



# 2020 Annual Report

2020-2021

Patron:  
His Holiness The XIV Dalai Lama



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# EXECUTIVE SUMMARY

Due to the unprecedented crisis caused by the Coronavirus outbreak from Wuhan and the ensuing national lockdowns across the world including India, programmes of Empowering the Vision Project (ENVISION hereafter) planned for from the beginning of April 2020 to March 2021 had to be cancelled. However, adapting to the new normal and to keep up the pace of ENVISION's reach to Tibetan youth, we started several new initiatives virtually under each of the three main strands, Tibetan Career Services (TCS), Building Bridges and Global Tibetan Professionals' Network (GTPN).

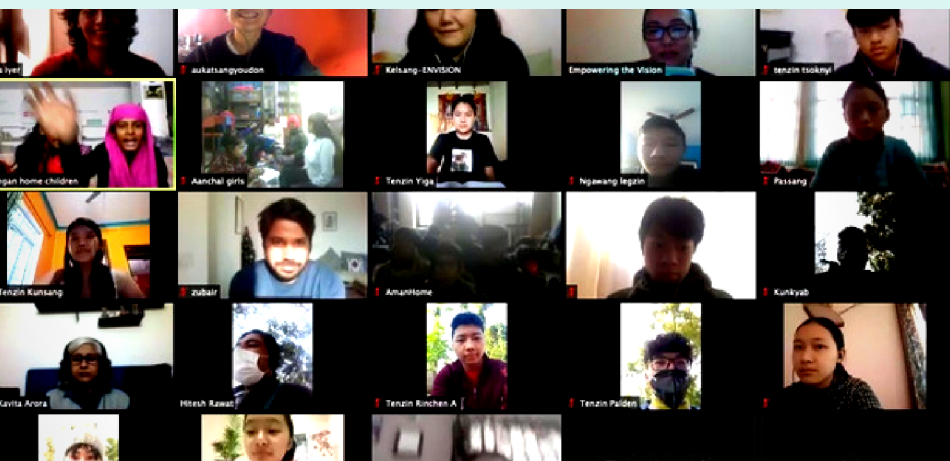
During this pandemic, ENVISION initiated and implemented programmes that benefited 387 youth under the aegis of our three broad programmes: 244 under TCS, 20 under Building Bridges (excluding Indian students) and 123 under GTPN. Because of the lockdown across the country and COVID regulations, Leadership Workshop with class XII students of TCV Selaqui and Sambhota School, Career Help Desk at Majnu Ka Tilla (every Wednesday), Career Exploration Workshop with Tibetan students in the Northeast, Sambhota Sonada (Class X), CST Darjeeling (Class XII), and CST Kalimpong (Class XII), GTPN Role Model School visits, and also a newly proposed Summer camp between Tibetan and Indian school children, and outreach programmes with Tibetan students in Odisha could not be implemented.

However, our virtual engagements have been active more so with the pandemic. All the beneficiaries (387) in 2020 were reached out through our social media platforms such as Facebook, Instagram, Tidio(Website), and emails.

ENVISION Fellowship Programme, a major initiative under TCS started in 2014, has been assisting Tibetan Youth eager to build their employability skills through internships or short-term courses. 10 Tibetan youth from various educational backgrounds were selected for ENVISION Fellowship Programme in 2020 to learn and hone their skills and pursue a career of their interest.

Since class X Central Board of Secondary Examination (CBSE) is one of the defining academic journeys of students in India and is a crossroad to pursue streams of interest be it Humanities, Commerce and Science. Failing maths in Class X means a student cannot continue to the next class despite being good in other subjects. Furthermore, most Tibetan students have the perception that mathematics is a tough subject and hence, many choose not to continue studying it further after class X.

The Maths Coaching Class for students in our partner schools in the Northeast, and Sambhota Poanta in Himachal Pradesh, started in June ended on November 30, 2020. The Coaching class was held every Monday, Wednesday and Friday for an hour and a half in the morning and was coordinated by ENVISION Staff Kelsang Choedon.



# 387

Youths benefited from  
the programme initiated  
by ENVISION during this  
Pandemic.



ENVISION initiated Virtual Live Sessions on both Facebook and Instagram by five ENVISION past fellows during this pandemic. The purpose of these Virtual Live Sessions are manifold including but not limited to providing the value-added services, providing a platform to present and share their learnings with a larger audience, to publicise our fellowship Programme, to build a deeper relationship with our past fellows, and to encourage them to pursue their field of interest with greater zest. This is also an opportunity to gauge the impact the ENVISION Fellowship Programme has made on these individuals.

Empowering the Vision Project (ENVISION) has been holding Mission Admission Workshops for the last many years. The purpose of the Workshop as clearly stipulated by its title is to help and guide as many Tibetan high school graduate students as possible for their admissions in undergraduate studies to Delhi University (DU hereafter). Being one of the most sought after and largest Universities in India, thousands of prospective Indian students compete to get enrolled at Delhi University soon after the declaration of their results by Central and State boards. Tibetan high school graduates are no different. However, this year, due to the pandemic, the declaration of the results got delayed, and so did the admission announcement dates and application processes by DU, further adding to the layers of anxiety among the students. Tibetan school counsellors and administrators referred many of their confused and concerned students to ENVISION for help. Taking into consideration these requests by many and also going with the flow of the situation, we organized our first-ever Virtual Mission Admission Workshop on the 1st of August, 2020. All Tibetan students with access to the internet were able to participate in the workshop while 14 other students approached us for help through phone calls, emails and social media.

Beginning August 4th 2020, ENVISION initiated a new virtual programme- In Conversation with ENVISION Career Counsellor wherein our Counsellor invited Tibetan professionals from different walks of life and engaged with them on topics ranging from mental health, career opportunities, physical education, filmmaking, hotel management to choreography and dance to thangka painting. 18 Tibetan professionals participated in the virtual initiative.

'In Conversation with Career Counsellor' was aimed at providing opportunities for Tibetan professionals to present and share their learnings with a larger audience, and to encourage them to pursue their field of interest with greater zest. It was also expected in return that these conversations would motivate and encourage our youth to pursue different career opportunities now and in the future, notwithstanding how good and bad they have performed in exams in schools.

A three-month mentorship programme offered by ENVISION in collaboration with Drung Films matched up four aspiring Tibetan filmmakers from India, Nepal and Bhutan with four senior filmmakers from around the world who served as their mentors. This programme aimed to advance storytelling and filmmaking in the Tibetan community by providing one-on-one guidance to the mentees as they each develop, produce, and complete a short film. During the course of the three months mentorship, the mentees were also provided with a small monthly stipend to help them focus on their projects.

ENVISION's Building Bridges Project is an exposure and exchange programme designed to bring together young people from Tibetan and Indian communities, to foster better understanding of cultures, learning and sharing. With these ethos, and also in celebration of the Year of Gratitude to HH the Dalai lama by the Tibetans in exile, ENVISION in collaboration with long term supporters planned a virtual 'Inter-Community Dialogue on Gratitude' between class VIII-X students of Tibetan Children's Village, Selaqui and their counterparts at Hopetown School (Indian), Dehradun. However, owing to the closure of schools due to the pandemic, and a legal conflict over fees thereafter in some private schools including Hopetown in Uttarakhand, they could not participate despite their great enthusiasm and excitement. Hence, the first part of the programme was conducted for the 20 students of Selaqui only.

**All the beneficiaries (387) in 2020 were reached out through our social media platforms such as Facebook, Instagram, Tidio(Website), and emails.**

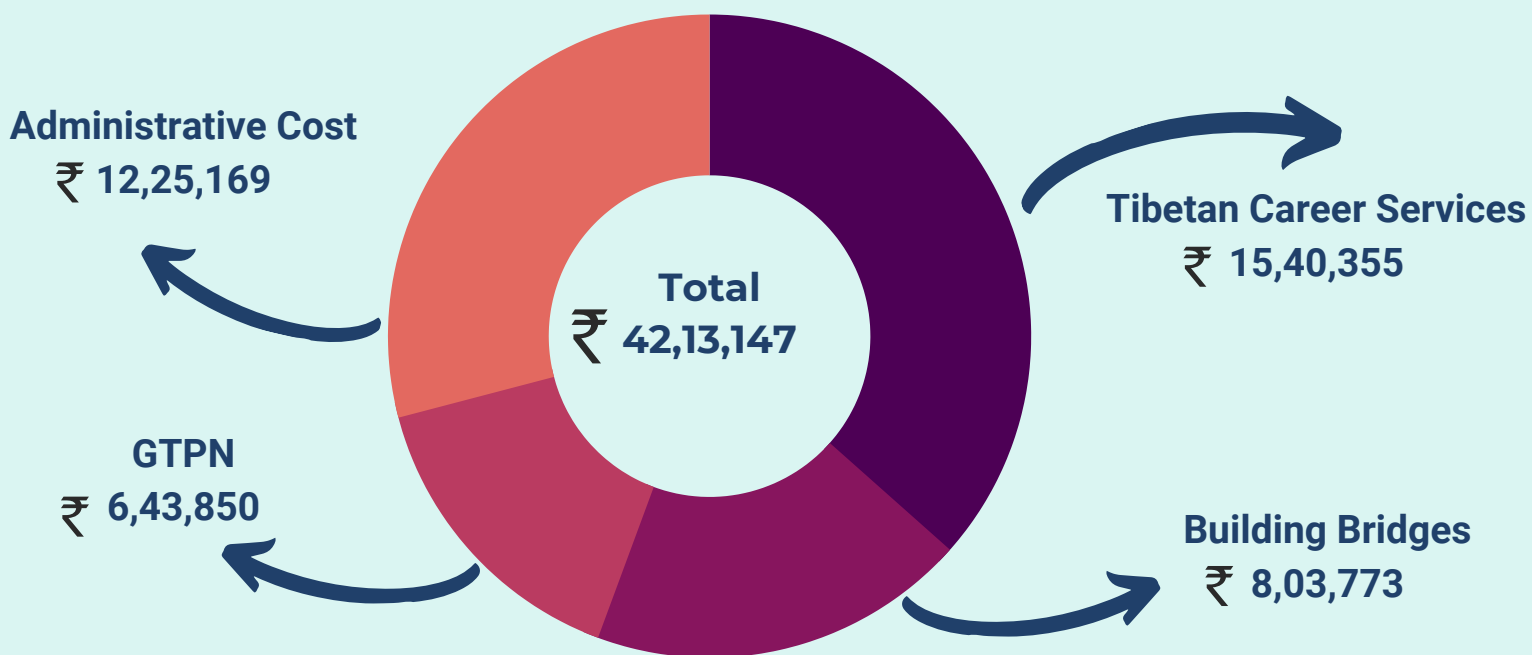


Global Tibetan Professionals Network (GTPN) is a platform where Tibetan professionals from diverse backgrounds can network with each other and find creative ways of contributing to the community. Through this network, Tibetan professionals around the world can share ideas, information and resources among themselves and with those aspiring to become like them through mentorship. In the beginning of the lockdown, we organized four video interviews each consisting of three-four professionals for informal virtual interactions asking them how they were dealing with the unusual lockdown and their suggestions for other young Tibetans on how they should utilize this unusual quarantine period.

To further informal interaction with GTPN members and make it a more productive process, ENVISION initiated a Webinar series by GTPN Members starting mid-May 2020. These webinars are essentially a series of mini-workshops wherein the professionals impart their knowledge and skill to participants in a closed interactive session. All webinars by GTPN Members were carried out through google meet, were recorded and posted later on our social media so that more people could benefit.

During this financial year, ENVISION invested INR 42,13,147 for the implementation of the aforementioned programmes and initiatives including administrative costs but due to the inability to conduct our planned programmes because of the pandemic.

## Programme Expenditure 2020-21



**Dr Pema Tsetso**  
in conversation with  
**ENVISION Counsellor on**  
**Tibetan Medicine**

མཆ་རམས་པ་པང་ཆེ་མཆོ་ལགས་དང་ལཱ་ད་བོད་གི་

**Ms Delek Wangmo in conversation with ENVISION Counsellor on**

**Importance of Inclusive Education in the Tibetan Community in India**

Ms Delek Wangmo is currently the Director of Tibetan Ability Center based in Dharamsala. Alumni of Tibetan Scholarship Program, Wangmo completed a one-year non-degree course in Special Education from the University of Massachusetts. She did her Postgraduate in the same field from Delhi University. Wangmo was formerly the Headmistress of Ngoenga school for Tibetan Children

# Tibetan Career Services

Tibetan Career Services (TCS hereafter) is one of the main programmes of ENVISION. TCS provides all career-related services to young Tibetans (15-35yrs broadly) who approach us through phone, email, Tidio, and social media such as Instagram, Facebook.

Broadly the objectives of the TCS are;

- To create awareness of career options
- To provide counselling and job placement assistance such as help in building resumes, cover letter writing assistance,
- To support career aspirations and goals – through Fellowships/ Assist in discovering interests and skills

Empowering the Vision Project (ENVISION) offers career-related services to all young Tibetans between the age group of 15-35.

Between April 2020 to March 2021, ENVISION was able to provide career and admission related services to 164 young Tibetans from Nepal, Bhutan and India who approached us through social media, phone and emails. Services provided included resume building, job search, job placement, referencing to potential employers, and helping 29 students with their admission process into colleges.

With improved Career services through proactive job search strategies, we now have on an average of 40 jobs and internship listings per month on our social media (Facebook/Instagram) page every Thursday.

**In addition to our career services (a daily engagement), we initiated and implemented the following programmes in 2020.**



Job Seekers  
105



Admission Guidance  
36



Fellowship  
12



Internship  
11



ENVISION Fellowship Programme, a major initiative under TCS started in 2014, has been assisting Tibetan Youth eager to build their employability skills through internships or short-term courses. 12 Tibetan youth from various educational backgrounds applied for ENVISION Fellowship Programme since then to learn and hone their skills, and pursue a career of their interest. In 2020, given the havoc induced by the Covid-19 pandemic, we gave fellowship applicants the choice to pursue courses online. ENVISION in Collaboration with Drung Filmmakers Collective based in Dharamsala started a new initiative, Filmmaking Mentorship Programme. Four Mentees in the programme were given a small stipend from ENVISION's fellowship grant. In addition to these four fellowship grant recipients, ENVISION also supported six other young Tibetans in their aspirations to build employability skills, financially as well as helped them find training institutes to pursue these courses.

# Envision Fellowship Programme

## 2020 ENVISION Fellowship Recipients



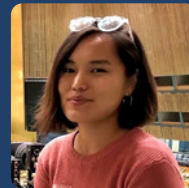
**Tenzin Dolma**  
6 months Graphic  
Design Course



**Tenzin Gawa**  
6 months Kitchen  
Management Training



**Dawa Dhundup**  
3 months UX Design  
Course



**Passang Tsekey**  
SAS Certification  
Course



**Karma Tsering**  
Bartending & Mixology  
Course



**Tenzin Choezin**  
7 weeks training on  
Women's Leadership



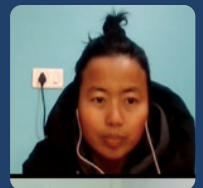
**Tenzin Lekphel**  
Filmmaking Mentorship  
Programme



**Tenzin Choedon**  
Filmmaking Mentorship  
Programme



**Thinley Choedon**  
Filmmaking Mentorship  
Programme



**Sherab Wangmo**  
Filmmaking Mentorship  
Programme



## Details of ENVISION 2020 fellows are as follow:

- Tenzin Gawa came to India when he was nine years old. He has a BA degree from the Dalai Lama Institute for Higher Education, Bangalore but was not able to get himself employed with a proper job. He was doing menial work in different shops in Delhi's Majnu ka Tilla. Through the fellowship programme, he is currently undergoing a six-month training in kitchen Management at the Asian Academy of Culinary Arts, Delhi.
- Dawa Dhundup pursued a three-month training program on Full Stack User (UX Design) at Designers Institute in Bangalore. He is currently employed at Tenr Inventure Pvt Ltd since February 08, 2021.
- Sherab Wangmo, Sherab Wangmo pursued her undergraduate studies in Journalism. Wangmo had attended various filmmaking workshops such as 'Media Literacy and Film making' by Ladakh Arts and Media Organization(LAMO) and by Jigmet Angchuk of the 'Barley field on the other side of the mountain' fame. She is working with Thinley Choedon on a documentary entitled "Establishment 22" as stated above.



- Karma Tsering studied an intensive course in Bartending and Mixology at the European Bartender school based in Bangalore starting January 2021. He has completed his course and is currently employed as a Bartender at IKIGAI in Bangalore.
- Tenzin Lecphel is a self-taught actor/filmmaker based in India. He has acted in films such as 'I am Tenzin' and 'Pema'. Leckphel also worked as the First Assistant Director of the short film Pema directed by Tibetan Filmmaker Sonam Tsetan. He undertook a month-long intensive Filmmaking course from the Blind Dog Films to further hone his acting and filmmaking skills.
- Tenzin Choedon's interest in media and films spurred when she took a course on Photography in cinema studies and on women's representation in the visual media when she was pursuing her masters at Jawaharlal Nehru University. She is working on a short film called 'Pride'. The film follows two young Tibetan in their mid-20s, Tashi and Nyima, who are childhood best friends who had been to the same school. They're meeting for the first time in 3 years after joining different colleges. Apart from reminiscing their childhood memories, they shared their personal journey of discovering their sexual orientation. Tashi who has been struggling to be understood by anyone found it the right moment to "come out" as a Queer to Nyima who was observed to have matured over a period of time and has a capacity to listen to what Tashi has to say.

- Tenzin Choezin finished a seven-week training (virtually) on Women's Leadership being provided by Coady Institute based out of Canada. The training explores recognizing and celebrating women's strengths, assessing leadership models and approaches, and also includes the sharing of tools and frameworks that prioritise equity and inclusion.
- Thinley Choedon is a postgraduate student in Communication and Journalism. As part of her Master's course, she studied documentary filmmaking and also made a documentary on 'Plastic Pollution' which was selected for the National Science film Festival under the auspice of the Government of India. She is working with Sherab Wangmo on a short documentary on "Establishment 22", a life story of three Tibetan SFF veteran who served in "SFF" or 'Establishment 22" operating under the Indian government. The documentary will include observational and sit-in interviews, focusing on their experience while serving in the same unit portraying their pictorial collection and their lifestyle after their service period. A detailed narration from their reasons for joining the guerrilla unit in the first place and then their experience throughout the service many of who have been involved in many operations like Operation Eagle (securing Chittagong hills during the Bangladesh War of 1971, where 46 soldiers of the regiment died), Operation Meghdoot (securing the Siachen glacier in 1984) and Operation Vijay (war with Pakistan at Kargil in 1999).
- Tenzin Dolma was born in Bylakuppe Tibetan settlement. She completed a six-month intensive course in graphic design at Arena Institute of Graphic Designed based in Delhi. Due to family circumstances, she could not pursue further studies after her graduation a few years ago. She aspires to get employed sooner with the completion of the course.
- Passang Tsekey undertook a SAS Certification Preparation, a course that teaches tools such as Python, SPSS and STATA for Health Analytics in Public health. She is currently working as a Documentation Officer at CARE India.

The candidates were recruited through a two-step screening process including interviews. Of INR 500,000 allocated for ENVISION Fellowship in INR 382400 was spent for short term courses and INR 120,000 INR for the Mentees of the Filmmaking Mentorship Programme for a duration of three months.





As we are aware, class X Central Board of Secondary Examination (CBSE) is one of the defining academic journeys of students in India. It is a crossroad to pursue streams of interest be it Humanities, Commerce and Science. Failing maths in Class X means a student cannot continue to the next class despite being good in other subjects. Furthermore, most Tibetan students have the perception that mathematics is a tough subject and hence, many choose not to continue studying it further after class X.

The Maths Coaching Class for students in our partner schools in the Northeast, and Sambhota Poanta in Himachal Pradesh, started in June ended on November 30, 2020. The Coaching class was held every Monday, Wednesday and Friday for an hour and a half in the morning and was coordinated by ENVISION Staff Kelsang Choedon.

A pre-test and post-test were conducted at the beginning and end of every session to gauge progress in the performance of the students. The average score of all students for the entire sixth month was 2.5 in pre-test and 3.5 in Post-test out of 10. Judging by their scores, there is a slight improvement in their performances yet their mathematical skills are still weak. Out of the 18 participating students, performances of some of them truly progressed over the months, with some students scoring(individually) as high as 9 or 8 out of 10.

The three Teachers employed for the Coaching class were responsible and sincere. They tried their best to teach the students as interestingly and creatively as possible through visual presentations, interspersed with interesting Q & A sessions. The Teachers also filtered probable questions drawing experiences from questions of previous Central Board of Secondary Education (CBSE) Examinations. The Virtual Math Coaching Class ended on November 30 with a feedback session by all Teachers and Students in the presence of the ENVISION Team. Expressing concern over some of the student's weak mathematical skills, the Teachers unanimously agreed to teach and guide the students even after the end of the coaching class.

Some students shared how the Maths Coaching Class and the Teachers helped them (re)instil confidence and interest in the subject. Pasang Tsering, a student from CST Darjeeling expressed,

***“I learned new techniques and methods to study mathematics and found this opportunity really helpful. I hope this opportunity will be given to other students in the future”***

and Yangchen Bhuti from CST Kalimpong appreciated the Teachers for their dedication and advice which she said motivated her to make the best out of the subject. Unlike her Maths Teacher in her school who teaches in Hindi and English, she shared that Tibetan as the medium of instruction for the coaching class helped her understand and grasp the concepts better.

# Maths Coaching Class

ii)  $x - y = 2$  — (i)  
 $3x + 2y = 16$  — (ii)

Equation  $x - y = 2$   
 $x = 2 + y$  — (iii)

Put the value of  $x = 2 + y$  in eqn (ii)  
 $3(2 + y) + 2y = 16$   
 $6 + 3y + 2y = 16$   
 $5y = 16 - 6$   
 $5y = 10$   
 $y = 10 / 5 = 2$   
 $y = 2$

Put the value of  $y = 2$  in eqn (iii)  
 $x = 2 + y$   
 $x = 2 + 2$   
 $x = 4$

Points A and B are 90 km apart from each other on a highway. A car starts from A and another from B at the same time. If they go in opposite directions they meet in  $9/7$  hours; find the speed of the car starting from A.

Let the car moving from point A has speed  $x$  km/h and the car moving from point B has speed  $y$  km/h.

When two cars move in the same direction they meet at point C.

Distance travelled by car A = AC  
Distance travelled by car B = BC  
that they both meet in 9 hours.

$AC - BC = AB$   
 $9x - 9y = 90$   
 $9(x - y) = 90$   
 $x - y = 10$  — (i)

$x = 10 + y$

When two cars move in opposite directions they meet at point C.

Distance travelled by car A = AC  
Distance travelled by car B = BC  
that they both meet in  $9/7$  hours.

$AC + BC = AB$   
 $9x + 9y = 90$   
 $9(x + y) = 90$   
 $x + y = 10$  — (ii)

$x = 10 - y$

Put the value of  $x = 10 - y$  in eqn (i)  
 $10 - y - y = 10$   
 $10 - 2y = 10$   
 $-2y = 10 - 10$   
 $-2y = 0$   
 $y = 0$

Put the value of  $y = 0$  in eqn (ii)  
 $x + 0 = 10$   
 $x = 10$

The speed of the car starting from A is 10 km/h.



# Opportunity For past **ENVISION** Fellows

Fellowship Programme started in 2014, is one of the most important programmes under Tibetan Career Services and has benefited 48 youth so far.

ENVISION initiated Virtual Live Sessions on both Facebook and Instagram by five ENVISION past fellow during this pandemics. The purpose of these Virtual Live Sessions are manifold including but not limited to providing the value-added services, providing a platform to present and share their learnings with a larger audience, to publicise our fellowship Programme, to build a deeper relationship with our past fellows, and to encourage them to pursue their field of interest with greater zest. This is also an opportunity to gauge the impact the ENVISION Fellowship Programme has made on these individuals.

The Virtual Live Sessions on Facebook is being organized every Wednesday from 5 pm-7 pm (IST). As a token of appreciation for their time and cooperation, ENVISION paid a nominal fee of INR 1500 each to the participating fellows.



## **Penpa Tsering: How To Overcome Substance Abuse**

On July 3, 2020, a FaceBook Live Session on 'How to Overcome Substance Abuse' was facilitated for ENVISION Fellow Penpa Tsering, a former addict himself but now completely sober.



## **Tsewang Tharchen: Tibet Audio: An Entrepreneurship**

Facebook Live session was facilitated on August 2, for Tsewang Tharchin, who pursued a Diploma Course in sound engineering with ENVISION's support through the fellowship programme.

## **Kunga Wangmo: Understanding Inclusive Education**

On 10th June, the first Virtual Live Session by ENVISION Fellowship recipient Kunga Wangmo on 'Inclusive Education' was organized and it was moderated by Gangri Nyima, Headmaster at Ngoenga Special School, Dehradun.



## **Tenzin Nyima: Weekly Virtual Yoga Session**

Nyima is a Yoga Instructor and ENVISION fellowship recipient took Yoga classes thrice a week, through google meet from 6 pm-7 pm for two months since May 22.



These five fellows and the topics of their virtual engagements were:

- **Kunga Wangmo - Understanding Inclusive Education:** On 10th June, the first Virtual Live Session by ENVISION Fellowship recipient Kunga Wangmo on 'Inclusive Education' was organized and it was moderated by Gangri Nyima, Headmaster at Ngoenga Special School, Dehradun and one of the beneficiaries of ENVISION. The session garnered great interest with over two thousand plus views and 45 real-time comments. Interesting questions like if it is important to integrate differently-abled children into mainstream educational institutions and make them mingle with other children, giving the example of the Special Children in TCV Chauntra, so as to enable them to improve their disabilities. Tenzin Nyima, a Political Science Teacher at Mussoorie Homes, commented "Lack of proper in-service training to teachers and staff of the school regarding 'inclusive education is one of the main challenges faced by schools. Though everyone tries best to embrace inclusive education with empathy, it is not enough without proper awareness and knowledge."
- **Penpa Tsering: How to Overcome Substance Abuse:** On July 3, 2020, a FaceBook Live Session on 'How to Overcome Substance Abuse' was facilitated for ENVISION Fellow Penpa Tsering, a former addict himself but now completely sober. Penpa is currently volunteering at Kunphen Rehabilitation Centre and is taking classes for Rehab patients based on their need such as 'Mindfulness-Based Relapse Prevention for Addictive behaviours,' etc for the last 10 months. Penpa has a Bachelor's Degree in Psychology from Delhi University. Moderated by ENVISION Monlam, the session focused on how to overcome addiction by sharing Penpa's own experiences. The Live Session was one of the most viewed (1.3k) sessions on Facebook. Penpa's video was shared 22 times, garnered 20 comments (questions and commendations). Many commended Penpa for overcoming substance abuse through his own will power while some requested similar helpful sessions by Penpa in the future.
- **Tenzin Nyima- Weekly Virtual Yoga Sessions:** a Yoga Instructor and ENVISION fellowship recipient took Yoga classes thrice a week, through google meet from 6 pm-7 pm for two months since May 22. Thirty participants take part in the virtual yoga class in different parts of India including Orissa, Dehradun, Dharamsala, Delhi, Varanasi, Bylakuppe, Nepal and London. Nyima began her class with simple yoga practices to advance types of yoga including Hatha Yoga postures and Power Yoga movements for 'deeper realms', de-stress and thought for internal cleansing. Nyima's two months yoga class concluded on July 10.
- **Tsewang Tharchin-The Tibet Audio: An Entrepreneurship:** Another Facebook Live session was facilitated on August 2, for Tsewang Tharchin, who pursued a Diploma Course in sound engineering with ENVISION's support through the fellowship programme. Tsewang spoke on 'The Tibet Audio: An Entrepreneurship', his personal and professional journey, shared his learnings and challenges to our live audience.





## TOP 10 B.SC COLLEGE

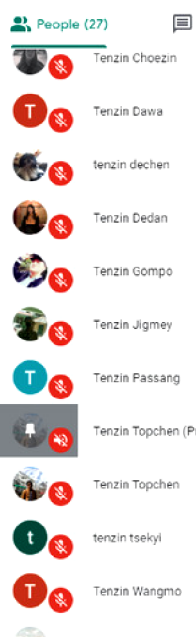
age (N)  
(N)  
e (N)  
(N)  
(N)  
(S)  
(S)  
(S)  
(N)



## Mission Procedure for Foreign Students including Tibetans

Registration through FSR portal (**deadline passed**)  
of documents to respective offices- Bureau and Tibetan Youth Hostel  
required to report at foreign student registry office within the informed  
(mail)  
as to complete the arrival form at FSR office  
of original education documents by FSR office  
otted by FSR office and college admission letter is issued.  
ve allotted college and pay fees equivalent to general quota students.

Virtual Mission Admission



# Mission Admission Workshop

Empowering the Vision Project (ENVISION) has been holding Mission Admission Workshops for the last many years. The purpose of the Workshop as clearly stipulated by its title is to help and guide as many Tibetan high school graduate students as possible for their admissions in undergraduate studies to Delhi University (DU hereafter). Being one of the most sought after and largest Universities in India, thousands of prospective Indian students compete to get enrolled at Delhi University soon after the declaration of their results by Central and State boards. Tibetan high school graduates are no different. However, this year, due to the pandemic, the declaration of the results got delayed, and so did the admission announcement dates and application processes by DU, further adding to the layers of anxiety among the students. Tibetan school counsellors and administrators referred many of their confused and concerned students to ENVISION for help. Taking into consideration these requests by many and also going with the flow of the situation, we organized our first-ever Virtual Mission Admission Workshop on the 1st of August, 2020. All Tibetan students with access to the internet were able to participate in the workshop while 14 other students approached us for help through phone calls, emails and social media.

Sessions on admission procedures, eligibility criteria, top colleges of DU in corresponding to concerning subjects and faculties, necessary documents to be prepared, hostel accommodation facilities, and general etiquettes of a college-going student in Delhi- challenges, opportunities and experiences – were covered during the workshop. All 29 students were enrolled in colleges of their choice and interest.



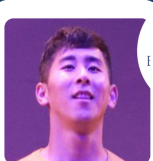
# In Conversation With ENVISION Career Counsellor

Beginning August 4th 2020, ENVISION initiated a new virtual programme- In Conversation with ENVISION Career Counsellor wherein our Counsellor invited Tibetan professionals from different walks of life and engaged with them on topics ranging from mental health, career opportunities, physical education, filmmaking, hotel management to choreography and dance to thangka painting.

## Participating Tibetan Professionals



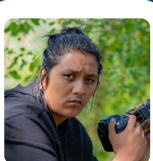
**Dr Kunga Norzom**  
Psychiatrist



**Tenzin Nyima**  
Freelance  
Choreographer



**Tashi Tsering**  
Physical Education  
Teacher



**Tenzin Nyibum**  
Photographer/  
Videographer



**Sonam Topgyal**  
Chef/Entrepreneur



**Dawa Choezom**  
Chartered  
Accountant



**Tsering Yangzom**  
Fitness Trainer/Yoga  
Instructor



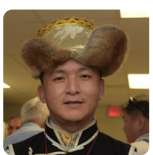
**Migmar Tsering**  
Thangka Painter



**Dr Pema Tsetso**  
Lecturer/Consultant  
Doctor



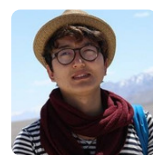
**Tenzin London**  
Head of Astro Science,  
Men-Tsee-Khang



**Tenzin Chune**  
Artist/Teacher  
TIPA



**Delek Wangmo**  
Director, Tibetan  
Ability Center



**Ugen Samden**  
Hair Stylist/Entrepreneur



**Ngawang Tsaltrim**  
Co-founder, Exile  
Creations Pvt Ltd

A brief about each of the conversations the Tibetan professionals have had with our Career Counsellor are :

- **Dr Kunga Norzom:** On August 4, our Career Counsellor Monlam invited Dr Kunga Norzom- a Psychiatrist based out of Minnesota and had conversed on understanding mental health. The virtual live conversation touched upon initiatives to reduce mental health barriers in Tibetan communities through education and awareness. Dr Norzom also enlightened our viewers and social media followers about the symptomatic and asymptomatic nature of depression, anxiety, and medical and therapeutic ways of addressing these mental health issues. Her current practice includes individual and group therapy, and cognitive and personality testing with teens and adults.
- **Tashi Tsering:** A Physical Education Teacher (PTI) and Football Coach at Wynberg-Allen School, Mussoorie was invited on August 25 to discuss career opportunities in Physical Education. Tashi had coached the Tibetan National Football Team in the year 2008-2009 and was also a member of the Selection Committee. He obtained an AIFF 'D' License Certificate from Haryana Football Association in 2019. The career scope of Tibetan students in sports, college options, perks and challenges of a Physical Education graduate were shared by Tashi.
- **Tenzin Nyima:** On September 1, Tenzin Nyima - a Freelance Dance and Choreography Instructor based in Delhi was invited as the guest. He has been training students from various schools and dance companies on western Dance like jazz, Contemporary, Ballet; and Bollywood. Nyima completed his schooling at Tibetan Homes School Mussoorie and completed his Bachelor's Degree from Hansraj College, Delhi University. Counsellor Monlam sought Nyima's outlook on "unconventional" career choices among youth in the Tibetan community, what (un)stops them from, in addition to asking his views on the scope of careers in dance and choreography and his recommendations on good institutes to pursue interest and career in the field.

- **Tenzin Nyibum:** A Photographer/Videographer and Founder of Wild Tibet Pictures, based out of New York was invited on September 8, to discuss his personal and professional journey. After his further studies in Journalism, Multimedia and Photography, he founded Wild Tibet Pictures, a Freelance Tibetan Media in 2009 with a friend. The Media has far worked on about 400 Music Videos and more than 60 Documentary Films. He was born in Agling Tibetan Settlement Ladakh and completed his school education from TCV Ladakh and Upper Dharamsala. Nyibum spoke about the importance of knowing your passion, career opportunities in visual fields and shared his experiences.
- **Sonam Topgyal:** Sonam Topyal was invited as the guest professional on September 15 to discuss culinary entrepreneurship and hospitality. Sonam is a Chef and Entrepreneur with over years of work experience. He completed his B.Sc in Hospitality and Hotel Administration in 2013 and had worked in different 5 Star hotels winning many awards and accolades. He was also the winner of the Youth Empowerment Award 2020 organised by the CTA. Sonam opened his own cafe in the Mungdod Tibetan settlement in 2017.
- **Dawa Choezom:** On September 22, Dawa Choezom was invited to converse with the ENVISION Career Counsellor. Dawa, a Chartered Accountant by Profession is currently working at one of the big four accounting firms in Chennai as a Manager in the Statutory Audit Department. She has over seven years of work experience in the field. She was born and brought up in Bylakuppe, Karnataka, India. Choezom pursued Chartered Accountancy from the Institute of Chartered Accountants of India (ICAI) and received her prestigious CA qualification in November 2011. She stressed the importance of hard work, commitment, discipline and a positive attitude towards achieving Chartered Accountancy in addition to responding to real-time queries by our viewers, and sharing her personal and professional journey.
- **Tsering Yangzom:** A Fitness Trainer and Yoga Instructor, Yangzom was invited on September 29 to speak on the importance of fitness, types and benefits of yoga and wellness. She also shared her thoughts on career scope in wellness and yoga at this time and age. She completed her B.A. in Physical Education from Lakshmi Bai National University of Physical Education, Kerala and Yoga Teacher training course from Rishikesh.
- **Migmar Tsering:** A Thangka Painter with over 12 years of experience was invited to 'In Conversation with Career Counsellor'. Tsering dropped out of school when he found out his passion for Thangka painting. He spoke at length about his work and experiences over the past 12 years as a Thangka Painter, courses offered at the Norbulingka Institute, basic eligibility criteria to get enrolled and his suggestions to other school dropouts that there is always a path to build a career if one strives with enthusiasm and hard work.
- **Dr Pema Tsetso:** A Lecturer and Consultant Doctor at the Tibetan Medical and Astro Institute spoke passionately about Tibetan Medicine, Admission procedure, the fee structure of courses at the Institute and career opportunities after graduation.
- **Tenzin Londen:** Head of the Astro-Science Outreach and Development Department at the Institute of Tibetan Medical and Astro-Science College articulated the science behind the Tibetan astrological tradition, readings for different occasions, common perceptions and beliefs amongst other tenets of Tibetan astrology.



## Dr Pema Tsetso in conversation with ENVISION Counsellor on Tibetan Medicine

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October 6, 2020 6-7 PM (IST)



## Live Discussion: Building Career(s) In Thangka Painting

Migmar Tsering is a Thangka Painter based in Dharamsala. He studied till class VII from Upper TCV school and joined a five year course in Thangka Painting from Patluhi thereafter. He has over 12 years of work experience in the field.

October 6, 2020 6-7 PM (IST)



## Live Discussion: Career in Choreography & Dance for Tibetans in India

Tenzin Nyima is a Freelance Dance Instructor and Choreographer based in Delhi. He has been training students from various schools and dance companies in Western dance like Jazz, Contemporary, Ballet, and Bollywood. He completed his schooling from Tibetan Homes School, Mussoorie and graduation from Delhi University.

September 1st 2020 7-8 pm (IST)



## Ms Delek Wangmo in conversation with ENVISION Counsellor on Importance of Inclusive Education in the Tibetan Community in India

Ms Delek Wangmo is currently the Director of Tibetan Ability Center based in Dharamsala, Alumni of Tibetan Scholarship Program. Wangmo completed a one-year non-degree course in Special Education from the University of Massachusetts. She did her Postgraduate in the same field from Delhi University. Wangmo was formerly the Headmistress of Ngeonga school for Tibetan Children with Special Education in Dharamsala.

23rd March 2021 6-7 pm IST



## Live Discussion: Careers in Physical Education

ENVISION counsellor in conversation with Gen. Tashi Tsering

August 25th 2020 6pm - 7pm (IST)



## Gen Loden in conversation with ENVISION Counsellor on Tibetan Astro Science

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Gen Loden in conversation with ENVISION Counsellor on Tibetan Astro Science



- **Tenzin Chuney:** A performing Artist and Teacher at the Tibetan Institute of Performing Arts (TIPA), Tenzin Chunney who was born and raised in Sikkim, joined TIPA in 2004. Chunney explained the history of Tibetan Performing Arts prior to and after the invasion of Tibet by China and the ways in which it still is thriving today and how he perceives the Institute as a beacon of cultural preservation in exile. He also shared scope and job opportunities pertaining to a degree from the institute.
- **Ugen Samden:** a self-taught Entrepreneur; and hairstyle Artist based in New Delhi spoke with ENVISION Counsellor, sharing his nine years of experience in the field, his personal and professional journey, and how he started from scratch. Passion, Patience and commitment he said helped him achieve his goals and garner his professional skills both as an Entrepreneur and a Hairstyle Artist. He advised others willing to trail in the same path to be passionate, committed and have at least seven years of work experience in the field before starting their own business.
- **Delek Wangmo:** Director OF Tibetan Ability Centre based in Dharamsala conversed with ENVISION Career Counsellor on the 'Importance of Inclusive Education in the Tibetan community in India. Wangmo presented a PowerPoint presentation on the topic wherein she covered a wide range of issues and concerns in addition to articulating the basics of inclusive education, and the importance of early childhood education and intervention.

Alumni of the 2012-2013 Tibetan Scholarship Program, Wangmo completed a one-year non-degree course in Special Education from the University of Massachusetts. She did her post-graduate in the same field from Delhi University. Wangmo was formerly the Headmistress of Ngoenga school for Tibetan Children with Special needs based in Dehradun.

- **Ngawang Tsultrim:** is a Co-Founder and Director of Exile Creations Pvt Ltd, based in Dekyiling-Dehradun. Founded in May 2012 with Kalden Chopel, the manufacturing company specializes in designing, marketing and ethically producing high-end lampwork glass jewellery and handicraft items. Padma Jewels, a body of work under Exile Creations was awarded INR one crore in 2019 by 'Youth Employment for Tibetans Initiative' for their contribution in employing Tibetan youth living in India.

Exile Creation has currently 42 employees, and most of them are Tibetan youth who could not complete their school education, differently-abled youth, and youth with vocational training background.

'In Conversation with Career Counsellor' was aimed at providing opportunities for Tibetan professionals to present and share their learnings with a larger audience, and to encourage them to pursue their field of interest with greater zest. It was also expected in return that these conversations would motivate and encourage our youth to pursue different career opportunities now and in the future, notwithstanding how good and bad they have performed in exams in schools.

Overall the virtual engagement generated great interest and interaction among Tibetans of all ages, suffice to say the number of positive feedbacks, comments and questions we received in real-time and later, garnered by these conversations with the Tibetan professionals. Each Professional was paid a nominal fee of INR 5000 for their time and participation.





# Filmmaking Mentorship Programme

## Filmmaking Mentorship Programme 2020

Three Months Mentorship Programme Presented By  
Empowering The Vision Project and Drung Filmmakers' Collective

### Three Phases of Mentorship:

● Scriptwriting & Development

● Production & Direction

● Editing &

#### Eligibility:

- Tibetan Green book holder
- Between 18-35 years of age
- Must have a story idea or pitch it in the form of a



A three-month mentorship programme offered by ENVISION in collaboration with Drung Films matched up four aspiring Tibetan filmmakers from India, Nepal and Bhutan with four senior filmmakers from around the world who served as their mentors. This programme aimed to advance storytelling and filmmaking in the Tibetan community by providing one-on-one guidance to the mentees as they each develop, produce, and complete a short film. During the course of the three months mentorship, the mentees were also provided with a small monthly stipend to help them focus on their projects.

The programme was divided into three different phases or stages starting with Scriptwriting and Development, Production and Direction and Editing and Post Production. During the course of the programme, the mentees got to learn about each of the mentor's individual approaches to filmmaking and watch their films. The lecture series was organized by each of the Mentors and two guest Speaker Filmmakers to understand the processes of filmmaking and their journey as filmmakers.

The Four mentors are senior Tibetan filmmakers from around the world, Kesang Tsetan (based in Switzerland), Tsering Tashi Gyalthang (based in Vietnam), Tsering Rithar (based in Nepal) and Sonam Tsetan (based in Dharamshala) who will serve as their mentors.

Overall the objectives of the programme were:

### Proposed Objectives:

- To identify new and emerging Tibetan storytellers/filmmakers with unique and diverse perspectives
- To provide individualized mentorship for aspiring Tibetan filmmakers by pairing them with a working senior Tibetan filmmaker
- To provide guidance to emerging Tibetan filmmakers as they develop a project from initial concept to completion of their films
- To provide and facilitate some resources to the mentees or to guide them to other sources of resources in order to realize their projects

### Proposed Outcomes:

- Aspiring Tibetan filmmakers gain exposure and hands-on experience in filmmaking
- Establish a connection between aspiring and existing Tibetan filmmakers
- Create a vibrant community of new storytellers/filmmakers in the Tibetan community
- To help aspiring Tibetan filmmakers see filmmaking as a career path





# Building Bridges Programme

ENVISION's Building Bridges Project is an exposure and exchange programme designed to bring together young people from Tibetan and Indian communities, to foster a better understanding of cultures, learning and sharing. The School Exchange Program under the aegis of the Building Bridges project aims to expand comfort zones and broaden horizons as well as nurture friendships between Indian and Tibetan students.

Under this project, we facilitate summer camps and school exchange programmes. The project helps young Tibetans in exile to have exposure to the world outside their Tibetan hamlets and schools. The students on the other hand have been made to think about how their identities are shaped not only by their immediate peer mates but also their families, cultures and the many communities – Tibetan and Indian both – they interact and live with.

## Dialogue on Gratitude

With these ethos, and also in celebration of the Year of Gratitude to HH the Dalai lama by the Tibetans in exile, ENVISION in collaboration with long term supporters planned a virtual 'Inter-Community Dialogue on Gratitude' between class VIII-X students of Tibetan Children's Village, Selaqui and their counterparts at Hopetown School (Indian), Dehradun. However, owing to the closure of schools due to the pandemic, and a legal conflict over fees thereafter in some private schools including Hopetown in Uttarakhand, they could not participate despite their great enthusiasm and excitement. Hence, the first part of the programme was conducted for the 20 students of Selaqui only.

The implementation process of the programme is divided into two steps, Extensive and Intensive. The first leg of the initiative was carried out separately on September 24 and November 30, respectively with TCV Selaqui and Jamghat. In total, 40 students participated in the workshop with 20 students from each School. All the participants were divided into different groups with equal numbers of Tibetan and Indian students, based on their interest in creative writing, art and theatre with two Resource persons each and a Coordinator from ENVISION.

On 24th September, the Extensive Session akin to an orientation programme was carried out from 3pm-5pm with 12 girls and 8 boys of TCV Selaqui. Therefore, the two-hour session focussed on context-setting, group activities pertaining to stories of triumph(participants') over negative emotions using Walker Cycle's Theory on Mind Jog (Brainteaser), Personal Connect(Self-audit, mind map), Information Exchange (brainstorming & case study), Information Application(Case study & role play) and Real World Connect (Action Plan substantiated by examples). Participants were also presented the forward strategies for the Intensive Process to be held between October 24-26, 2020, with Selaqui students and children of Indian shelter homes (in lieu of Hopetown) based in Dehradun.



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- TENZIN



As the title suggests, sessions will be more intensively embedded by two workshops of three hours each. Jaya, a theatre artist and Srinjoy Ghosh, a Teacher Psychologist at Hopetown School, Dehradun will primarily lead the sessions as they did for the extensive process of the 'Dialogue on Gratitude'.

The objectives of the 'Dialogue on Gratitude' are:

- To awaken a deeper sense of gratitude and appreciation, improve life's quality and promotes positive mental health among students
- To contribute to enhancing students' cognitive skills in terms of language, social sciences as well as emotional abilities to deal with anxiety, anger and aggression especially during this time of the pandemic.
- To enhance the participating students' confidence and communication skills

The first leg of the initiative was carried out separately on September 24 and November 30, respectively with TCV Selaqui and Jamghat. In total, 40 students participated in the workshop with 20 students from each School. All the participants were divided into different groups with equal numbers of Tibetan and Indian students, based on their interest in creative writing, art and theatre with two Resource persons each and a Coordinator from ENVISION. In the week-long dialogue starting 18th December, students were given group tasks related to gratitude to deliberate, discuss and engage on through the above mediums, by their respective resource persons after a plenary session of all the participants. The students were given an opportunity to present their work on the final day of the Dialogue on 21st December 2020.

The second part of the Dialogue on Gratitude Workshop was more, nuanced yet intense and focused-oriented. An Intensive element to the workshop, therefore, was added for a three-day duration on 16, 18 and 21st December. Participating students were grouped (virtually) based on their interest in creative writing, art and theatre, with two Resource persons each and a Coordinator.

The students with their resource persons and coordinator were asked to discuss the theme of gratitude, the importance of being thankful in life, and what stops them at times from practising gratitude.

On the final day, the students were given a warm-up exercise to relax and overcome their anxiety from daily online classes and exams. They were shown a short video on Year of Gratitude on screen so as to understand the background of Tibet and the life of His Holiness The Dalai Lama.

Theatre performance was done by Aman Home Boys on theme one should not feel shy from doing good things to others and Selakui students turn wise. Arts students expressed their gratitude by presenting drawings on friends, family and trees, schools and Mother Nature.

The writing group read us a story and essays on why and how they are grateful towards others. Students from their group also read us a poem in dedication to His Holiness The Dalai Lama.



# Global Tibetan Professionals Network

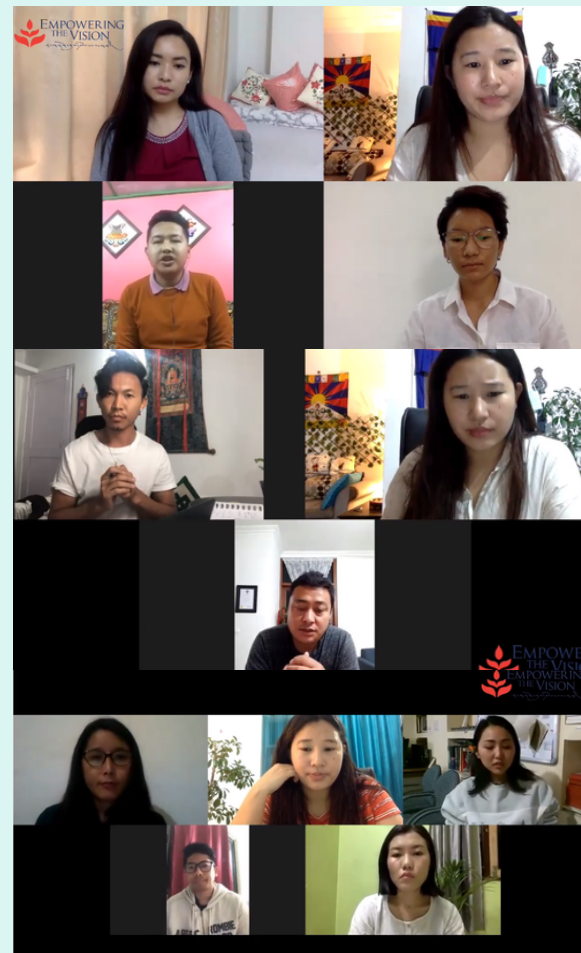
Global Tibetan Professionals Network (GTPN) is a platform where Tibetan professionals from diverse backgrounds can network with each other and find creative ways of contributing to the community. Through this network, Tibetan professionals worldwide can share ideas, information, and resources among themselves and those aspiring to become like them through mentorship.

## Informal Interaction With Young Professionals

In the beginning of the lockdown, we have produced four videos each consisting of three-four professionals for informal virtual interactions/interviews asking them how they were dealing with the lockdown and their suggestions for other young Tibetans on how they should utilize this unusual quarantine period.

On 18 April, 2020 ENVISION initiated the First Virtual Interaction with Tibetan professionals- Kaysang (Co-founder Drokmo), Tsering Yangzom (Yoga Instructor), and Tenzin Namkha, Teacher/writer at Sambhota Sonada, on how they deal with the lockdown situation, what are the perks and perils of working from home, and their suggestion to young Tibetans on how they should use their time productively. On 24 April, 2020 ENVISION's GTPN members, Tashi Tobgyal, Photojournalist at Indian Express, and Tenzin Phuljung, Independent Videographer spoke on how they are adjusting their job with the pandemic and share their suggestion for young Tibetans on how to use the quarantine period.

The third virtual interaction was held on 2 May, 2020 with young Tibetan Professionals working in the field of Health and Diet. Dr.Tashi Namgyal, Junior resident at the Department of Pediatrics, Sikkim, Dr.Tenzin Namdon, Medical officer at Delek Hospital, Dharamsala, Rinzin Dolma, Senior Nurse Educator, Health care at Home India Pvt.Ltd.Delhi, and Tashi Choedon, Nutritionist at National Centre of Excellence and Advanced Research on Diet, Delhi participated in the interaction. The fourth and last virtual group interaction with Professionals was held on 9 May, 2020 with Yangchen Dolkar, Director at Business and Operations, ABKJ, Bangalore, Tenzin Lhagoe, Cluster Manager of Bar Operations, at Zone by the Park Hotel based in New Delhi and Tenzin Samten, a Software Engineer in Bangalore.





To further informal interaction with GTPN members and make it a more productive process, ENVISION initiated a Webinar series by GTPN Members starting mid-May 2020. These webinars are essentially a series of mini-workshops wherein the professionals impart their knowledge and skill to participants in a closed interactive session. All webinars by GTPN Members were carried out through google meet, were recorded and posted later on our social media so that more people could benefit.

- **How to Design a Mobile App: A Beginner's Guide:** ENVISION GTPN Member Tamdin Kyab, currently working as UX Designer at Bottle Lab Technologies Pvt Ltd based in Bangalore took the first Webinar on 'How to design a Mobile App' on May 22. Tamdin began his webinar with Understanding UX (User Experience) Designer, Importance of UX Design, Process of UX Design, Introduction to tools, and Essential qualities to become a UX Designer. He later shared examples of some Tibetan Apps that he developed over the years. The Webinar had 17 registered participants.

- **Digital Security: Log Analysis and Security Hardening:** From 11-12, June 2020, a two-day Webinar was organized on Digital Security: Log Analysis and Security Hardening, and was taken by GTPN Member, Samdup Choephel. The training was designed to fit the 80-20 rule, implying 20 per cent theory and 80 per cent hands-on practice. The Webinar organized through google meet had 22 participants from different parts of the world including the Representative of the Office of Tibet in South Africa. On the first day, Samdup began with the basic explanation of VirtualBox, a free and open-source solution to be able to run other operating systems virtually on a Personal Computer(PC), he trained the participants on how to set it up and use it, also explained the importance of log analysis - a process of reviewing and understanding logs to obtain valuable insights.

The second day of the Webinar was practically based on hardening Computing-providing different ways of protections to a PC and how to use firewalls to block a potential digital culprit. The two-day Webinar helped gather insights on digital security, thereby filling existing gaps on lack of awareness amongst Tibetans. It was also a platform for GTPN Member, Samdup to enhance his skills and build networks as he is a freelance Digital Security Expert.

Tenzin Lhawang, a participant later wrote to us through email and said

***"I would like to thank ENVISION for organizing the insightful sessions on digital security which helped me a lot in understanding digital security on a daily basis. I would like to request you to please share the recorded video of both the sessions and I would like to revise again."***

Another participant, from Canada, Tenzin Thinlay requested the recorded video as he couldn't attend the full sessions due to time zone difference and suggested appropriate time settings in the future for such webinars.

# Webinars by GTPN Members



**HOW TO DESIGN A MOBILE APP: A BEGINNER'S GUIDE**  
MASTERCLASS BY ENVISION'S GTPN MEMBER, TAMDING KYAB

Tamding Kyab is currently working as UX Designer at Bottle Lab Technologies Pvt Ltd - SmartQ based in Bangalore. Tamding was one of the Co-Founders of DACHOMPA. His team at DACHOMPA, successfully created an Android-based mobile app for the GCM Gold cup - Tibetan premier football competition - and was used widely by Tibetans all over following the competition. Their first project, a mobile app for Kalachakra 2017 was a pioneer digital product in the Tibetan diaspora.

Tamding Kyab was born in Tibet, after coming to India in exile, was raised and studied in Tibetan Homes Foundation.

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- **How to Design a Newsletter:** With the advancement of technology, and consequent digitalization thereby, most institutions and organizations are starting to use eNewsletter as a medium to tell their stories to funders, stakeholders and to people in general. Hence, the need to familiarize such soft skills has become all the more important.

On June 17, 2020, ENVISION Facilitated, Former Fellowship Recipient and now a GTPN Member, Tsering Namgyal's Masterclass on 'How to design a newsletter using Adobe InDesign' to 18 registered participants. In the two-hour session, Tsering Namgyal explained in simple terms how to design an eNewsletter, with a live demo, which participants expressed was helpful.

- **Living, Working and Being in the Pandemic and Post Pandemic world:** Tenzin Metok Sither, ENVISION GTPN member, formerly a Banker and now the Founder of Medicine Buddha App, undertook a Webinar on the topic on June 26, 2020.

Two college students, ten professionals and five unemployed youth participated in Metok's session from India, London and Nepal. Metok spoke on current trends that she believe is caused by the pandemic, effects (both positive and negative) that the pandemic has created including developing empathy to the suffering of others, taking collective responsibility, opting for a healthier lifestyle, increasing financial demands and creating a healthy work/life balance to future trends she envisions like increasing use of artificial intelligence, digital payments, remote working and telemedicine. She also spoke about her App (Medicine Buddha), and that she plans to connect to Tibetan doctors and well-being practitioners through the safety, convenience, and confidentiality of the App.

When asked if the App is exclusively for Tibetans, Metok answered in affirmative to Ngoshul Zega, participating from England, and shared the App is an attempt to ensure uniqueness, integrity and also to promote Tibetan culture with excellence and is a gateway to Tibetan medicine and wellness around the world.

- **How to Face an Interview:** ENVISION organized a Webinar on 'How to face an interview by our GTPN member Yangchen Dolker who is a Director at ABKJ's Bangalore Branch. The Webinar held on July 10, had over 35 registrations through google form but 14 actually participated. Among the participants were students, job seekers and professionals. Dolker made a detailed presentation on a three-phase pointer she believes is vital to every interview. The phases she pointed out were the Pre-Interview phase, During interview phase and the Post-interview phase. The importance of doing background study of the organization/company of the interviewer to knowing concerned job position's roles and responsibilities to as simple yet important step as figuring out in advance the route to the interview location, brushing up a resume, and practising communication skills both verbal and non-verbal, was reiterated as part of the pre-interview phase.

As someone who has worked for over a decade in the field of management, Dolker discussed some of the most commonly asked questions during a job interview, the ways in which the interviewee needs to present his/her strengths, and how these can be leveraged as a means to convince the interviewer. She also discussed some of the basic etiquettes in terms of dress, wordplay, and body gestures as part of the 'during the interview' phase.

Dolker spoke on the importance of the etiquettes after an interview such as following up with a 'thank you' note to asking for feedback for improvements in the future. Her session was engaging and interactive with a lot of participants asking questions ranging from, how to re-motivate oneself after a failed interview to a recommendation of books on body language, interview skills to how to put into practice her first-phase theory to the Tibetan scholarship programme interview perspective. One of the participants, Tenzin Yangchen, an MBBS student at Sarojini Medical Naidu college shared an incident of racial discrimination during an interview she gave, and asked Dolker, how to deal with such. The Webinar extended beyond time but Dolker answered all the questions and queries patiently and with sincerity.

- **Enhancing Research Skills Workshop:** A three-day workshop on Enhancing Research Skills by Dr. Jigme Yeshe Lama, Assistant Professor, Department of Political Science, University of Calcutta was conducted by ENVISION on 23-31, July 2020. The objective of the workshop was to introduce research methodology in Social Sciences to participants who have entered into the field of academics. There were around thirty participants from diverse backgrounds.

The first day (Introduction to Research) focused on the history of research methods and on a few of the broader research methodologies that are employed in the Social Sciences. An elaboration of different methods and approaches to research such as experimental studies, field surveys, secondary data analysis, case research, focus group research, action research and ethnographic research were all done on the first day.

The second day (Gathering Materials for Research)-was dedicated towards discussing sources, materials and variables in research. Termed as the backbone of any research, a good research output depends on the quality of sources and materials that one uses. These are truly the building blocks of research and are broadly divided into four major categories - scholarly and non-scholarly, general and specific sources, primary and secondary sources and quantitative and qualitative sources. An elaboration of these sources was done with a special focus on surveys, the different types of surveys according to instrumentation and the span of time involved. It was also noted that these modes of gathering sources are not only restricted to academic research but also helpful in other professional activities. Further discussions were held on the important topics of variables in research, which consists of independent, dependent and intervening variables. The last two topics that were discussed on the second day consisted of sampling and making and testing hypotheses.

The final day (Reviewing's Participants' Assignment) of the workshop was held on 31st of July 2020, which focused on reviewing the participant's assignments. While the number of assignments submitted to the resource person was a bit low, still these few were of high quality that ensued a good discussion between the reviewer and the participant. There were a couple of papers that focused on Tibet and China, while others dealt with a variety of social realities.

Since the pandemic induced lockdown, ENVISION had organized various virtual events involving our GTPN Members. Seven webinars by GTPN members including a Yoga Instructor was organized in addition to the four informal groups (each consisting of three to four) interactions with ENVISION's other GTPN members. However, starting in the second quarter of the year, these events by GTPN members were interlaced to "In Conversation with ENVISION Counsellor", wherein old and new GTPN members engage in live conversations (on Facebook) with Career Counsellor Monlam initially every Tuesday and later to once a month.

At the outset, ENVISION is in the process of creating and collecting a GTPN Resource Directory comprising young Tibetan professionals in the Diaspora, to be uploaded on the website. This Resource Directory is a work in progress and we plan to pool together more professional resources as we go along.



**ENVISION WEBINAR SERIES**

## HOW TO FACE AN INTERVIEW

(job, college admission and all kinds of interviews)

Yangchen Dolkar is Director (Business & Operations) in ABKJ Pvt Ltd based in Bangalore. Her academic background includes Post Graduate Diploma in Business Management equivalent to Master in Business Administration(MBA) specialized in Human Resources

How to Face An Interview

### AN INTERVIEW TYPES

Face to Face      Video      Telephonic

**ENVISION Webinar Series**

## How To Design A Newsletter Using Adobe Indesign

**2016 ENVISION Fellow Tsering Namgyal**

Tsering Namgyal is a Graphic Designer and currently working at the Foundation for Universal Responsibility of HH the Dalai Lama as a Programme Officer and manages event designs, social media and administrative works. He completed his Bachelor in Fine Arts in Visual Communication from College of Arts, Delhi University. After completing, he interned at Ishan Khosla Design Studio for three months under ENVISION Fellowship Programme. Later he joined

## Enhancing Research Skills

**Date: 23-24 and 31<sup>st</sup> July 2020**  
**Time: 6pm - 8pm (IST)**

Jigme Yeshe Lama is an Assistant Professor at the University of Calcutta in the Department of Political Science. In 2017, he successfully defended and was awarded his PhD degree from JNU. He edited the book titled "Changes on the roof of the world: Reflection on Tibet", a volume on Tibet brought out by Pentagon Press in 2016.

**Day 1: Introduction to Research**  
**Day 2: Gathering Materials for Research (Data, Sources, Survey, Interviews)**  
**Day 3: Reviewing Participants' Assignments**

To Register

# Other Events

## Organisational Development Training

A five-session workshop of 3 hours each on Organizational Strategy Development was organized for ENVISION Team by our core funder, the Tibet Relief Fund, UK.

The workshop started from 6-16 October 2020 and was conducted by Milly & Associates, based in the UK and it focussed on situational analysis of ENVISION, discussed and deliberated on strategic (themes, actions), vision/mission development and internal processes amongst other organizational development strategies.



## Gender and Gender-based Violence- Training the Trainers:

Women's Empowerment Desk under Dept. of Finance, CTA organised a Five-day virtual Training of Trainers on Gender and Gender-Based Violence from 10-17 November under its program on Sexual and Gender-based Violence (SGBV) Prevention and Responses. The objective of the training is to foster and build capacity within the community as well as to enable open discussions on the issues of Gender and Gender-Based Violence (GBV).

ENVISION counsellor Tenzin Monlam attended this training of the Trainers for five days along with other 25 participants from diverse social backgrounds and regions such as Tibetan NGOs, local grassroots women, students and community members across India. Through this training participants were trained on facilitation skills on conducting workshops on Gender and gender-related issues. It focused on the methodology of the training, the concept of sex, gender, gender-based violence and CTA sexual and gender-based violence guidelines.

## Virtual Theatre Workshop

ENVISION Programme Coordinator Tenzing Migmar participated in a three-day virtual theatre Workshop organized by 'Alternative Spaces' in collaboration with 'Pocketful of Stories' from February 16-18, 2021.

The Theatre Workshop had participants from India, Sri Lanka and the US with various professional backgrounds. Facilitated by Zubair Idrisi, a Theatre Artist with over 15 years of work experience, the workshop taught the participants the power of theatre and how it can articulate a sense of belonging, and engagement to people and society in general. Flavoured with interactive and engaging sessions, the workshop explored ways in which theatre can be a powerful tool for social transformation, as well as a medium to build emotional intelligence and a platform for personal and professional development.