

Greetings everyone!

Post the widespread uptake and engagement with our [Queer Affirmative Counselling Practice](#), Mariwala Health Initiative is thrilled to announce an upcoming Training Program: **The Fault in Our CHAI (TFC): Training for Social Sector Organisations**.

About the program:

[Mariwala Health Initiative](#) places value in highlighting the link between social oppression and mental health consequences. This program has been designed for organisations that aspire to promote diversity and inclusion in their workplace. Experts with experience from locations of caste, disability, religion and sexuality have developed the curriculum. This training aims to guide organisations towards creating affirmative ways of working and workplaces.

Along with providing knowledge and perspectives that challenge dominant practices in hiring in Indian organisations, this program offers exclusive practical training in building and maintaining a diverse team.

In addition to rich, interactive sessions wherein our experts share their extensive knowledge based on their own lived experiences and successful careers within the development sector, our facilitation team will guide participants to reflect on their social position, as well as their organisation's current workforce. The program will include guided exercises (with personalised feedback) focused on the hiring and training of employees from marginalised backgrounds. These exercises, which will be conducted between sessions, are designed to produce real-time changes.

Objectives:

Knowledge and Perspective-Building

- To understand marginalisation and inequality in our social structures.
- To create awareness and sensitisation on the psychological experiences of inequality.
- To understand how organisations may end up reinforcing discrimination.

Application

- To learn how to apply the aforementioned learnings directly to your organisation's workforce.
- To understand affirmative actions that can be implemented in your organisation and work.
- To learn how to build and maintain diverse teams effectively.

Who can apply?

Inclusion Criteria

1. This program is not open to individuals, but staff members from non-profit organisations only.
2. Your application will not be considered unless senior management members are included in your list and intend to attend each session.
3. It is mandatory that employees from all brackets of the organisation have to apply: Junior/Associate, Management/Team Lead and Senior Executive/Advisory Board.
4. Between 6 - 10 employees will be selected from every organisation.
5. Since this program has a dedicated application component, applicants should think about tangible changes they would like to bring about/see in their organisation's workforce.
6. All applicants should be able to follow English (please note that our TFC programs are alternately held in English and Hindi, and the next program will be held in Hindi).

Mode and language:

- This is an **online training program** via the Zoom platform
- All modules will be held entirely in **English**.

Training Program Details:

This is a 16-hour program that is divided into 4 modules, conducted on Fridays from 11 am to 4 pm (1 hour lunch break included).

Topics and Dates:

1. Heteronormativity:

Thursday **03 July, 2025** (11 am - 4 pm)

Gauri Shringarpure and Shruti Chakravarty

2. Casteism:

Thursday **17 July, 2025** (11 am - 4 pm)

Deepa Pawar and Manjula Pradeep

3. Islamophobia:

Thursday **31 July, 2025** (11 am - 4 pm)

Sabah Khan and Lamia Bagasrawala.

4. Ableism:

Thursday **14 August, 2025** (11 am - 4 pm)

Candice D'Souza, Pooja Nair.

Fees:

INR 10,000 per organisation.

*MHI grant partners can avail the option of reduced fees.

Deadline: Sunday 15 June, 2025

Click on [this link](#) to apply and learn more.

More about our program:

This program has been designed for organisations that aspire to create sensitivity and empathy among their teams. Underlying TFC is the assumption that power distribution is unequal. The same stands true for workplaces and organisational culture as well. To permeate against those hierarchies, TFC aims to reach all tiers of a workplace structure.

It is only when all decision-makers, policymakers, power holders, employees, subordinates and intermediate levels of an organisation introspect about their identities, their privileges and their oppression can we reach a consensus to collectively bring change at a structural, material level within our organisations and in all the work we do. The fulfilment of such an aspiration benefits the social and non-social sectors.

At the core of the curriculum lies the experiences, voices and expertise of people with lived experiences of social marginalisation of caste, religion, gender-sexuality and disability. Persons from these social locations will deliver this program, and it is from their experiences that we will learn about affirmative action.

REGISTER HERE!

For any further queries, please contact us at training@mariwalahealthinitiative.org

We look forward to seeing you there!

Best,

Team MHI