

50th Edition

Presented by



play **quity**

**Building equity through play
by inverting gender roles**

Our President's Message



Dear Pudiador Family,

Women's empowerment has always been at Pudiador's core from our beginnings in 2001.

As we built programs for infants, children, teenagers, and their mothers have been integral to our efforts, both as sources of knowledge and as recipients of our programming.

Over the years, we observed that no matter what we did for our children, girls eventually fell behind boys. We continuously strived to build gender equality but we couldn't achieve it.

Three years ago, we realized we were going after the wrong goal. What we need to build is **equity**, not **equality**. We live in a world where the odds are stacked against women. We need to give them a leg up, not treat them the same as men. This was the birth of Playquity.

This entire edition is dedicated to the Playquity method we have developed and piloted. We would love to hear your thoughts.

With love,
Swapnaa

Three-Stage Model

To bridge the gender gap, we at Pudiyador are building strong girl leaders who will go on to inspire more confident women in their communities. In our Playquity program, we focus on **challenging gender stereotypes to build confidence that leads to increased opportunity** for our girls.

So, how does Ultimate Frisbee solve all of that? Ultimate is **self-refereed, mixed-gendered sport**, where everyone is incentivized to be friendly & welcoming, and care for each other on and off the field. Playing a sport requires one to be assertive and take decisions from time to time. Playquity's three-phase model utilizes the low-resource game of Ultimate as a catalyst to teach leadership and life-skills and empower our girls to become leaders on the field and in their communities.

Our three-stage model gently inverts gender roles and creates a space where girls are given first access to resources that strengthen them physically, help them acquire skills and confidence, and empower them to become leaders and change-makers. Everyone in the community has the opportunity to interact with and experience the impacts of the Playquity model.



Three-Stage Model



Stage One: Incubator

The first stage focuses on the technical skills of ultimate frisbee for girls 11 and older. The goal of this stage is to build the girls' confidence and playing ability for the future stages.

Stage Two: Accelerator

We shift our focus from imparting game skills to life skills, helping the girls become confident, assertive, and resilient. At the end of this stage, our girls will participate in a friendly competition with an existing team from the region.



Stage Three: Practicum

Finally, our girls to put everything they have learned into practice by coaching boys in ultimate frisbee. Boys experience girl-leadership that results in opportunities for everyone in the community to become gender-sensitive leaders and change-makers.

Communities

Chabua, Assam

With the help of our local partners, Jeevan Shiksha, and coach Anjona, we have built a presence in the community since February 2021 and are beginning to have some of these girls coach a younger set of girls.



Auroville, Tamil Nadu

We have worked with our partners at Thamarai Foundation and coach Selvi since August 2021.



Arasampattu, Tamil Nadu

Our newest partnership launched in September 2022 and is being led by Pudiyaador's own coach Kavitha.



All three locations are currently in the Incubator Stage working on athleticism and technical frisbee skills. We are actively working with three more NGOs in Manipur, Rajasthan and Meghalaya to launch in the near future.

Playquity Academy



In August-September 2022, we launched the inaugural Playquity Academy where we invited nine women-leaders from the communities which we work to come together for six weeks of self-transformation and training on the Playquity model. The goal of the Academy was to train and prepare them to lead and coach their respective community upon return.

These women traveled from four different Indian states for the Academy (Assam, Manipur, Rajasthan, and Tamil Nadu). Over the six weeks, the cohort built a community of trust and empathy with one another and the women are now working to implement their learnings into their communities.

In addition to practicing ultimate frisbee, we discussed gender, teamwork, empathy, goal-setting, and leadership, as well as how to embody confidence in our daily lives.

The program was facilitated by coach Anjona and supported by coaches Selvi and Smiti. The logistics and management of the program were led by Operations Manager Sudharshana.

Playquity Academy



"Ultimate is about SPIRIT, we want to respect and accept the person in front of us. Ultimate Frisbee leads you to be a good person by treating others equally and being good to them." - Coach Anjona



"I was taught that being a woman means you need a man to take care of you but this training has made me think why do I need to expect someone else to provide or care for me when I can do it myself?" - Coach Kavitha

**"I learned to work with people who are different than me and what a huge opportunity it is to be here and learn from one another."
- Coach Wynnona**

**"I had never rode a bicycle before. I had the chance to learn cycling and practice my English. This experience gave me more confidence and inspired me to share more with others."
- Coach Joshila**



Impact

Over **100+** girls
have been part of
the Playquity
program to date!

Chabua: 80 girls

Arasampattu: 30 girls

Auroville: 30 girls



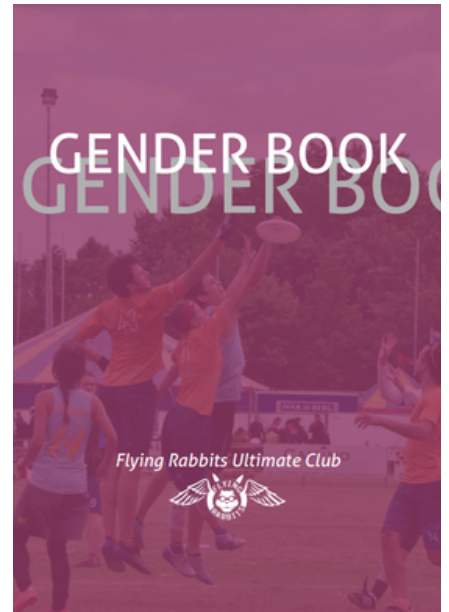
"I have noticed girls learning to work in a team together and get the confidence to ask for what they need compared to when we first began."

- Coach Anjona

Looking Ahead

We are partnering the Flying Rabbits, an Ultimate Frisbee club team from Brussels, Belgium. The Flying Rabbits are the authors of the Gender Book, a guide about the intersection of Ultimate Frisbee and gender.

Four members of the team will be visiting our communities in 2023 to provide coaching and support to our coaches and squads. They will be helping to kick-start our programming in three different communities in Manipur as well as supporting a few of our current sites.



Jyoti (left)
Megan (right)

We welcomed an Operations Associate, Jyoti Chauhan, to the team who will be helping set up Playquity's Operations team. Jyoti has been playing Ultimate for seven years, previously interned with us and hails from Mumbai!

Alongside Megan McKinley, AIF Banyan Impact Fellow. Together, they will be focused on building and implementing a sustainable operations model to scale our programs to more communities.

Get Involved

Volunteer

Are you passionate about contributing towards a project on gender equity?

Playquity welcomes individuals and groups willing to demonstrate their interest in our project.

Spread the Word

Follow us on social media and share our organization with your network!



Playquity



@Playquitysocial

Donate

Your contributions ensure that Pudiador and Playquity's operations continue to empower communities and maintain ongoing programming for children, youth, women and other members of the community.

Partnership

Help us partner with organizations you know so we can conduct events and start new projects!

For more information:



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