



Anju Uppal

Founder-Partner @ Vikalp Kriya

Anju's passion lies in designing facilitation tools that kindle a process of critical thinking and encourages groups and communities to reimagine a sustainable future. Together, with Prabir, she explores the scope and possibilities of participatory theatre for cultural action.

She is an undergraduate in English Literature and an MA in Social Work from Mumbai University. In early years of her career, she has worked full-time with Nirmitee, Youth for Unity and Voluntary Action (YUVA) and Aga Khan Education Services (India) and then was a consultant with national and international organisations like Save the Children Canada, UNICEF and World Bank. She was the Founder-Director of Media Matters for 14 years. Her experience of working with indigenous communities and the urban poor has rooted her belief in social and environmental justice.

At present, Anju is putting together a series of creative nonfiction short stories.

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Goa, India

Summary of Skills

Facilitation	Trust People! Trust Process!! is the core belief that I practice while facilitating participatory processes with groups and communities. This has enabled me adopt and adapt a range of tools and methods enabling participants engage in a dialogue in workshops, ToTs, community processes and research.
Design & Development	Designing tools that creates an enabling environment and poses critical thinking calls for bottom-up approach. I have been conscious and alert in designing communication and facilitation resources that promotes cooperation and collaboration as a critical element in encouraging sharing, questioning, reflection and moving towards action.
Participatory Theatre	For me, it has been a long journey from practicing street theatre to exploring 'theatre on the streets' and leading to participatory theatre. I have been a co-facilitator of theatre processes that challenge the all-pervading culture of silence and enables groups and communities to "act".
Films	Making films have been an attempt at documenting unheard voices and placing peoples' issues for discussion. I have co-directed and edited several short videos in a narrative style. At present, I am working on an independent documentary on the state of schooling in India.
Process Documentation	I have documented processes in text and video formats. Documenting processes offers an enriching learning opportunity for both the organization and the documenter. It creates opportunities to analyse, draw out key learning, visualize the way forward.
Computer	I am conversant with macOS, Ubuntu (Linux) an Microsoft Windows platform and proficient in using word processing and desktop publishing.
Languages known	Native/Bilingual Proficiency in English, Hindi and Marathi. Elementary Proficiency in Punjabi, Sindhi and Gujarati.

Work Experience

- 2013 till date Co-founder, Vikalp Kriya
An initiative exploring sustainable alternatives; practicing cultural expression and action
www.vikalpkriya.in
- 2000 till date Assignments with national and international civil society organisations, CSRs, community organisations across the country
Facilitated workshops, designed facilitation resources on gender, violence against women, life skills, disability, natural resource management, rights-based approach, participatory communication and participatory theatre
- 2015 - 2016 Consultant with Water & Sanitation Program of World Bank Group
Inputs on national strategy documents, report of situation assessments in particular to ongoing behaviour change communication programs; documentation of case studies, best practices and field notes on key issues such as behaviour change communication, monitoring and evaluation
- 2012 - 2013 Consultancies/Assignments
Assignments with national, international organisations in capacity building, process documentation, participatory theatre and design and development of communication resources on issues related to gender, violence against women, adolescent life skills, child rights & participation
- 1998 - 2012 Director, Media Matters
Designed and developed communication resources with a participatory rights-based approach; initiated community processes Sashakt, demonstrating participation of women in development and convergence with government; Sakhi Sajni, a platform for adolescent girls to come together, articulate their concerns, dreams and aspirations to community adults; Nanhe Sayane, child rights resource centres demonstrating child participation to bring issues of children to focus of the community and government especially related to child labour and children in domestic work
- 1994 - 1998 Director, Grassroot Communications
Designed campaigns, magazines, newsletters and other communication material on social issues
- 1993 - 1994 Regional Project Coordinator, Aga Khan Education Society India
Coordinated implementation of School Development Programme in Maharashtra, Andhra Pradesh and Gujarat
- 1990 - 1993 Project Coordinator, YUVA
Formed association of single women; coordinated legal aid and counseling to cases of domestic violence and medical negligence; conducted training of para-legal animators and barefoot counselors as part of Legal Resources Centre
- 1989 - 1990 Project Coordinator, NIRMITEE
Coordinated the rehabilitation of 'Galbhoi', a nomadic tribe in flood affected areas of Pali in district Raigad, Maharashtra

Academic Qualification

Post Graduate	Master in Social Work, University of Mumbai, 1989
Graduate	Bachelor in Arts (English Hon.), University of Mumbai, 1987
Higher Secondary	Pune Board, 1984
Secondary	Pune Board, 1982

Personal Details

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