUABLE LESSONS LEARNED

In 50 years we merged two organizations to become ICA, incubated and nurtured 350+ organizations and reached to millions of people. All these years along with creating value brought us some learnings as well. We like to share some of them with you.

1. It is good to use overlapping solutions in developing efforts:

Our first learning is that it is efficient to apply one solution to multiple area of development. At ICA we integrate gender equality and education into every aspect of the development effort. Gender equality and women's empowerment is a guiding principle that applies to everything we do from poverty alleviation to disaster management. Likewise, our work on education ranges from the pre-primary to higher education and from IIT to very tribal, political to the economic and beyond. Our mentoring and networking programs made it possible to learn from each other.

2. Value of the Collaboration

For over 50 years, ICA has valued the trust of all its partners and understands that such confidence is must and sustainable development is interdependent. The new global agenda emphasizes a holistic approach to achieving sustainable development for all. These goals may be new but the vision to end poverty, quality education, good health and protecting human rights, is part of our journey. Collaboration across sectors and partners has emerged as one of the defining concepts of development in the 21st century.

3. Shifting Philanthropy Demands Investment in Data and Communication

Like many non-profit organizations, ICA had an active program structure but started collecting strategic data rather late. We were passionate about making the difference and less worried about collecting results other than financial data and personal stories. Now we are witnessing a significant shift in how funders view their role. Philanthropists are moving away from the charity to the impact investment model where charity is giving away for a particular cause and investment is the outcome-oriented and demands data transparency. We are already adjusting to this new approach and are ready to be a vibrant player in the Impact Ecosystem.

JOIN US TO THE MOVEMENT

Our experience of 50 years does not always prepare us to predict just how things will unfold, what new challenges we will face regarding environmental disaster or conflict, but one thing is for sure: the scale, scope, and complexity of the economic and social transformation to come will need one another. Sectors like government, business, civil society or academia – will NOT be able to manage the change alone. We're going to need support and alliances that bring different sectors together if we are to overcome challenges.

So, please join us in the movement to create an equitable and just society for all.

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Carefully watch your thoughts, for they become your words.

Manage and watch your words, for they will become your actions.

Consider and judge your actions, for they have become your habits.

Acknowledge and watch your habits, for they shall become your values.

Understand and embrace your values, for they become your destiny.

"

~ Mahatma Gandhi