

2025



WOMEN'S  
EDUCATION  
PROJECT



END OF YEAR REPORT



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# Leadership Reflects on 2025

*At Women's Education Project, we have been preparing: welcoming our first 16 Alumnae Fellows, launching our Collaboration Lab training and resource center, piloting LAMP (Leadership Academy in My Pocket) as a mobile-first platform, completing Impact and Needs Assessments, and revising our Leadership Academy's career-readiness curriculum to include future-focused introductions from our expanded network of mentors, role models and partner organizations.*

*Entering our 24th year, we are evolving into a service model, equipping NGOs across India to adapt and deliver our proven, spirited Leadership Academy, which as you will see by the report below, our alumnae and students genuinely love. Leading with the values that have guided us since 2002, we are ready to bring sisterhood and mentorship to thousands more young women across India and beyond. It is extremely exciting.*

- Zoë Timms, Founder & Executive Director

*This year reminded me that scale is not about numbers, it is about people. When one girl supports another, confidence multiplies. We saw this with Tasleem, a student initially hesitant to speak who began to shine after Afreen stood beside her, encouraged her, and helped her find her voice. Today, both mentor younger students. Growing together has shown me that every young women's success becomes a celebration for all of us. - Anjali Chauhan, Executive Director India*

*Read more this story on Page 6.*

*This year gave us a deeper understanding of what scale truly looks like for WEP. The Needs Assessment helped us listen closely to students, alumnae, and partners, to step into 2025 with clarity and confidence. I am excited to drive deeper impact through the Alumnae Fellowship and upcoming pilots. - Pratima Kamble*

*Read about the Needs Assessment on page 15.*



## **WEP TEAM**

Anjali Chauhan, Executive Director (WEP-India)

Pandi Selvi, WEP Alumnae and Trustee

Zoë Timms, Founder and Executive Director (WEP-US)

Pratima Kamble, Associate Director of Programs

**A. Vijayalakshmi – Madurai Academy  
Director (AIRD), since 2005**

*The impact of our Leadership Academy is measured not only by academic success, but by the strength, self-belief, and purpose our students carry into their lives. ... Our academy programs have transformed the lives of many young women —academically, personally, and socially. Each initiative we design, from goal-setting to leadership sessions, cultivates empathy, discipline, and emotional resilience. Our alumnae, now educated, employed, and empowered, continue to give back, completing a beautiful circle of empowerment.*



“There are no greater treasures than compassion, courage, and hope.” — Daisaku Ikeda

*From 2007 to today, our Leadership Academies have seen countless young women grow into strong, focused leaders. Through partnership with CWS, our model has become an example for replication in other states. WEP India’s growth reflects adaptability and resilience — qualities essential for global change.*

**Esther Subhashini – Hyderabad  
Academy Director (CWS), since 2009**



**Sandhya Puchalapalli -Kadapa  
Academy Director (Aarti), since 2012**

*This year, our young women showed tremendous enthusiasm and openness. They recognised that while social norms shape our lives, these norms are changing — and they can be part of that change. The girls enjoyed every activity, especially moments of self-reflection like speaking to their image in the mirror and appreciating themselves. As the sessions progressed, we saw a clear shift in their confidence. They participated actively, voiced their opinions freely, and engaged in discussions without hesitation. Watching them grow into more assured and expressive young women has been truly inspiring.*



# Mission, Vision & Values



## Mission

to enable women and girls globally, with limited access to opportunities, to choose how they live, learn, lead and earn.



## Vision

A gender-equal world where women have every opportunity to advance educationally, socially and economically.



## We Believe

**Change Starts with the Individual**  
*Self-awareness. Agency. Choice.*

**Strength Comes from Community**  
*Belonging. Connection. Sisterhood.*

**Once a WEP Student, Always a WEP Student**  
*Continuous leadership cycle. Lasting impact. Doors always open.*

**Inclusivity Drives Innovation**  
*Diverse voices. Local wisdom. Responsive solutions.*

**Creative Resilient Leadership**  
*Build together. Lead together. Rise together.*

**Celebration Ignites Possibility**  
*Joy. Fun & Play. Inspiration.*

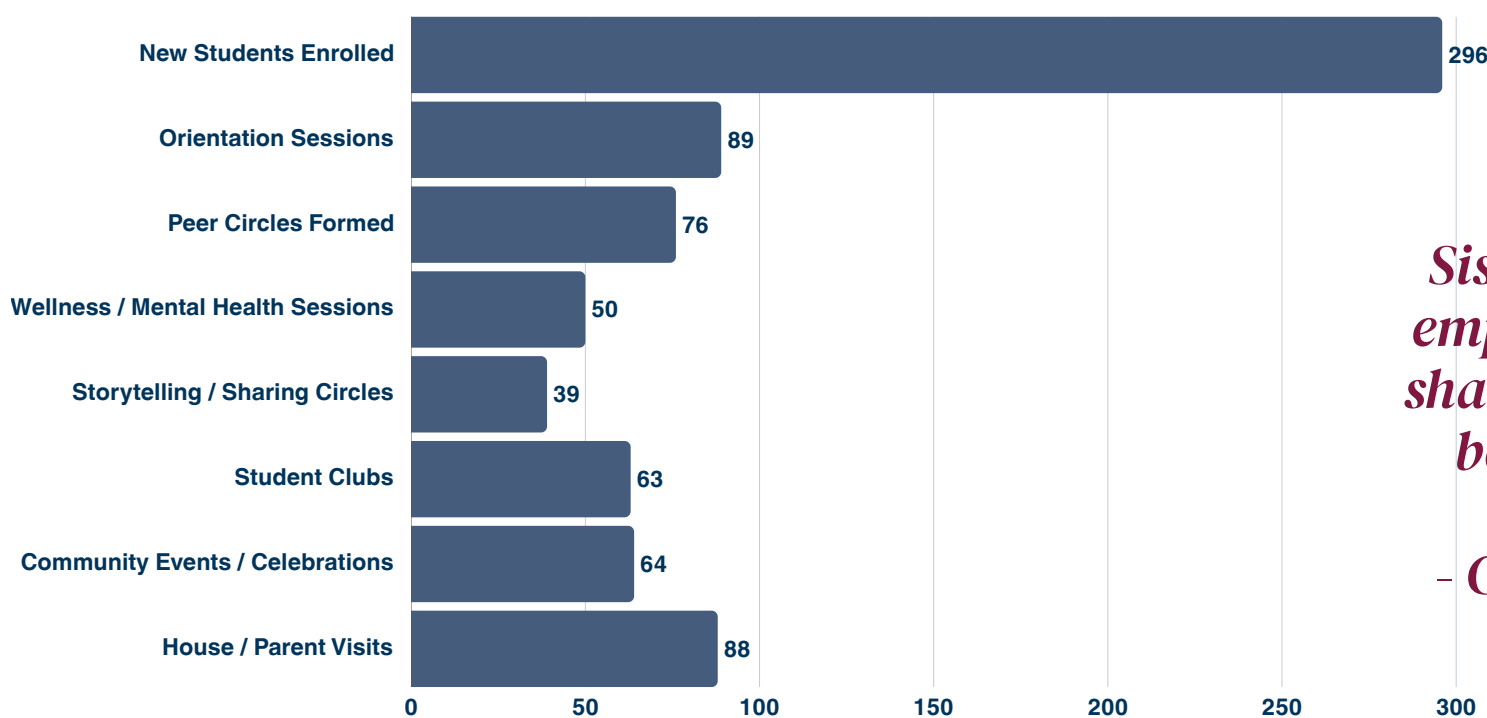
# 2025 Outcomes at a Glance

## Pillar 1: Sisterhood

A safe space to form lasting friendships, build one's identity and learn through mutual support.



In 2025, 296 young women entered the Leadership Academies in Madurai, Ramanathapuram, Hyderabad & Kadapa, to participate in the activities of our sisterhood.



*Sisterhood, showing empathy, helping and sharing responsibility, became key to our [experience.]*  
- Caroline, Madurai

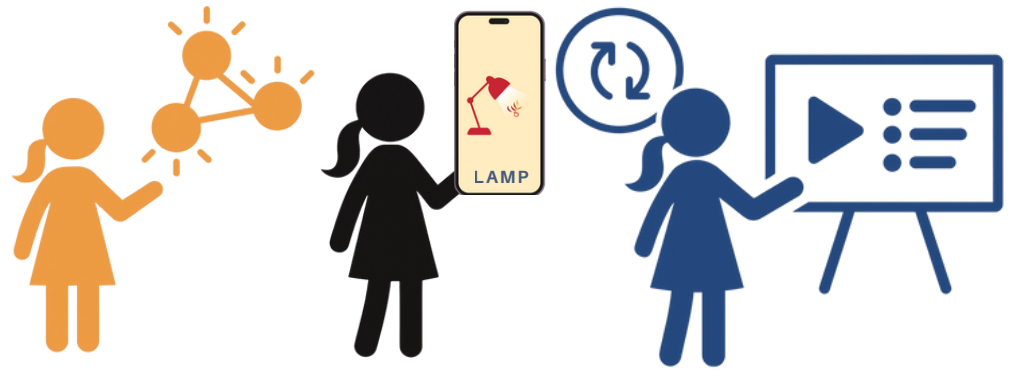
Afreen, confident and outgoing, noticed Tasleem struggling to participate. During peer circles and shared activities, she encouraged her every day. Their friendship helped Tasleem open up, speak confidently, and later pursue a B.Sc. in nutrition alongside Afreen. Today, both mentor younger girls, proof that sisterhood builds leadership.

- Hyderabad Program Report



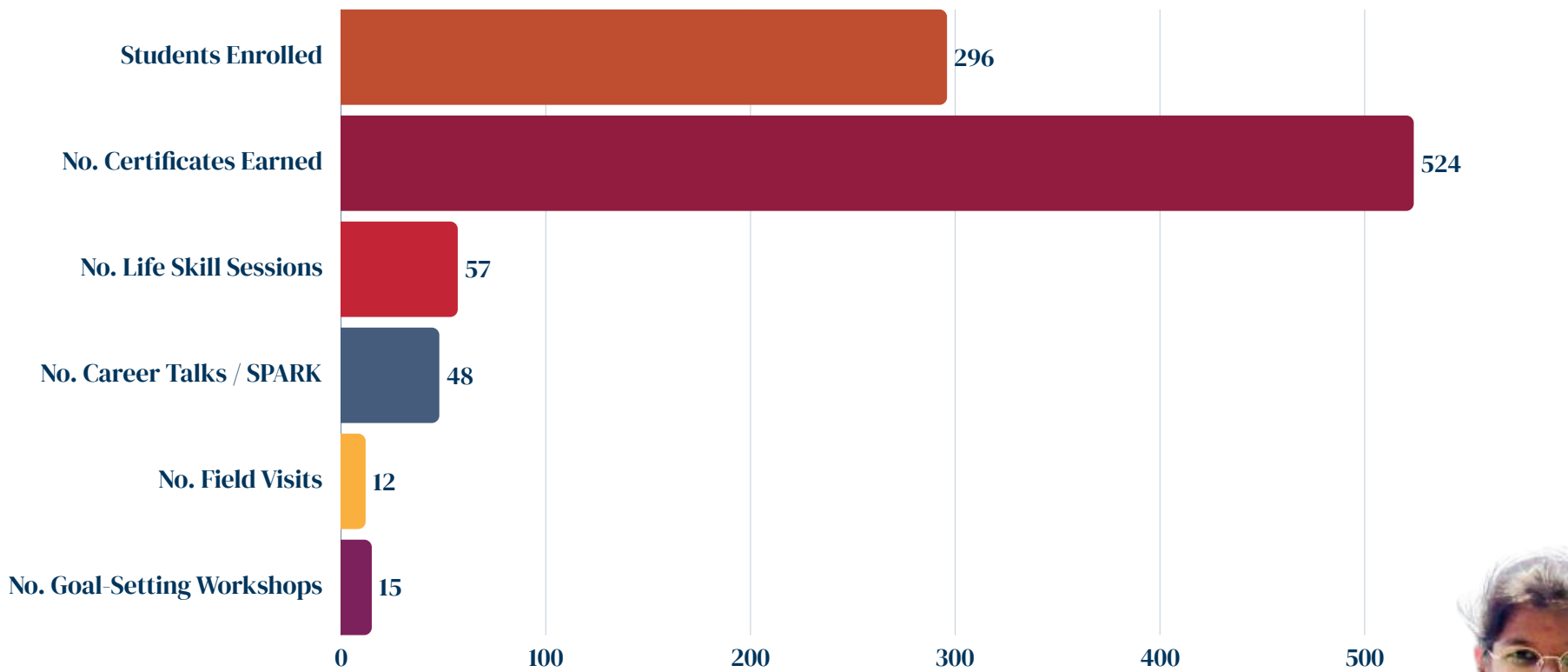
## Pillar 2: Career Exploration

Experiential, project-based modules, exploring career pathways through local resources, mentorship, and role model meetings while building foundational knowledge and skills.



*“Before WEP, I used to stay quiet. Now I speak, I ask, I lead. That is the biggest change in me.”  
— Priyanka, Madurai*

296 students attended courses, field trips, and meetings with mentors and role models, to discover the career they wish to pursue.



Akshaya completed the Foundation modules with discipline and curiosity. Inspired by a beekeeping exposure visit, she received a certificate from the National Bee Board, launched her own micro-business with four beehive boxes, negotiated a land lease, and now promotes sustainable livelihoods in her community. She mentors younger girls and is seen as a dependable leader.

*- Hyderabad Program Report*



Dharshini joined the Ramnad Academy quiet and hesitant to speak. Through communication modules, group presentations, and goal-setting, she slowly built confidence and clarity.

Today, she is a Sales Associate at Apollo Pharmacy, interacting with customers and managing responsibilities independently.

She now speaks confidently on stage and motivates juniors to participate and pursue their goals. - Ramnad Program Report

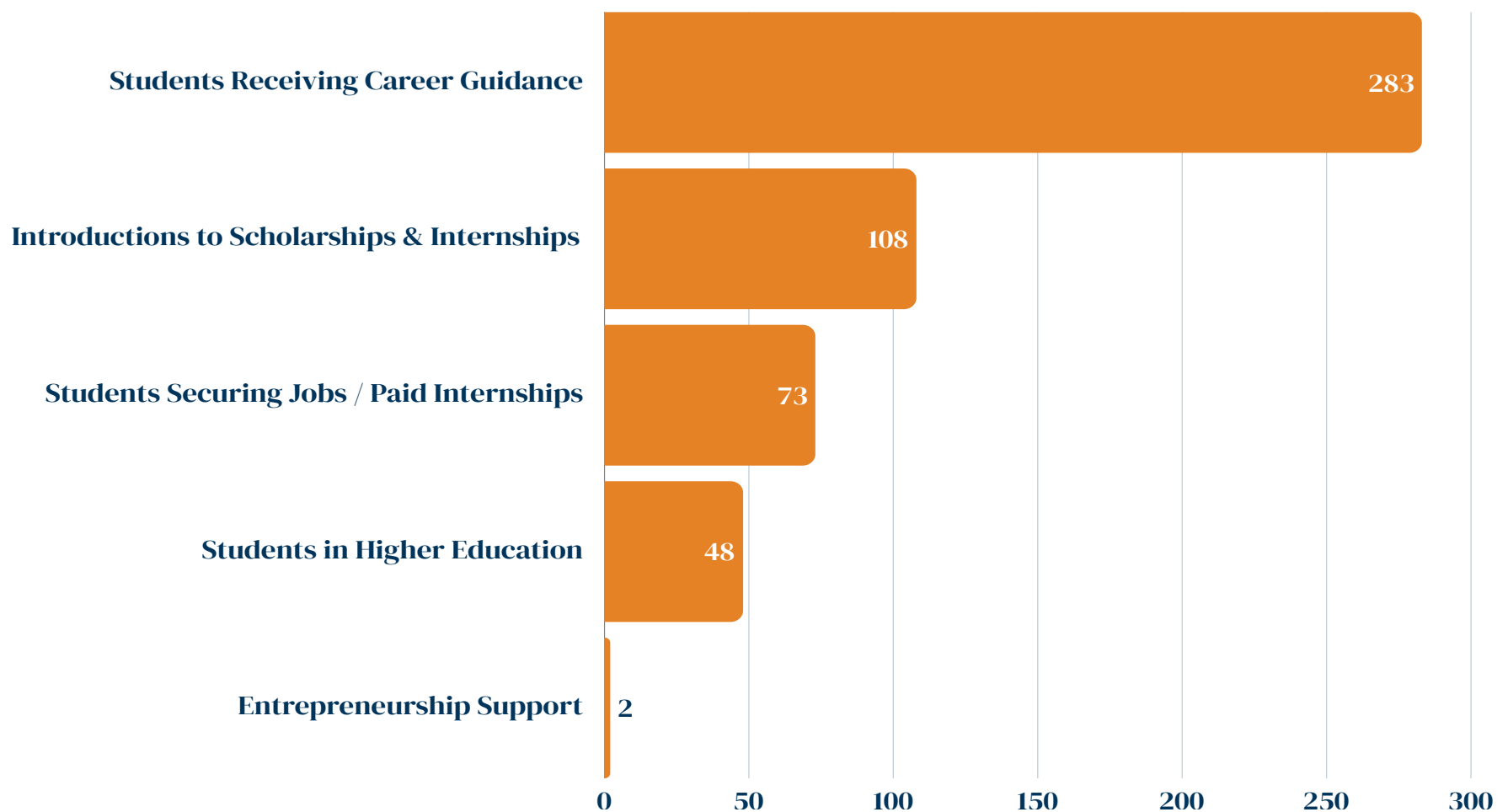
## Pillar 3: Next Steps Network

Career guidance, mentor meetings, introductions to mentors, internship, higher education and job opportunities.



***“I didn’t think college was possible for me. WEP made it real.”  
— Roobini, Madurai***

### Guiding students into careers, college & entrepreneurship



Raised by a widowed mother and living alone in a hostel, Sravani faced financial pressure, distance, and emotional challenges. Through WEP’s guidance and Foundation Certificate support, she improved her English, nutrition habits, and confidence. Today, she is completing her MLT degree and preparing for a healthcare career. - Hyderabad Program Report



Roobini wanted to prepare for the IAS exam but had to start working early due to financial pressure. With WEP’s counselling, she created a realistic study plan and learnt to balance work and preparation. She continues her exam studies while supporting her family and now encourages juniors facing similar challenges. - Madurai Program Report

## Pillar 4: Alumnae Association

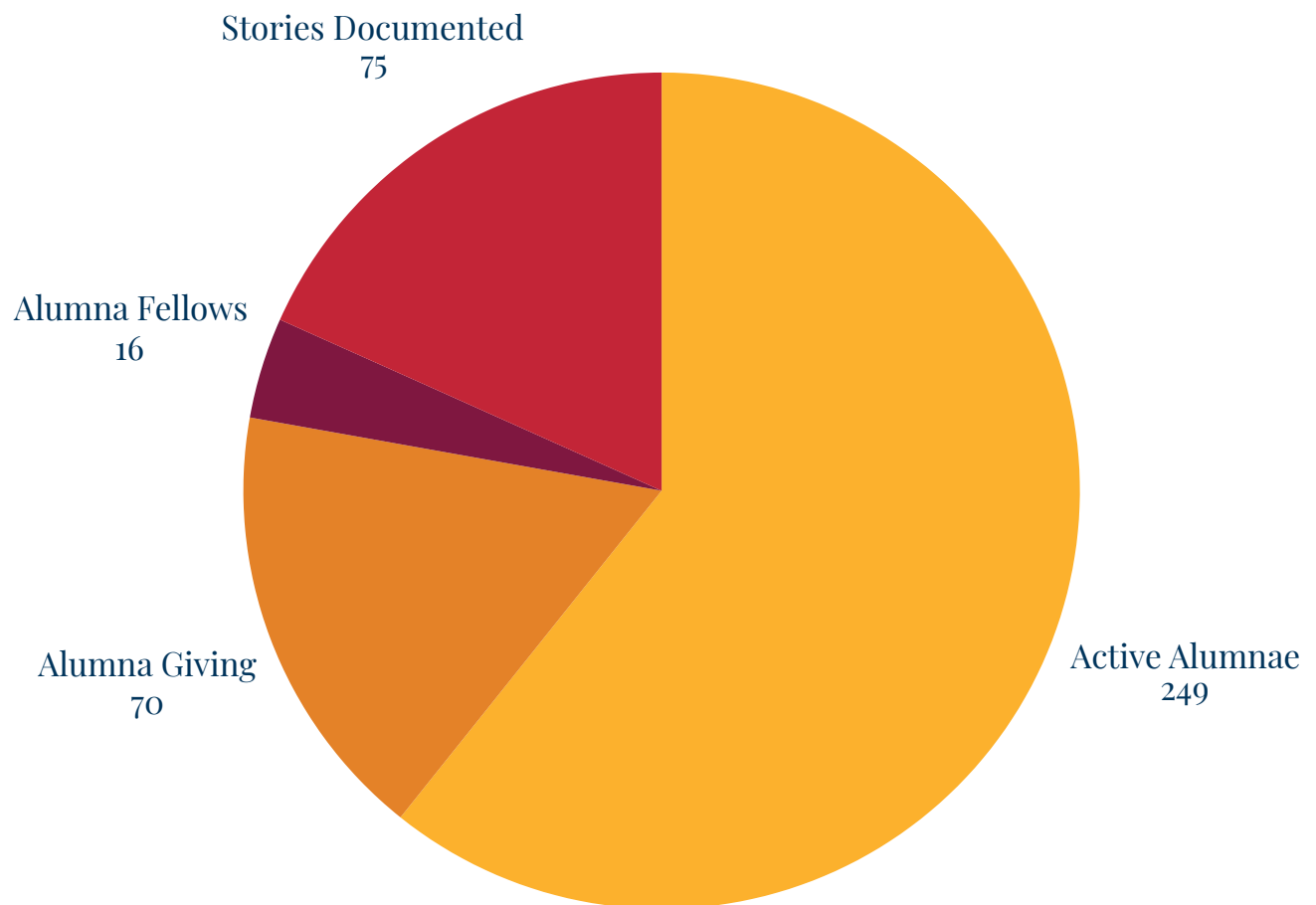
**Focus:** Lifelong connection, giving back, and Alumnae Association.



*“At WEP I found confidence, clarity, and a community that always lifts me up.”-Shalini, Kadapa*

A lifelong circle of mentorship and giving

Of over 4,500+ The alumnae network offers opportunities for continued support and engagement. This year, 70 alumnae donated to support incoming students.



Lakshmi, once a student from a migrant worker family, was determined and hardworking. With scholarships and guidance from WEP, she completed B. Pharmacy and a medical coding diploma. Today, she works at an Infotech as a Junior Executive. She runs a tuition centre, mentors younger girls, and speaks on leadership panels.- Hyderabad Program report



Thenmozhi, an entrepreneur who owns a towel factory, returns to the Madurai Leadership Academy to mentor students. She even set up a neighbourhood donation box to help girls with basic supplies. Once quiet, she is now a leader who gives back and strengthens the community. - Madurai Program Report