



ANNUAL REPORT
April 2021 – March 2022



TALASH

Society for Inner Strength, Peace & Equality



About Talash

Talash is a not-for-profit organization working on issues of child rights, child protection and adolescent & youth empowerment. Talash aims to work towards creating a culture of safety, respect and caring for everyone, everywhere. Through our unique module on personal safety & wellbeing education, TALEEM and GOLLACHUT, Talash enables individuals to discover inner power and enhance abilities for negotiating gender-based violence, threats of violence and deal life challenges with ease and confidence. Talash has also adopted CHALCHITTIR, digital story-telling process to amplify transformed voices and actions for change of young people to impact the social fabric. Talash's model-of-change focuses on transformation of individuals, to collectivisation, leading to united social actions.

OUR VISION

A world where each individual, especially girls and women are **connected to their inner power** and has the **agency** to end gender-based violence and the fear of violence.

OUR MISSION

Our mission is to *design, develop* and *deepen* understanding and practices of *Personal Safety & Wellbeing Education* for adolescent girls and youth who have experienced violence or are at the risk of experiencing the same. Through this unique pedagogy, Talash is working towards building the next generation of change-makers who are responding to incidents and engaged in preventing violence in the society.

By *shaping* and *strengthening* the field and practices of Personal Safety we intend to:

- Prevent violence against adolescents and youth, particularly, girls/women
- Provide healing & redressal to survivors of violence, especially child victims
- Raise gender equitable boys
- Create eco-system where individuals can actualize their potentials

OUR STRATEGY

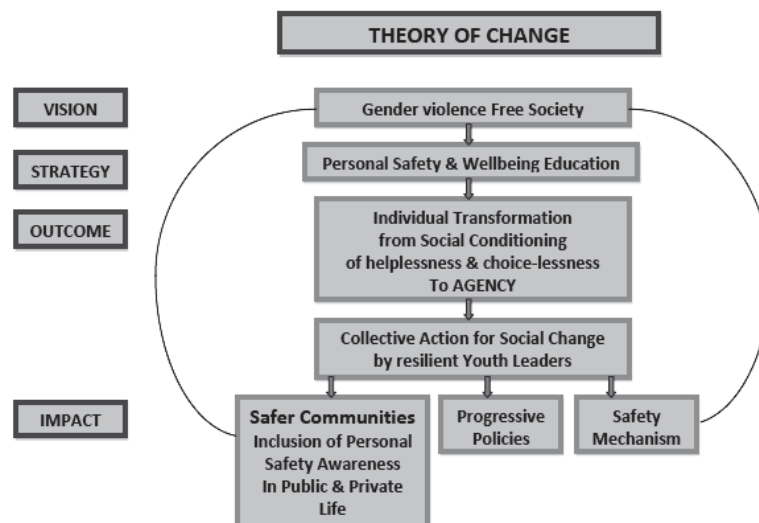
We aim to shape the field of '*Personal Safety & Wellbeing Education*' to bring about behavioural & systemic changes required for preventing & ending gender-based violence.

We intend to build:

- Resilient youth leaders
- Safer communities and
- Progressive policies and mechanisms

We aim to instil understanding and practices of Personal Safety in all aspects of private and public life, bringing in a wholesome change.

OUR THEORY OF CHANGE



PROFILE OF AUDIENCE

Our audiences are marginalized urban/rural girls and boys from resource-constraint backgrounds. Majority are:

- From below poverty line families
- Considerable number from single parent families
- Majority are first generation learners
- Parents are daily wage earners, van or rickshaw pullers and domestic helps; small scale farmers or vendors
- Many go out to larger cities – Chennai, Bangalore, Mumbai or Delhi as migrant labourers

Talash also works with children and adolescents within government/NGO run Child Care Institutions. Children here are either in need of care and protection or in conflict with law.

Survivors of sexual violence & trafficking and girls & women with physical & mental disabilities are our audiences as well.



We are reaching out to children and adolescents from privileged, middle/ higher income group urban families on issues of patriarchy and masculinities.

STAKEHOLDERS

Primary Stakeholders:

- Adolescent girls & boys
- Young Adults & Women

Secondary Stakeholders:

- Parents
- Teachers
- District & Block Level Administrative bodies

THE JOURNEY

Talash started its journey in 2008 with five young girls from challenging backgrounds and difficult childhood, interested in exploring, learning and spreading the notion of “personal safety” in society. In the year 2012, Talash formally stepped into undertaking projects in various geographical locations. Today **1865 youth leaders** are actively involved in responding and preventing gender-based violence in society across the state.

Continuing work during Covid 19 Pandemic

THE CONTEXT

The second wave of coronavirus hit the country from the middle of March, increasing the fatality and number of death cases both in state and across nation. On and off lockdowns, restriction in movements made it challenging for us to continue the work at the communities.

Primary focus of Talash's work is community level intervention and field work. Lockdowns and movement restrictions disrupted field-based work and project intervention. 'Regular' functioning pattern of the organization was deeply affected. Entire team, including field-staffs, were compelled to continue working from home for the initial half of the year.

We realized that in the changing social scenario, we still need to carry on with the re-designed intervention plans, developed in the previous year to match the present social context. We focused on three aspects:

- Re-designing services/activities to meet the current community needs
- Enhancing team knowledge & skills for facing the challenge
- Continue our core work digitally

Activities at a Glance in the continued COVID Situation

- **Tele-communication:** we retained communication with all the fields initially through telephone. Individual and conference calls were conducted every week to stay updated and understand the challenge posed by the communities at the grassroots. Our team stayed connected with **1876** adolescents and **113** adults across Malda and Kolkata.
- **Emotional & Mental Health Support:** understanding that this unprecedented time is engulfing us and the communities where we work with anxieties, fears and hopelessness, we initiated tele-counselling process for the grassroots. Tele-counselling was continued for team members, as well to glide through the challenging time.
The counselling team was led by 3 trained therapists. Team members already had basic counselling training, which was refreshed by a faculty from Jadavpur University Counselling Centre. Our team reached out to **1956** adolescents.
- **Relief & Food Security:** during pandemic and with the impact of two natural disasters "Amphan" and "Yaas", livelihood of people at the community got hugely impacted. Children, adolescents and women were the worst affected. We offered basic ration kits with support from our donors to **1356** families in Sunderban and **1823** families across Malda and Kolkata that we directly work with. We reached out to friends of Talash for supporting us facilitate the process.
- **Health & Hygiene:** sanitary napkins and emergency medicines were provided to **386** families in Bulbulchandi, Habibpur, Malda; and **283** women were provided with hygiene kit in Kolkata.
- **Intervention in Cases of Domestic Violence:** incidents of domestic violence have increased even more within this continued period of pandemic. Reports in media reflect the reality. However, within the communities, where we work, we came across range of such cases – both in Malda and Kolkata.

73 cases of domestic violence have been referred to appropriate agencies after counselling; while **61** more cases were dealt by panel of counsellors.

Based on this experience, we continued our two initiatives that we introduced last year:

- a. online/digital campaigns on the issue through WhatsApp and social media; materials were prepared by grassroots leaders.
- b. group meetings and organising at the community for awareness, redressal and prevention of domestic violence.

Team Skills & Operations

In this time of crisis, we continued to upgrade our knowledge, deepen our perspectives and enhance our collective skills to match the constantly unfolding challenges.

- **Digital Enablement:** we continued our engagement with domain experts to enable the entire team, including field-staffs and community leaders to develop skills and knowledge for operating online and carry out operations through digital platforms.
- **Data Support for team & community members:** operations were majorly home-bound; thus, we continued to offer data fellowship to team and community members for effective communication and carrying out activities.
- **Knowledge, Perspectives & Skills Enhancement of Team:** entire team continued operating from home in the first half of the year. Only on occasions, some of us could make field visits. While prior to the pandemic, majority of our work were at the field level. Team had adequate free time. Thus, we realised this could be good time to enhance skills of team through online trainings. We continued our partnership with several organisations on this aspect.



Digital Conversion: Strengthening the Practice

Initiated last year during the brake of pandemic, we realized that reaching out digitally can be continued as a mode since offline/in-person transactions remained challenging.

- **Our Bodies, Our Selves:** personal safety & wellbeing training for women and girls is one of our core offerings. During the continued pandemic, when need for such training were expressed all over, we developed further on the digital versions. This, with its in-built challenges, remained effective, as we gather from the responses of participants.
- **Online campaign:** campaign, mobilisation and initiatives for norms change has been integrated part of our intervention model. In pre-pandemic days, we were used to facilitating these processes in-person. Initially, perceived as impossible, we designed ways of facilitating online dialogues. Campaign on early and child marriage, age of marriage for girls, domestic violence and role of men as carer have been conducted. Youth leaders developed series of AV on the issues to generate dialogue through social media and WhatsApp.
- **Interactive Survey online:** during this period, we decided to conduct two surveys on gender, masculinities & patriarchy. Both initiatives required one-on-one in-depth conversations. The

environment was not conducive for meeting in-person. We used zoom platform and audio visuals were used to strike off conversations. This seemed out to be effective.

- **Online Interactions:** series of talk shows, webinars and consultations were conducted during this period to reach out to the public.

Collaborations & Partnerships

This year also, we focused on developing new partnerships and forging new collaborations, as an effective strategy to stay afloat and collectively quest for newer paths to merge. Thus, we partnered with domain experts/resource organizations; we explored partnerships with platforms where range of organizations have met; we collaborated with organizations that have access to youth pool during the pandemic.

- **Digital Literacy & Cyber Safety:** we partnered with *Point of View*, Mumbai, who has years of experience working on gender, sexuality, patriarchy and digital media. This was a Training of Trainers and our team reached out to **200 young people** through the 3-months training. Participants were offered data support to continue the training.
- **Orientation on domestic violence:** as increasing number of cases were reported from the fields, we felt the urge to orient ourselves on the issue. We did not have collective experience of working on the issue. *Swayam*, an organisation with extra ordinary expertise on the issue was roped in for strengthening our knowledge & skills. *Swayam* offered two types of training for the team – developing understanding on the issue; developing skills of the team for handling cases.

INITIATIVES *Boys, Men & Masculinities*

During the continued period of pandemic, regular activities of the programme got interrupted, as field-based work got disrupted. We devised strategies for continuing activities in a hybrid mode.

Talash has partnered with **Nehru Yuva Kendra Sangathan**, West Bengal, for reaching out with gender & masculinities to youth volunteers across the state. Talash has facilitated series of **interactive sessions** throughout the period to support participants in raising their voices. Interactive Session on Gender & Masculinities were facilitated with boys groups from rural and urban communities is to raise awareness on the issue and generate interest for deeper learning and in the process created youth champions for community social actions

Documentation of experiences. Experiences of boys/young men about gender, masculinities & patriarchy in their own lives has been captured through online interactive survey and audiovisual documentation. Reports of the surveys and documentary films has been prepared.

Audiovisual spots to initiate dialogue on the issue has been developed by youth leaders. Spots were widely circulated through community level WhatsApp groups and social media platforms.

Webinar and talk shows were organized during this entire period. State level webinar on Gender & Masculinities was organized with national level resource persons.

Implementing Gender Jagrik Model with 3 cohorts of 60 aghast insiders, men who experience this structure as oppressive. The pilot implementation process was started last year and continued in 3 locations, Kumarganj, Pirganj and Maharajnar in Malda. The initiative aims to impact gender norms (including those relating to masculinity), through an intervention with ‘insiders’ i.e. young men and boys in the age group of 15- 29 years, who are inspired to change the unequal distribution of power and privileges between men and women in their immediate circle and communities. Through a series of dialogue circle, we aimed to:

- Discover the social narratives of purity that perpetuate power of men over women and keep the lopsided system of privileges intact in diverse communities
- Facilitate young men and boys to become aware of and re-examine these identities, privileges and power structures
- Co-create safe spaces that enable these narratives to be questioned and rescript them so that more gender equitable norms are created and accepted



Conclave on Boys, Men & Masculinities was held in **Kolkata**, co-organized by **Talash** and **AJWS**. The conclave is visualized as a space for learning-sharing of organisations working with boys/ men/masculinities about approaches, practice and challenges.

We are living in a changing time. The media is flooded with overwhelming news of violence every day, which has increased during the pandemic. We witness hegemonic masculinity displaying itself in



dangerous forms and proportions; the nationalism discourse further complicates this situation and empowers majoritarian male privilege. In this critical moment, we feel a pressing need to share, listen and understand the ongoing grassroots work with boys and men; how does it intend to be transformative, what are the strategies it employs and what outcome we are witnessing.

Achievements at a Glance

Digital Enablement Primarily we work directly with the communities. Thus, with the continued challenge of COVID, our work got disrupted. The entire team, including grassroots leaders received extensive training and with data support, the process was resumed. Team discovered new strategies for continuing work and could embark into a journey to constantly translate shortfalls into opportunities through digital medium. Team then reached out further to engage into dialogue on gender & masculinities with **500 young people** at the community.

Continued Partnership with Nehru Yuva Kendra, West Bengal to implement gender, masculinities & patriarchy training for youth volunteers of the organization. This, in the process can help us to explore possibilities of integrating gender & masculinities in the system. We have been able to reach out to **409 volunteers** of Nehru Yuva Kendra of West Bengal.

Engaging young boys and men in the communities we work with, to raise voices and initiate dialogue on gender-based violence. Number of cases were reported and young people supported survivors to access services.

AV materials: 17 one-minute spots and two short documentaries on masculinities & patriarchy has been prepared.

National Conclave: Many Men, Many Masculinities: was held in **Kolkata**, co-organized by **Talash** and **AJWS**. With all the challenges of pandemic and social distancing, we could organise a two day national conclave; **13 national and state level organisations** with **60-80 participants** participated. **22** eminent panellists brought together inter- sectional lens to broaden perspectives and knowledge about masculinities.

INITIATIVE *Young People & Technologies*

The Covid-19 pandemic has led to an inevitable surge in the use of digital technologies due to the social distancing norms and nationwide lockdowns. People and organizations all over the world have had to adjust to new ways of interaction, communication, work, education and life. Internet services have seen rises in usage from 40 % to 100 %, compared to pre-lockdown levels in India. The lockdowns across countries have entailed a rise in the use of information systems and networks, with massive changes in usage patterns and usage behaviour.

In the domain of education there is a dramatic shift to the online mode of transacting. Since the beginning of the lockdown, schools, colleges, and universities around the world have shifted their classes to video conferencing platforms like Zoom and Google Meet.

We notice that work, particularly in the corporate companies, education, public health & governance has increased functioning through digital technologies.

On the other hand, the pandemic has brought the world to a situation where those not connected to the internet are facing total exclusion. Reasons for the divide are many: unaffordable device access, unaffordable internet access, content relevance and lack of appropriate skills. As studies have suggested, access or no-access to ICTs may reinforce societal inequalities. With substantial use of technology in accessing basic requirements like health and education, it is imperative to understand the impact of the digital divide on social equality.

Talash has been engaged in working on the issues of Digital Literacy and Cyber Safety with young people since 2018, in rural and urban spheres. During the pandemic, Talash observed the gaps among young people from the grassroots. Majority of young people were observed lacking knowledge and skills about accessing digital spaces. Thus, Talash started offering trainings among young people. This helped us to realize that voices and experiences of young people needs to be amplified.

Talash has started facilitating digital story telling through photo stories, animation, stop motion they shared their own experiences. The process was initiated with young people from slums of Kolkata and rural areas of Malda, West Bengal. They were mentored by a professional film maker, an editor and a psychologist.

Creating digital stories: The process was initiated with young people from slums of Kolkata and rural areas of Malda, West Bengal. We involved 30 such people in the process. They were mentored by a professional film maker, an editor and a psychologist. To begin with, the process focused on bringing out stories from their lives and challenges of their lived experiences. After the primary sharing happened, they identified stories that they would like to document. After that, they created story boards. The group who developed the animation then started the drawings, while the other group who focused on making the short feature film identified characters for their films, props and locations. After that the shooting was held by the same group. Young people were provided with basic equipment to capture the stories.

Research on the impact of shrinking civic space: A rapid survey through Focus Group Discussion was conducted with 48 participants (50% women and 50% men) from two districts of West Bengal – Kolkata and Malda. The research prioritized finding out the varied and multi-layered voices of structurally silenced women and young people regarding their understanding about the impact of the sudden and unavoidable shifts – increased and inevitable dependency on digital technology and platform caused by the Covid-19 pandemic and lockdown both in rural and urban areas of West Bengal.

Going Online: Young People & Technologies during Pandemic: Day-long hybrid convening was organized which brought together diverse experiences of young people about technologies and lack of it, strategies they have adopted to navigate through the period and develop understanding about what possibilities lie for future. Our over-arching objective of the convention was to develop understanding about:

- Issues, challenges & experiences of young people from marginalised sections
- Experiences, challenges & vision for future in organising & movement building



The convention had 3 sessions - Young People & Technologies; Organising & Movement Building in Digital Era and Accelerating Future Possibilities in Digital Era.

15 speakers from across the country brought together intersectional experiences and visions from wide range of youth – resource-constraint rural background, persons with disabilities and LGBTQ+. This was a hybrid model. Presenters and participants joined physically as well as remotely.

Digital Literacy and Cyber Safety training was conducted for over 600 **young people** through a process of 3-months training. Participants were offered data support for participating in the training.

Achievements at a Glance

Two short digital stories have been developed. We realized that with minimum mentoring support, young people today can narrate their lived experiences. This tool can be used to amplify their voices in digital platforms.

Documenting a brief survey report: Going Online: Digital Experiences of Young People during Pandemic. Through this process we realized that needs and challenges of young people from diverse backgrounds are not considered either by government or service providers. In future, we would include reaching out to persons with disability and LGBTQ population to amplify their voices.

First ever convening in hybrid mode was facilitated by the organisation. Speakers/ Presenters could join from various parts of the country. Reached out to a significant number of young people through digital platforms.

INITIATIVE *Steps towards Economic Empowerment*

The continued period of pandemic posed a real challenge for this programme, as physically reaching out to the communities became difficult. Secondly, the trainings are on-ground, which regularly got interrupted. Together with Azad Foundation and CRY America, we worked out ways of continuing the work.

Trainees were badly hit financially; majority lacked any resource to run the household. With support from Azad foundation, Talash reached out to the trainees with ration kits.

Tele-counselling was provided to the communities for supporting them glide through the difficult times.

Azad Foundation introduced two-wheeler training for women during this period, as job opportunities were created in delivery companies. Talash enrolled women in this training.

Achievements at a Glance

Support with Ration Kit. One-time ration to **352 families** across 14 KMC wards. In collaboration with Azad Foundation, **152 trainees**, from current and previous batches of Women on Wheels programme were provided with monthly ration twice during the initial first half of the second wave.

Psychological Support. Provided tele-counselling to **118** adolescents across 14 wards to support them to deal with anxieties and distress

Enrolment in four and two-wheeler: A total **38** candidates enrolled during this fiscal year of which 18 got enrolled for two-wheeler and 20 for four-wheeler.

INITIATIVE

Prevention of Early & Child Marriage

The continued COVID-19 pandemic and two natural disasters within a span of one year made devastating effect on families, communities and economies. Many complex factors that drive child marriage in stable environments are exacerbated in emergency settings, as family and community structures break down during crisis. A pandemic of this nature presents unique challenges that can increase child marriage both in the acute and recovery phases. Challenges include the loss of household income, higher risk of violence in the household and lack of access to schooling.¹

Since lockdown, organisations working at the grassroots observed higher cases of child marriages in communities. As the administration is busy dealing with Covid crisis, these marriages are silently being conducted, often within the neighbourhood itself. Loss of household income is stated as the key issue for the marriages. While, closed schools and lack of scope for continuing education is stated as another. In a father's voice, *"This period of uncertainty seems to be endless; it is already 6 months the school is closed. She is getting older every day. It is better to get her married. At least something certain is happening in her life."* This father's voice represents the anxiety, frustration and sense of helplessness people are experiencing at the grassroots.

In this context, Talash continued its previous year's activities:

- **Consultation** with grassroots leaders across West Bengal from various organisations to understand and work out strategies of dealing with the issue and mark best practices
- **Interface with stakeholders** in collaboration with *Bhabna* network, working on the issue
- **Strengthening linkages** with state bodies for effectively intervening in cases
- **Establishing greater connection** with community leaders for effective preventive measures
- Training sessions with adolescent girls & boys on the issue

INITIATIVE

Bridging the Gap: Linking up with Mainstream

Talash has work as a resource organisation imparting trainings on personal safety and self-defence for girls & women. As in-person training could not take place during this period, we opted for online training. Initially, hesitant about the efficacy, but gained confidence soon after offering 2/3 trainings.

In this year, we facilitated **13** such trainings, reaching out to **629** girls/women aged between 18 – 32 across the state.



INITIATIVE *Organizational Development*

Enhancing perspectives, knowledge and skills of team members is an on-going process in Talash. We intend to work towards creating an organisation culture, which focuses on personal and organisational learning and growth. In the present year, as the 'regular' work got halted, and the team started working from home, we used this opportunity to enhance team skills and knowledge. Range of trainings were organised. Following are the details:

Training	Facilitating Organisation	Duration
Training on Combating Street Harassment	Breakthrough Foundation	2 hours
Training on Community Work on Domestic Violence	Swayam	3 months
Training on Gender & Masculinities	The Gender Lab	3 days
Training on Digital Literacy & Cyber Safety	Point of View	3 months



Annexure I

List of Digital Programmes

Convening/Webinar/Talk show/Conclave/Campaigns	Date	Reach Out
Going Online: Young people & Technologies during Pandemic	7 December, 2022	9635
Campaign on Celebrating International Women’s Day “BreakTheBias”	8 March, 2022	8375

Annexure II

OUR ROOTS

Personal Safety & Wellbeing Education

Our roots lie in *Personal Safety & Wellbeing Education* to transform socially constructed powerlessness of individuals to empowerment by supporting them to connect with their own inner and physical power.

Talash’s articulation of *Personal Safety* goes beyond ‘physical safety’. We believe that *Personal Safety* resides in, and emerges from, the inner agency that is intrinsic to every individual. We define *Personal Safety* as a combination of inner life force, attitudes, traits, skills and real acts of leadership through which individuals can keep themselves and others emotionally and physically safe. Talash understands and defines *Personal Safety* as inter-sections of gender, sexuality, mental health and human rights, women’s rights & child rights. These issues form the basic framework of our curriculum.

The domain of *Personal Safety* is thus, relevant for individuals of any age, culture, and ability.

Talash imparts *Personal Safety & Wellbeing Education* through *trainings* and *games*. Training curriculum is named TALEEM, while set of games is called GOLLACHUT.

Conceptual Framework

We have collaborated with cutting-edge theories, practices and methodologies that are globally recognized and employed for personal transformation processes. Thus, Talash’s modules on *Personal Safety* has been informed by *Nonviolent Communication*, (frameworks created by Marshall Rosenberg in US during 80’s) *Wenlido*, (women’s self-defense techniques developed in Canada in 70’s) *Aikido*, (form of Japanese martial arts developed by Morihei Ueshiba, which focuses on principles of non-violent techniques/responses) and *Mindfulness Practices* (developed by Thich Nhat Hanh in the 60s).

TALEEM

Training for Transformation

Series of modules has been designed to address various forms of violence across the life cycle. Social conditioning instils sense of powerlessness among individuals. Social construct of victimhood makes individuals feel helpless and choice-less in combating challenges and violence. The training involves techniques that facilitate evolution of the individual from a passive victim into a strong capable individual who can control one’s own life. Offers ‘ways out’ in situations participants feel a sense of powerlessness both at the physical and emotional level. Participants learn the skills to stay present mentally, as opposed to getting paralyzed in fear; to de-escalate aggression verbally, if possible; to stay safe and get out of victimhood and become aware of personal boundaries; along with learning practical self-defense techniques to survive violent, physical attacks.

Talash's Approach: Fun, Not Fear

Our vision is to work together in creating cultures of caring, respect, & safety for everyone, everywhere. Talash aims to teach girls and women of all ages and abilities how to use their own power to stay safe, act with awareness of choices and believe in themselves. *Personal Safety* skills of Talash prepare individuals to stay emotionally and physically safe.

With as much joy and empowerment as possible we:

- Lead age-appropriate role-plays with skill, empathy, and humour
- Create opportunities to “learn by doing” while having fun and lightness
- Teach people how to be both respectful *and* powerful in asking for what they want
- Focus on positive, practical solutions that people can use to stop or get away from trouble as quickly as possible
- Use positive language that is skill based, not fear-based. To give example, we teach “stranger safety,” not “stranger danger”

Methodology

Talash's training methodology is based on two principles – participatory and learning by doing. Our focus is on raising the concerns of participants. We use various tools, like role plays, ‘*Eleven-step Safer Decision Making*’ and ‘*Seven-step preparing for Negotiation*’ tools developed by Talash, to address issues of concern. Teaching technique of Talash creates an opportunity for participants to discover their own strategies and rehearse safety skills in situations relevant to their lives. Whether it is a child throwing negative comments into an imaginary trash can or practicing physical self-defence skills, Talash offers a wide range of internal, verbal and physical tools to deal with all levels of challenges. The process helps them to observe a ‘way out’ in situations where they may have felt powerless and failed to recognize any choice.

Talash adapts methodologies to cater to the special needs of persons with different abilities. The methodology is activity-based, with cognitive inputs being provided in bits and pieces, depending on receptive capacity of participants.

GOLLACHUT

Games for Change

This is a series of games designed for exploring and bringing into surface one's perceptions, beliefs and understanding; through the process, facilitating shifts in mindsets. The series includes games on gender, masculinities and child protection related laws.

Social conditioning shapes our perception, thoughts and beliefs. Through Talash's intervention experience, it was realised that messages often do not penetrate into the mindscapes and bring shifts in perceptions and behaviour automatically. We use our own internal filtering systems to block or receive messages. But, when we come across, discover or learn any new way of looking on our own, the internal belief system is more open to acceptance. Keeping this principle in mind, the games are being designed in a way that enables conversations and dialogue, leading to self-realizations

Annexure III

Financial Report, April 2021 – March 2022

BALANCE SHEET AS AT 31ST MARCH, 2022

<u>LIABILITIES</u>	<u>SCHEDULE</u>	<u>AMOUNT</u>
<u>General Fund</u>		
As per last A/c		470253.44
Less Excess of Expenditure over Income		174665.90
		2,95,875.54
<u>Unutilised Project Fund (F.C.)</u>		
AJWS	14	12,92,297.00
CRY	15	2,53,546.00
APC	13	8,120.00
<u>Outstanding Liabilities</u>	10	2,15,999.00
	Total	<u>20,49,310.20</u>

<u>ASSETS</u>	<u>SCHEDULE</u>	<u>AMOUNT</u>
Fixed Assets (Indian Fund)	11	2,28,530.20
Fixed Assets (F.C. Fund)	11	66,096.48
Loans & Advance		4,478.26
Tax Deducted at Sources		20,100.00
Cash in hand & Bank	12	17,30,105.26
	Total	<u>20,49,310.20</u>

INCOME & EXPENDITURE FOR THE YEAR ENDED 31ST MARCH, 2022

<u>INCOME</u>	<u>SCHEDULE</u>	<u>AMOUNT</u>
Grant & Donation Received	2	34,97,673.00
Interest Received	3	56,130.00
Excess of Expenditure over Income		1,74,665.90
	Total	<u>37,28,468.90</u>

<u>EXPENDITURE</u>	<u>SCHEDULE</u>	<u>AMOUNT</u>
Project Salary & Others	4	2,90,214.06
APC Project Expenses	5	3,53,195.00
CRY Project Expenses	6	4,02,504.00
AJWS Project Expenses	7	21,23,149.00
Audit Fees (21-22)		5,500.00
Administrative Expenses	8	5,53,906.84
	Total	<u>37,28,468.90</u>

Annexure III

Our Team

Governing Body

1. (Dr.) Jhuma Basak, President
2. Lipika Biswas, Treasurer
3. Ayesha Sinha, Secretary & Executive Director
4. Dolon Ganguly, Member
5. Tapan Kumar Routh, Member
6. Mitul Das, Member
7. (Dr.) Epsita Haldar, Member
8. Alakananda Guha, Member
9. Debasish Sen Sharma, Member
10. (Dr.) Pallavi Banerjee, Member
11. Saraswati Mondal, Member

Implementation Team

1. Ayesha Sinha, Executive Director
2. Sohini Routh, Operations Manager
3. Sanchita Chaudhury, Programme Coordinator & Trainer
4. Lipika Das, Programme Coordinator & Trainer
5. Saraswati Mondol, Programme Associate & Senior Trainer
6. Manika Samaddar, Programme Associate & Trainer
7. Anima Mondol, Programme Associate
8. Sagarika Banjuria, Programme Associate
9. Morium Banu, Programme Associate
10. Ashim Akram, Programme Associate
11. Afsana Khatun, Programme Associate
12. Mamoni Das, Field Worker
13. Gouri Chakraborty, Support Staff

Consultants

1. Pavel Paul, Graphic Designer, Education & Communication Material Development
2. Gargi Banerjee, Documentation Specialist
3. Bijaybrata Jyoti, Associate Director, Chaepani
4. Seamonti Chaudhuri
5. Tanusree Kundu, Researcher
6. Hardik Brata Biswas, Researcher
7. Shiladitya Sinha, Researcher

Volunteers

1. Mandabi Bhattacharya
2. Ratul Rakshit
3. Madhuparna Das Chowdhury

Finance & Administration

1. Pranoy Roy, Finance Consultant

Auditor

Prantick Roy
Prantick Roy & Co. (Chartered Accountant)
P-15, New C.I.T. Road, Kolkata 700073

Our Partners

- American Jewish World Service (AJWS)
- Azad Foundation
- CRY America
- Point of View
- Swayam

- Nehru Yuva Kendra Sangathan (NYKS), West Bengal

Acknowledgement

We would like to express our deepest gratitude to every individual and organization, who has inspired, guided and supported us in many different ways, without which this journey would not been possible.

- Our Executive Committee and general body members, for being with us in the journey
- Our Implementation Team members for all the hard work
- Peer Leaders of Talash for their sustained interest, eagerness to learn and reach out to other young people
- All parents, for their trust, support and cooperation in this journey
- Dr. Tajuddiin Ahmed; Dr. Kaushik Bandopadhyay; Dr. Niladri R. Chatterjee; Dr. Samipendra Banerjee for their cooperation and support
- District Administration of Malda, for their support and cooperation
- All individuals and organizations who offered financial & other support





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Registered under West Bengal Societies Registration Act, 1961. Registration No: S/1L/55942 of 2008-2009

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