



**OBLF**  
EMPOWERING COMMUNITIES

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# From the Field to the Future:

Building Leadership  
for Young Girls in  
the Hakki Pikki  
Tribal Community

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# Context of the Community

The Hakki Pikki community, consisting of over 1,500 members, resides on the fringes of the Bannerghatta National Forest. As a Particularly Vulnerable Tribal Group (PVTG), the community's way of life has been shaped by centuries of marginalization, leading to persistent socio-economic challenges. Systemic neglect has resulted in low literacy rates, minimal access to healthcare, and limited livelihood opportunities. Despite these hardships, the community is resilient, with deep-rooted cultural practices and a strong connection to their natural environment. However, the pressures of modern development and displacement have disrupted their traditional ways, leaving them vulnerable and in need of sustainable interventions.

OBLF works with the Hakki Pikki community on three critical aspects: education, healthcare, and sports for development. To address the community's low literacy rates, we run bridge schools focused on building foundational literacy and numeracy skills, ensuring that children who have missed formal schooling can catch up and eventually integrate into mainstream education. Given the inaccessible geography of the community, OBLF organizes regular health camps, bringing primary healthcare services to their doorstep. These camps address acute health needs while promoting preventive care, filling a vital gap in healthcare access that the community has long struggled with.

Through sports for development, we tackle deeper social challenges within the community. Girls, often subjected to patriarchal restrictions, are encouraged to participate, breaking gender barriers and fostering empowerment. Sports also engage the youth, who are otherwise unproductively occupied, providing them with an outlet for growth and teamwork. Additionally, the program fosters social cohesion, bridging divides caused by tribal and caste politics and gender segregation, creating opportunities for collaboration and mutual understanding.



# Evolution of the Program

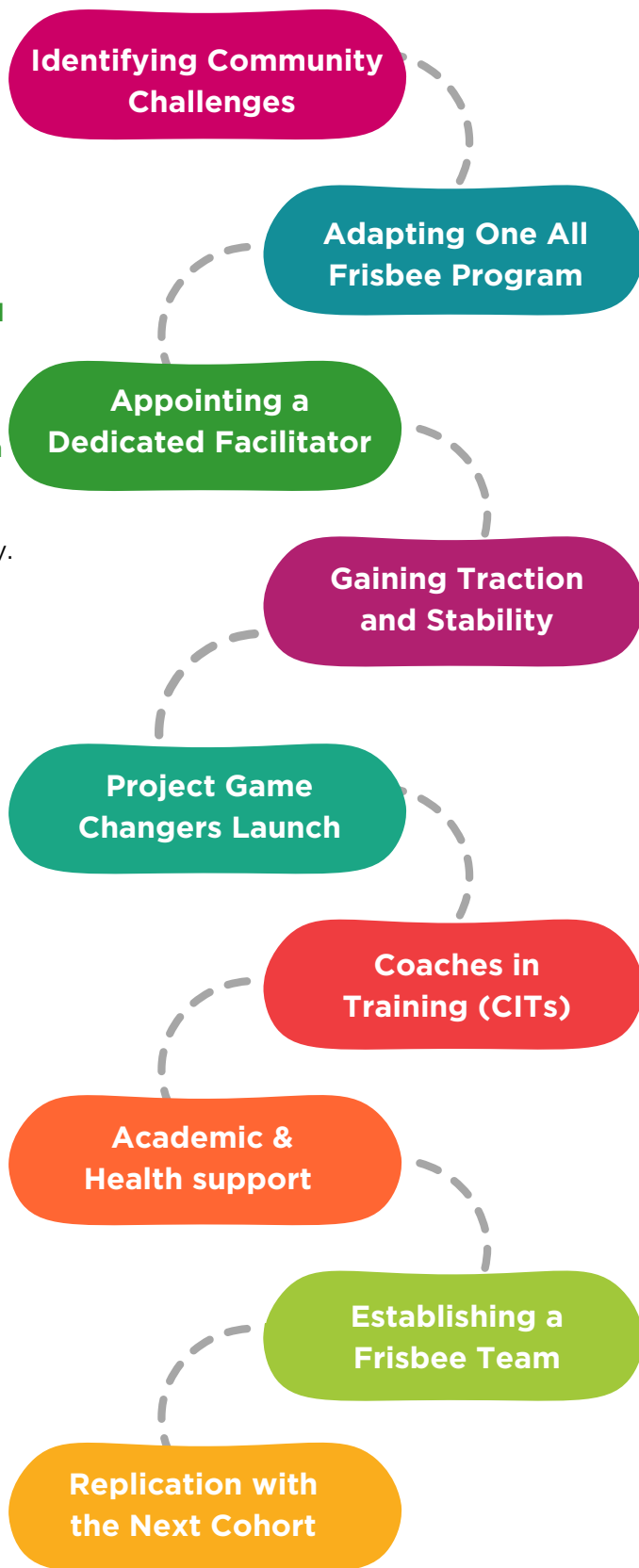
The program was **initiated to address issues like unproductive youth, lack of recreational activities, caste and tribal divisions**, gender segregation, and socio-emotional regulation challenges.

**A facilitator was appointed** to stabilize the program and build trust within the community. The facilitator **actively mobilized children** by visiting their homes, encouraging participation, and fostering accountability.

**Four Hakki Pikki children joined Project Game Changers**, a program using Ultimate Frisbee to foster leadership and coaching skills among rural young women, also featuring a six-day residential training in Chennai and continued virtual engagement.

As CITs, they receive ongoing academic and health support, including **weekly classes, ed-tech initiatives, health clinics, and nutritional counselling** to ensure their well-being and learning continuity.

Once the current cohort achieves its goals, the **program will expand to train and empower the next group of girls**, ensuring the continuity and sustainability of leadership and sports development in the community.



The journey began with the **introduction of the One All Frisbee Program**, tailored to meet the needs of the Hakki Pikki community. The initial stages were marked by hesitation and **difficulty in gaining community trust and participation**.

Over time, the program gained momentum, with **increasing participation from children**. Parents and community members began to see the program's value in **fostering discipline, teamwork, social cohesion**.

These girls are now **Coaches in Training (CITs)** and their mentorship focuses on **certifying girls as coaches, equipping them with leadership and coaching skills** to independently run sessions in their community.

Form a community Frisbee **team of trained girls and youth, preparing them for regional and state championships** to foster community pride and engagement.

# Project Plan

## Phase 1: Team Building (Months 1-3)

### OBJECTIVES

Form a cohesive team and identify leadership potential within the community.

### ACTIVITIES

- Mobilize and incentivize committed children to form a dedicated team.
- Identify and mentor 3-4 potential leaders, particularly GameChangers participants, for captaincy roles.
- Arrange community outings to local tournaments.

### OUTCOMES

- A fully formed, motivated team with active participation from the community.
- Identification of 3-4 emerging leaders ready to take on captaincy roles.
- Increased interest and engagement in the program through exposure to friendly-competitive events.

## Phase 2: Skill Development (Months 4-6)

### OBJECTIVES

Enhance technical skills and team coordination for competitive readiness.

### ACTIVITIES

- Train participants in precision throwing techniques.
- Conduct regular drills to improve communication, collaboration, and teamwork.
- Teach game strategies and prepare for tournament scenarios.
- Inculcate fairness, sportsmanship, and self-refereeing principles.

### OUTCOMES

- Improved technical skills, including precision throws and teamwork.
- Better team coordination and readiness for competitive play.
- Strengthened understanding of sportsmanship and self-refereeing.

## Phase 3: Leadership Development (Months 7-9)

### OBJECTIVES

Preparing for tournaments & fostering leadership through certified coaching.

### ACTIVITIES

- Mobilize and incentivize committed children to form a dedicated team.
- Identify and mentor 3-4 potential leaders, particularly GameChangers participants, for captaincy roles.
- Arrange community outings to local tournaments.

### OUTCOMES

- A fully formed, motivated team with active participation from the community.
- Identification of 3-4 emerging leaders ready to take on captaincy roles.
- Increased engagement through exposure to friendly-competitive events.

## Phase 4: Competitions (Months 10-12)

### OBJECTIVES

Compete in regional and national championships while fostering long-term community engagement.

### ACTIVITIES

- Enable the team to participate in competitive tournaments, showcasing their skills.
- Newly certified coaches lead training sessions and mentor younger participants.
- Continue weekly classes, digital literacy programs, and health clinics.
- Begin identifying the next cohort of children to replicate the program.

### OUTCOMES

- Participation in regional and national championships, building morale, and visibility.
- Certified coaches actively lead sessions and mentor.
- Continued focus on holistic development through academic and health support.
- A framework for scaling the program.

# Proposed Outcomes

The Sports for Development program with the Hakki Pikki community is designed to create transformative changes on multiple levels—individual, group, and community. Sports programs serve as catalysts for holistic development among children from marginalised communities. By fostering confidence, teamwork, discipline, and resilience, and promoting physical and mental well-being, these programs equip youth with the tools they need to succeed on and off the field. Furthermore, through mentorship, positive role models, and the instillation of values, sports programs empower marginalised children to realize their potential and break the cycle of adversity, opening doors to a brighter future.

## Girls as Recognized Coaches & Trainers

Young girls transition from players to certified coaches, gaining technical expertise and leadership roles in their community.

## Social Mobility & Exposure

Tournaments and leadership roles provide visibility and access to networks, opening doors to scholarships, careers, and higher education.

## Mentorship & Skill Transfer

As coaches, they mentor younger players, ensuring the next generation develops both sports skills and leadership qualities.

## Sustaining the Frisbee Program

Trained girl coaches create a self-sufficient model where each cohort nurtures the next, ensuring long-term program continuity.

## Challenging Gender Norms

Their leadership in a male-dominated space normalizes female authority in sports and beyond, shifting community perceptions.

## Community Integration & Unity

Their leadership fosters mixed-gender and cross-caste collaboration, breaking down social barriers and building community cohesion.

## Decision-Making & Problem-Solving

Leading teams sharpen their ability to strategise, resolve conflicts, and make quick decisions, skills applicable beyond sports.

## Frisbee as a Tool for Change

The sport becomes more than a game—it serves as a platform for education, gender equity, and leadership development in the community.

# Stories from the Ground



## A Day of Inspiration at the Frisbee Regionals

On January 11th, 2025, seven girls from the Hakki Pikki Colony visited the Frisbee Regionals tournament at Kommasandra. The outing aimed to introduce them to the world of Ultimate Frisbee, allowing them to witness competitive matches, interact with professional players, and experience the energy of over 100 women athletes competing. Initially hesitant, the girls stayed close to their facilitators, unsure of how to engage.



Gradually, through throwing drills and a friendly game, their confidence grew. Interactions with the HTZ college team and Chantal from Project GameChangers helped ease their nerves. By the end of the day, some girls expressed excitement about participating in future matches. This visit ignited curiosity and commitment, inspiring not only the attendees but also their peers, who began attending practice sessions. It fostered a sense of belonging and enthusiasm to form their own team and compete in tournaments, setting the stage for greater achievements.

## From Learners to Leaders: GameChangers

The One Billion Literates Foundation (OBLF) took a transformative step by enrolling four young girls from the Hakki Pikki community into the GameChangers Program, an initiative by Ultimate Peace and India Ultimate, supported by the U.S. Department of State. Designed to empower 100 young girls across India, the program uses Ultimate Frisbee to build leadership and coaching skills.

The girls began their journey with a one-week residential camp in Chennai, receiving intensive training in coaching, leadership, and team-building. By the end, they earned the title of Coaches in Training (CITs), symbolizing their readiness to inspire and lead. The program features workshops on advanced coaching techniques, leadership development for confidence-building and community sports sessions to foster gender equity. The Hakki Pikki girls embraced these opportunities wholeheartedly and will now return as agents of change, leading sports sessions and becoming role models for their community.

