



**ANNUAL REPORT**  
**April 2022 – March 2023**



**TALASH**

Society for Inner Strength, Peace & Equality



## Vision

Talash a feminist, youth-centric, non-profit, aims to work towards a gender-violence-free society by facilitating rights-based leadership through adolescent & youth empowerment. We intend to break cycles of socially constructed generational vulnerabilities and integrate actions of nonviolence in everyday practices. We aspire to work towards creating a culture of safety, respect and caring for everyone, everywhere.

## Mission

Talash has adopted Personal Safety & Wellbeing Education as a strategy to work towards breaking cycles of gender-based discrimination, violence and structurally constructed social marginalisation in society.

Through our unique modules on personal safety & wellbeing education, TALEEM (translates as deep practices; a series transformative trainings) and GOLLACHUT (series of Games for Change tools), 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 landscape. Talash's model of change focuses on the transformation of individuals, resulting in influencing their immediate surroundings, to collectivisation and leading to united actions for social change.

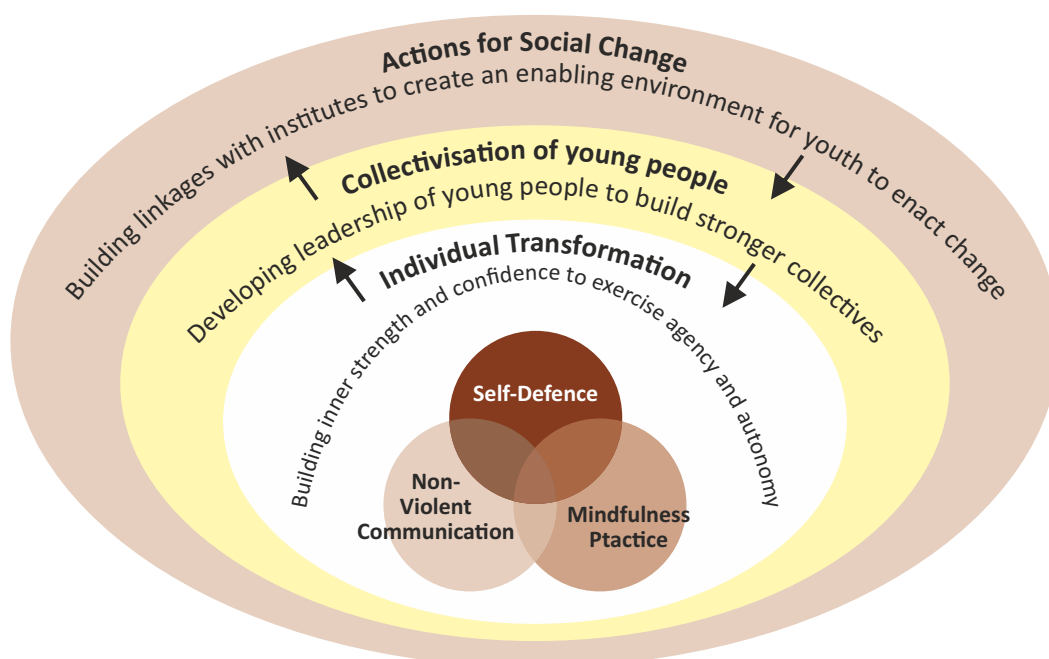
Talash is engaged in designing, developing and deepening understanding and practices of Personal Safety & Wellbeing Education for adolescent girls and youth who have experienced violence or are at the risk of experiencing the same. Through this unique pedagogy, Talash is working towards building the 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:

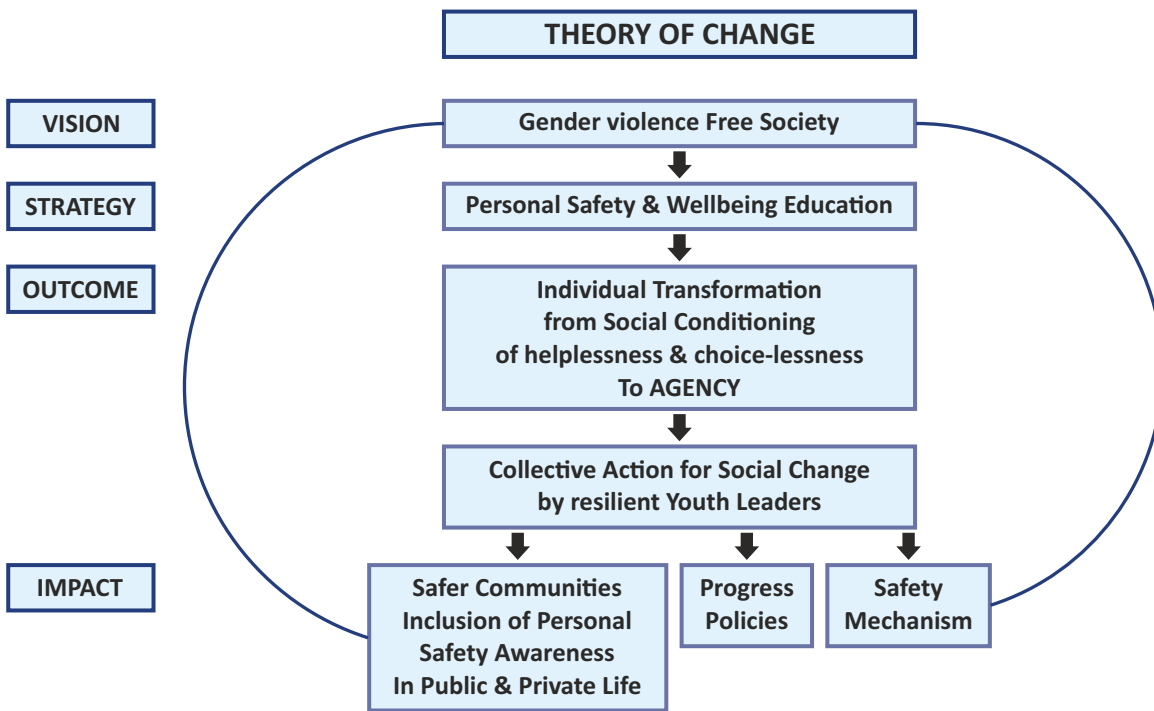
- ◆ Prevent gender-based violence against adolescents and young people
- ◆ Provide healing & redressal to survivors of violence, especially child victims
- ◆ Raise gender equitable boys
- ◆ Create eco-system where individuals can actualize their potentials

## Our Approach

We focus on 'inside to outside' where strengthened individuals come together to effect change. This is driven by the belief that empowered individuals strengthen collectives and collectives in turn support individuals to exercise choice. Talash's leadership training hones their skills to influence and involve others from the community and together, these collectives have become a powerful vehicle for bringing change within their communities.



## Our Theory of Change



### Audience Profile

Our audiences are marginalized urban/rural girls, boys and gender diverse folks 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 have initiated interventions with gender and sexual minorities through our Gender, Tech & Young People programme.

### Geographical Locations

During pandemic, our physical presence in various locations was impacted deeply. This period has been of reclaiming spaces and regaining confidence. Thus, in the current year, Talash has been active in six slums of Kolkata – KMC Ward No. 65, 109, 107, 93, 92.

In Malda, we are currently working in 2 Gram Panchayats of Ratua I, 4 Gram Panchayats of Ratua II, 4 Gram Panchayats of Old Malda and 2 Gram Panchayats of Gazole.

We have also started working in Jharkhand through partnership building.

## Highlights of the Year



Making of Feminist Internet, Pattaya, Thailand. Conference organised by Association for Progressive Communications.



Gender Leadership Programme, conducted by Girls Not Brides & Oxfam in two phases : in Goa & Kathmandu for selected organisation Leaders across India.



Eastern Regional Youth Conclave, organised by Talash; participated by 57 grassroots leaders from 24 organisations.



Our Voices, Our Strength: Using Digital Media to Express & Amplify Youth Voices workshop at Jamshedpur with gender & sexual minorities in Collaboration with People for Change & Jamshedpur Queer Circle.



Togetherness Table implementing collaborative Initiative with Community The Youth Collective.



Fulki – taking gender, sexuality, rights & mental Health & wellbeing training to younger children through junior schools in West Bengal.

## Programmes at a Glance

Talash has embraced inner work as the foundation for social justice initiatives to transform power structures with the belief that transformation is required at all levels and they are all interconnected – from the personal to interpersonal, to institutional, to systems. Inner work allows us to begin the work with self, and anchor ourselves within, by connecting us to our own sensations, emotions, thoughts and feelings – at the body, mind and spirit level.

Intersectional lens is key in all our programmes and we strive to weave in diverse disadvantaged young people and their voices.

### Empowerment of Girls & Young Women

We focus on early, child & forced marriages; domestic violence; child sexual abuse, sexual harassment in public place. Facilitate the journey from 'inability to capability' of individuals by transforming age-old socially constructed powerlessness of girls/women. From building inner strength & capacity of adolescent girls & young women to change their pre-determined life scripts, including marriage, education & other decisions, the programme has adopted multi-layered approach to transforming gender norms. It harnesses both inner strength of individuals and collective strength of groups to enact change within the communities.

### Reach Out at a Glance

We directly engaged with 310 adolescent girls from the age of 12 to 17 years within the communities in a year-long process to raise their voice and initiate dialogue on gender-based violence.

We have reached out to 457 girls through 5 government-aided secondary schools in Kolkata and 9 government-aided junior high schools in Malda.

### Girls Fight Back Sexual Harassment in Public Place

Street harassment is a common challenge across our country, which restricts mobility of girls in a big way. So is it in Maharaj Nagar of Ratua II block, Malda. Young boys would hang around near girls' schools, pass lewd comments, scare away young girls with their stares and often stalk them. Parents were reluctant to send their girls to school. This was discussed several times with school authorities.

During exposure visit to local police station, girls' groups leaders shared this experience with Officer in Charge and lodged a diary. To this, he came to the next girls group meeting to discuss the issue with girls group members and their parents. He then visited the school and discussed the issue with school authorities.

Since then, he had posted a constable in front of the school. He has also organised police patrol in the area.

Headmaster of the school organised a parents-teachers conversation, thanked the young leaders, who stepped up. Now, many of the girls who stopped going to school has resumed education again. Teachers have allocated responsibilities of Kanyashree club to the leaders, who organise girls to come together, learn newer skills and raise their voices with support from Talash.

## Boys, Men & Masculinities

We are engaged in raising awareness, integrating inner work for individual transformation & building leadership of boys and young men for changing gendered social norms. Breaking cycles of violence by facilitating the journey of boys for challenging & taking conscious actions against violence, discrimination & unequal norms & practices & introducing nonviolent practices in everyday lives.

### Reach Out at a Glance

We directly engaged with 110 adolescent boys from the age of 12 to 16 years within the communities in a year-long process to raise their voice and initiate dialogue on gender, masculinities and patriarchy.

We have reached out to 957 adolescent boys and young people through schools and colleges in Kolkata and Malda through Games for Change tools.

### Voice from the Session

“The sessions on Gender, Masculinities & Patriarchy opened up scope for my own reflection. My mother is a ICDS worker. She manages both her job responsibilities and household chores, like other women. I realised through the sessions that my mother is overburdened and often do not get the time to rest or have leisure time.

Thus, I have started engaging in everyday household work. I wash my own clothes since past six months. Every day, I clean the house and do the morning dishes before going to school.

My neighbours initially used to laugh at me. But, after we had the Unpaid Care work campaign, they have started to appreciate me and my other peers, who engage into household work.”

Ataur Rahman, 14 years, Simultala, Malda

## Gender, Tech & Young People

We work at the intersection of gender, sexuality, technology & mental health to enable women & gender & sexual minorities to raise awareness, build capacities, knowledge, skills & agency to navigate in the digital world, create imprints, amplify their voices and ensure their rights.

In Talash, this is an emerging area of work, thus, we are shaping our perceptions, thoughts and skills, while implementing the project. We have facilitated the following workshops in the current year:

- ◆ Gender, Technology & Feminisms: A Dialogue – with NGO leaders to understand experiences and intersections
- ◆ Our Voices, Our Strength: Using Digital Media to Express & Amplify Youth Voices – series of digital storytelling workshops with youth leaders in Malda, Kolkata and Jamshedpur, Jharkhand
- ◆ Going Online: Digital Experiences of Young People – a brief study to understand lived experiences of young people of West Bengal

### Voices from the Session

“Digital technology is embracing our lives and unknowingly taking up spaces. The lines between real and digital are often blurred. Thus, the Feminist Lens is of great significance in this context. I never realised this before participating in this dialogue.”

Senior NGO leader, Kolkata

“Today we cannot go without digital existence. Thus, learning to navigate safely is most significant.”

Nabina, 13 years, Purulia

## Young Women & Livelihood

Talash has been facilitating non-traditional livelihood opportunities for young women from resource-constraint background in collaboration with Azad Foundation. As a partner, we identify eligible women through household surveys, convene motivational meetings with interested candidates, enroll trainees for training and organise campaigns within communities to raise awareness.

We enrollment 53 women; among them 39 received Permanent License; and 14 received Learner's License.

## Our Bodies, Ourselves: Self Defense Trainings for Girls & Women

Talash works as a Resource Organization and facilitates the module for women. In the current year, we facilitated eleven 3-day trainings with Azad Foundation Kolkata for their trainee chauffeurs reaching out to 201 young women.

### Voices from the Session

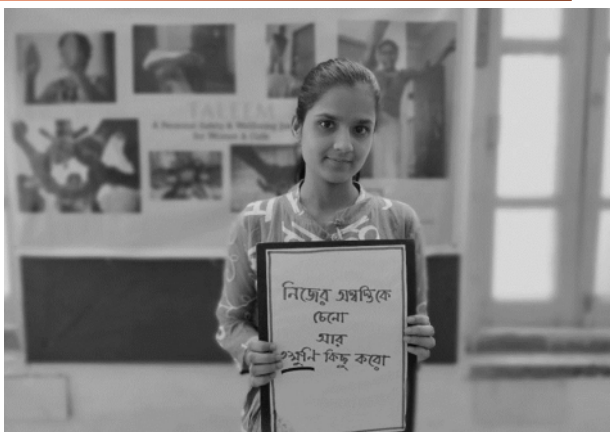
"I used to work in a family about a year ago where the husband would stay for an hour every day after his wife left and would try to engage in inappropriate sexualized conversations with me. He tried touching me, stay closer to e. I couldn't express my fear for a long time because I was afraid of how people around me would react. Eventually, I had to quit that job. Today's training has taught me what I can do if such incidents occur again, such as seeking help and setting boundaries. I won't dwell on what happened to me but instead focus on what I can do to prevent such situations in the future."

Maneka Sardar, 21 years, Kolkata

"My family keeps telling me that I do not have strength, I am physically weaker and unable to do any hard work. During board breaking session, I tried two times but could not break. I was surprised to see everyone's success in the exercise.

On the last day, when trainer facilitated a guided visualization, and I could see and feel in my mind that I am breaking the board, to my surprise, I actually could! This helped me to understand that we create possibilities and can block them too. We create our own realities ..."

Dilruba Begam, 22 years



## Organisation Development

Enhancing perspectives, knowledge and skills of team members is an on-going process in Talash. We are consciously engaged in nurturing a learning and development, which is practised across the organisation structures. We participate in trainings, conferences and workshops organised by others. We also organise in-house training sessions for our team. Apart from that, we facilitate on-going training and practise sessions for our team, so that sessions can be conducted effectively.

We realise that Talash is currently at a juncture. We have developed a model of implementation and have acquired body of experiences for implementing it effectively. We have also gathered adequate evidences of impacting lives through the interventions. Thus, we have arrived at a point, where the pathway broadens – we need to equip ourselves for the next growth curve, for scaling up. We realised that, for the step ahead, we need to strengthen the organisation and its systems.

Thus, we applied for organisation development process Saansta facilitated by Pravah of Delhi. This has been a six-month intensive process, where Executive Director & Programme Manager participated. The process helped us identify gaps and organise them accordingly. This has also helped us to discover leadership challenges, thus, strengthening articulation, processes and practices.



## Annexure 1

### Trainings/Conferences participated by Talash

Training Details	Facilitating Organization	Month/Date	Duration
Street Sexual Harassment: Strategies to Combat	Breakthrough	April 7	1 day
Learnings from Masculinities Pilot Programme	Gender Jagrik	April 4	3 hours
State Level Workshop on Domestic Violence: Case Work and Legal Measures	Swayam	June 7 to 11	5 days
Conclave on Child Safety & Protection (Malda)	Praajak	July 4	1 day
Digital Safety	Point of View	July 7	1 day
State Level Training on Basic Counselling Skills & Self-care for Case Worker	Swayam	August 22 to 26	5 days
Samjho Toh: A curriculum on Indian Constitution & Rights	ComMutiny The Youth Collective	August 29 to Sep 1	4 days
Digital Everyday	Point of View with Design BEKU and ArtEZ University of the Arts	September to December	3 months
Digital Technology & Feminisms	Point of View	October 7 to 10	4 days
Making of Feminist Internet: International Conference	APC	October 31 to November 4	5 days
Understanding Sexuality and Learning Together How we Raise our Boys	Gender Lab	January 20 to 22	3 days
Jhakkas Mela: Grassroots Digital Creator's Mela	Point of View	February 27 to March 1	3 days
One Billion Rising Celebration	OBR Kolkata Network	February 14	1 day
Saanstha Journey: Foundation Workshop	Pravah	March 10 to 14	5 days

### List of Audio Visuals developed by Team Talash in 2022 – 2023

Sl. No.	Title of the film	Duration
1.	Dance in My Tune	4.03 min
2.	Me & My Phone	1.39 min
3.	Audio Story 1	2.50 min
4.	His Story & Mine	3.35 min
5.	Discrimination in the Digital World	Photo story
6.	Click to My Dream	5.45 min
7.	Me & My Phone	Photo Story
8.	Love at First Site	5.07 min
9.	Me & My Phone	Photo Story
10.	Audio Story 2	5.02 min
11.	My First Flight	05.21 min
12.	Me & My Phone	01.21 min

## Annexure 2

### Financial Report, April 2022 – March 2023

#### BALANCE SHEET AS AT 31ST MARCH, 2023

<u>LIABILITIES</u>	<u>SCHEDULE</u>	<u>AMOUNT</u>
<u>General Fund</u>		
As per last A/C		2,95,587.54
Add Excess of Income over Expenditure		92,486.54
		<u>3,88,074.08</u>
 <u>Unutilised Project Fund (F.C.)</u>		
AJWS	15	26,73,345.00
CRY	16	3,392.00
APC		5,08,600.00
Outstanding Liabilities	11	2,23,583.16
	Total	<u>37,96,994.24</u>

<u>ASSETS</u>	<u>SCHEDULE</u>	<u>AMOUNT</u>
Fixed Assets (Indian Fund)	12	2,28,530.20
Fixed Assets (F.C. Fund)	12	85,796.48
Receivable from Azad Foundation		15,300.00
Loans & Advance		6,818.26
Tax Deducted at Sources		43,400.00
Cash in hand & Bank	13	34,17,149.30
	Total	<u>37,96,994.24</u>

#### INCOME & EXPENDITURE FOR THE YEAR ENDED 31ST MARCH, 2023

<u>INCOME</u>	<u>SCHEDULE</u>	<u>AMOUNT</u>
Grant & Donation Received	2	40,54,180.00
Interest Received	3	77,338.00
	Total	<u>41,31,518.00</u>

<u>EXPENDITURE</u>	<u>SCHEDULE</u>	<u>AMOUNT</u>
Expenses from Local fund	4	2,80,223.72
APC Project Expenses	5	14,91,394.00
CRY Project Expenses	6	6,26,744.00
Boys, Men & Masculinities Programme (AJWS PROJECT)	7	16,22,172.00
Administrative Exp.	9	18,497.74
		<u>40,39,031.46</u>
Excess of Income over Expenditure		92,486.54
	Total	<u>41,31,518.00</u>

## Annexure 3

### Our Team

#### Governing Body

1. Alakananda Guha, President
2. Lipika Biswas, Treasurer
3. Ayesha Sinha, Secretary & Executive Director
4. Debasish Sen Sharma, Member
5. Dolon Ganguly, Member
6. Kaifia Ancer Laskar, Member
7. Mitul Das, Member
8. (Dr.) Nandita Banerjee Dhawan, Member
9. (Dr.) Pallavi Banerjee, Member
10. Saraswati Mondal, Member
11. Sintu Bagui, Member

#### Implementation Team

1. Ayesha Sinha, Executive Director
2. Anisha Chandra, Programme Manager
3. Sweta Chakraborty, Sr. Programme Associate
4. Sanchita Chaudhuri, programme Coordinator
5. Saraswati Mondol, Programme Associate & Senior Trainer
6. Manika Samaddar, Programme Associate & Trainer
7. Anima Mondol, Programme Associate
8. Sagarika Banjuria, Programme Associate
9. Asim Akram, Programme Associate
10. Gouri Chakraborty, Support Staff

#### Consultants

1. Anoushka Das, Translator
2. Archee Roy, Graphic Designer
3. Bijaybrata Jyoti, Associate Director, Chaepani
4. Gargi Banerjee, Documentation Specialist
5. Ishika Saha, Translator
6. Krishna Chaudhuri, Translator
7. Nilanjan Majumdar, Photographer
8. Paramita Banerjee, Documentation Specialist
9. Pavel Paul, Graphic Designer, Education & Communication Material Development
10. Sahba Syed, Translator

#### Volunteers

1. Atreyee Dutta Roy, St. Xaviers University
2. Bireswar Chatterjee, St. Xaviers University

#### Finance & Administration

1. Pranoy Roy, Finance Consultant
2. Gautam Bhattacharya, Accountant

#### Auditor

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

#### Our Donors

- American Jewish World Service (AJWS)
- Association for Progressive Communication (APC)
- CRY America

## **Acknowledgment**

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
- ◆ Youth 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
- ◆ Our partners - People for Change, Jamshedpur Queer Circle, Pravah, ComMutiny the Youth Collective, Praajak, Equiversity Foundation and many others who supported in many different ways





**TALASH**

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