Annual Update Report

April 2022 - May 2023

Empowering Grassroots

Contents

Foreword

As we reflect on the past year since the Rebuild India Fund was launched at the Dasra Philanthropy Week in March 2022, we are proud to acknowledge the significant strides we have made toward empowering grassroots organizations. However, we also recognize that this journey has only just begun.

Until May 2023, we have successfully on boarded 74 NGOs, with ~50% of them being led by women and ~64% being led by proximate leaders with lived experiences of the communities they serve. We are thrilled to report that we have made meaningful progress towards gender, equity, diversity, and inclusion in our portfolio, with organizations serving vulnerable communities in remote, climate-risk geographies of India.

Our efforts to shift power to the frontline have been holistic, and we have provided unrestricted funding to enable organizations to meet urgent needs while investing in resilience-building strategies for nonprofits in rural and urban areas. These organizations serve the health, education, and economic empowerment needs of marginalized communities.

We extend our heartfelt gratitude to over 20+ non-profit networks and stakeholders, who have recommended these outstanding leaders and organizations from their networks. It is an honor to support and partner with organizations working directly with communities including Devadasi women, single and abandoned women, adolescent girls, children in difficult circumstances, small-scale farmers, persons with disabilities, weavers, migrant workers, religious minorities, persons with disabilities and tribes facing a multitude of challenges in recovering from the aftermath of the pandemic.

Rebuild draws inspiration from the vibrant leaders of our partner NGOs, these leaders have sustained themselves and their causes without waiting for funding to support communities in need. We are humbled as we continue to learn and share insights from the true heroes who help us in reaching our mission of a billion thriving!

With gratitude,
Maya and Vishal

Maya is the CEO of the Tarsadia Foundation, leading the development of its vision, programs & partnerships in the philanthropy community. Maya is actively engaged with local and international partners in steering and guiding change to create impact. Maya serves on the board of several organizations including Cal State Fullerton Foundation and Sage Hill School. Previously, she held multiple leadership positions at Tarsadia Hotels, a privately-owned hotel investment, development, and management company.

Maya Patel
CEO,
Tarsadia Foundation

Vishal currently serves as Director at Dasra and leads the Rebuild India Fund. Over the past 13 years at Dasra, Vishal helped launch the Dasra Giving Circle, led Dasra's diligence and capacity building support programs for non-profit organizations, and provided multiple Indian and global families with catalytic funding strategies while keeping vulnerable lives at the center. Vishal holds a BA in Economics with Honors from Trinity College, Hartford, CT. Prior to joining Dasra in 2010, Vishal worked in economic consulting at Charles River Associates, Boston.

Vishal Kapoor
Director,
Rebuild India Fund Dasra

01 | The Rebuild Way

Deepa Pawar, Founder Director Anubhuti Trust in conversation with community members, Thane, Maharashtra

Communities at the precipice of rapid socio-economic change in India experience a complex cycle of vulnerabilities. This interplay of issues related to poverty, gender inequality, child protection, migration, health, food security, and climate change is intricately woven with entrenched norms that sustain acts of social exclusion. These acts generate a self-perpetuating cycle of susceptibility, each exacerbating the other in a vicious spiral that keeps communities in poverty.

While non-profits have played a critical role in solving some of these complex challenges affecting vulnerable communities, restricted funding limits their ability to deliver impact at scale.

The Rebuild Way

The Rebuild Way champions proximate leadership to revitalize communities and establish resilient pathways for sustainable change. We do this using an intersectional approach from non-profit identification to selection. Together with our portfolio of NGO partners we are co-creating our methods of grant-making, transparent participative governance, and subsequent reporting for impact. Grassroots empowerment with Rebuild is an equitable journey of learning with partners we trust. Through providing multi-year trust-based funding, Rebuild is enabling grassroots NGOs for a resilient future.

Together with our partners, we are focused on successful, transformative, and powerful delivery with learning and measurable outcomes.

Harnessing the Power of proximate leadership

Rebuild is investing in proximate leaders from the communities they serve. These leaders have the essential experience, relationships, and knowledge for sustainable impact. We invest in proximate leaders because they understand and know how to address the roots of vulnerability to provoke greater systemic change.

A reformative, comprehensive, and equitable approach to sourcing and selection of partners

We have designed an inclusive and deliberate sourcing process that leverages our connections with nodes or established NGO networks that recommend organizations working with marginalized communities. These recommended organizations, led by proximate leaders, face multiple systemic challenges in fundraising, collaboration, and exposure to the larger sector.

Broadly divided into the eligibility and ranking metrics, our selection criteria leverages the following parameters to assess NGOs for our portfolio.

Eligibility Metrics

As a pre-requisite, all NGOs recommended for funding undergo a review of their regulatory compliance status and their annual budget.
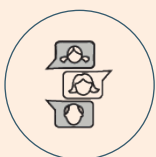
Ranking Metrics

As a next step, eligible NGOs are ranked and prioritized based on their leadership, community centricity of program delivery and design, and vulnerability of communities served.

Proximate and inclusive leadership: NGOs with a high representation of women and leaders with 'lived experience' or those who have personally experienced the needs of the communities and the challenges they face are prioritized for receiving funding.

Serving vulnerable communities: NGOs working in remote geographies, serving vulnerable groups, especially neglected communities with limited agency. Vulnerable communities served include historically marginalized caste groups (e.g., Dalit, Bahujan, tribal communities), sexual and religious minorities, sanitation workers, at-risk children and youth, persons with disabilities, and others living in high climate risk or disaster-prone areas.

Community-centric design and delivery: NGOs working directly with communities, having staff members from the community itself, and including communities in decision-making matters are prioritized using the Rebuild selection framework.

02 | Celebrating Milestones

Rebuild India Fund team in conversation with Devyani Chaturvedi, Executive Director DEHAT and Non-Traditional Forest Dwellers in Bahraich, Uttar Pradesh.

Milestones achieved leading up to March 2022

- Completion of the #BackTheFrontline Campaign

- **USD 10 million** (INR 80 Cr.) raised in funds

- **152 NGOs** supported, with all **$10 million** allocated to NGOs for Covid relief

- Launch of **Rebuild India Fund** during Dasra Philanthropy Week, March 2022

Milestones achieved in Apr 2022 - May 2023

Rebuild Fundraising

Raised **USD 11.7M** (INR 93.6 Cr) in multiyear commitments towards NGO granting.

Rebuild NGO Portfolio Selection & Grant Disbursement

- **74 NGOs** selected into the Rebuild India Fund portfolio, supporting 25+ vulnerable groups across 24 states and union territories since Rebuild launch

- **USD 950,000** (INR 7.6 Cr.) disbursed towards first year grants (out of five year commitments) for 74 NGOs*

- Assam flood relief and rehabilitation support provided to **6 NGOs (~USD 80,000 / INR 64 lakh total)**

- Estimated lives impacted by Rebuild's partner NGOs: **6.5+ million** lives

*At the time of writing this report, USD 700,000 (INR 5.6 Cr) was disbursed to 56 NGOs, and USD 225,000 (INR 1.8 Cr.) was in the process of being disbursed.

Rebuild NGO Partner workshops

2 in-person NGO partner workshops (8 days total) hosted to bring together and build capacities of **56 NGOs**:

• First workshop in Neembadi, Gujarat

• Second workshop in Mumbai, as part of Dasra Philanthropy Week 2023

Rebuild Governance

Set up Rebuild's Governance Structure prior to building the Fund's NGO portfolio:

• Joint Steering Committee: to provide strategic direction to the Fund

• Investment Committee: to increase participation of NGO leaders in portfolio selection

Rebuild Thought Leadership and Communications

• Released **5 articles**, and **1 report** enhancing the visibility of portfolio NGOs and covering sector issues such as climate & social justice, gender, access to education post-Covid, the power of grassroots leaders and more.

• Launched Rebuild's website and social media channels: LinkedIn, Twitter, YouTube

• **3.3 million+** Rebuild impressions across social & traditional media

03 | Unfolding an Atlas of Vulnerability

Domestic Workers and staff at the Martha Farrell Foundation and Rebuild India Fund team sharing insights and stories of courage in a safe space, Harijan Basti, Gurgaon.

Rebuild is supporting grassroots NGOs working with communities in a range of complex intervention areas, including conflict-affected remote villages, hilly regions, disaster-prone border areas, drought and flood-prone districts, trafficking routes, flood-prone tribal villages, Left Wing Extremism affected regions, tea plantation areas, and urban slums without basic water, sanitation, and health facilities.
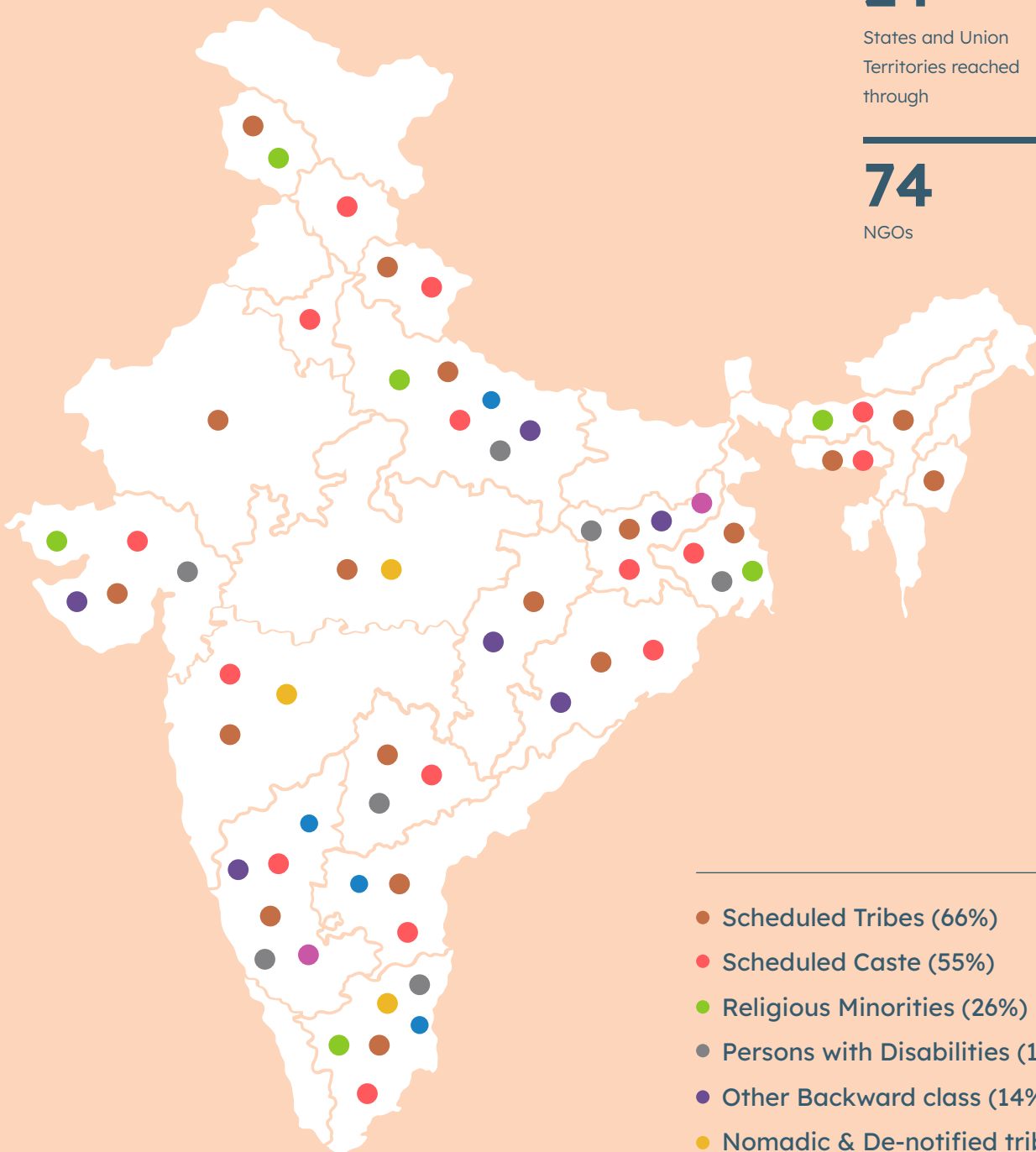
25+

Vulnerable groups in

24

States and Union Territories reached through

74

NGOs

- Scheduled Tribes (66%)
- Scheduled Caste (55%)
- Religious Minorities (26%)
- Persons with Disabilities (16%)
- Other Backward class (14%)
- Nomadic & De-notified tribes (7%)
- Backward class (5%)
- LGBTQIA++ (4%)

Communities served by Rebuild are experiencing complex socio-political, religious, climate change - inducted, and geographic challenges

—

Geographies served by Rebuild include

—

Conflict-impacted remote villages

Urban slums without proper sanitation and basic facilities

Drought, flood, and disaster prone areas

Isolated villages, and mining areas impacted by Left Wing Extremism

Remote border areas

Tea plantation estates with tribal population

Trafficking routes

Ecologically vulnerable areas (Sunderbans)

Intra-state borders and regions with heavy migration

Chronically poor states and aspirational districts

Communities served by Rebuild's partner NGOs
—

Communities served by Rebuild's partners include neglected and vulnerable groups including Devadasi women, single and abandoned women, adolescent girls, children, small-scale farmers, persons with disabilities, weavers, migrant workers, religious minorities, persons with disabilities, and tribes.

These communities face multiple forms of discrimination and exclusion, the Fund's support to partner NGOs can help in identifying and responding to these challenges to promote greater inclusion and equity at the grassroots while strengthening the capacity of NGO staff to respond to the rapidly changing needs as communities seek to build their resilience.

Rebuild is developing a vulnerability atlas to map the lived experience and interventions by our partners impacting the lives of over 25+ communities, some of our communities served include

Scheduled Castes | Arunthathiyars, Paraiyars, Musahars, Chamars, Malas, Meghwal, Koli, Bhaiwal and Madigas

Scheduled Tribes | Paniyas, Kattunayakans, Wagdi, Bhils, Kopnas, Gonds, Warli, Thakar, Korku, Lepcha, Sherpa, Khasi, Bakarwals, Munda, Oraon, Kutia Kondh, Souras, Chenchu tribes

Religious minority | Muslim, Christians & others

Persons with Disability | Visual, hearing & speech impairment, physical injuries caused by conflict, mental disorders, neurological & developmental disorders, orthopedically handicapped

LGBTQIA++ | Male to Female, Female to Male, Kothi, Double Decker, Devadasis

Nomadic and De-notified Tribes | Boom Mattikarars and Narikuravars, Pardhis, Kanjars, Kuchbandiyas

04 | A Snapshot of our Partner NGOs

All figures represent insights from our existing portfolio of 74* grassroots NGOs

Geography

21

states and 3 union territories

130

districts

Rural-Urban spread

72%

work in rural areas

11%

work in urban areas

17%

work in both urban and rural areas

Vulnerable Communities

25+

vulnerable communities

66%

of communities served are Scheduled Tribes

26%

of communities served are religious minorities

Budget

95%

NGOs reported annual budget under USD 250,000

*Statistcs as per NGO portfolio recommendations as of 31st May 2023, to be updated basis compliance and granting checks

Sectors covered

83%
work in **Climate-risk** and **Disaster-Prone** zones

78%
address issues related to **Gender and violence**

74%
support access to **Healthcare** including **Mental Health** and **Well Being** of communities

66%
address challenges related to **Water and Sanitation**

60%
focus on **Child Protection**

Other sectors covered include Disability, Education, Skills & Livelihoods, Agriculture, Financial Inclusion, Peace-building and Community Harmony, Land & Forest Rights, Leadership Development and Sustainability.

Leadership

64%
proximate leaders

50%
women leaders

Impact

6.5+
million
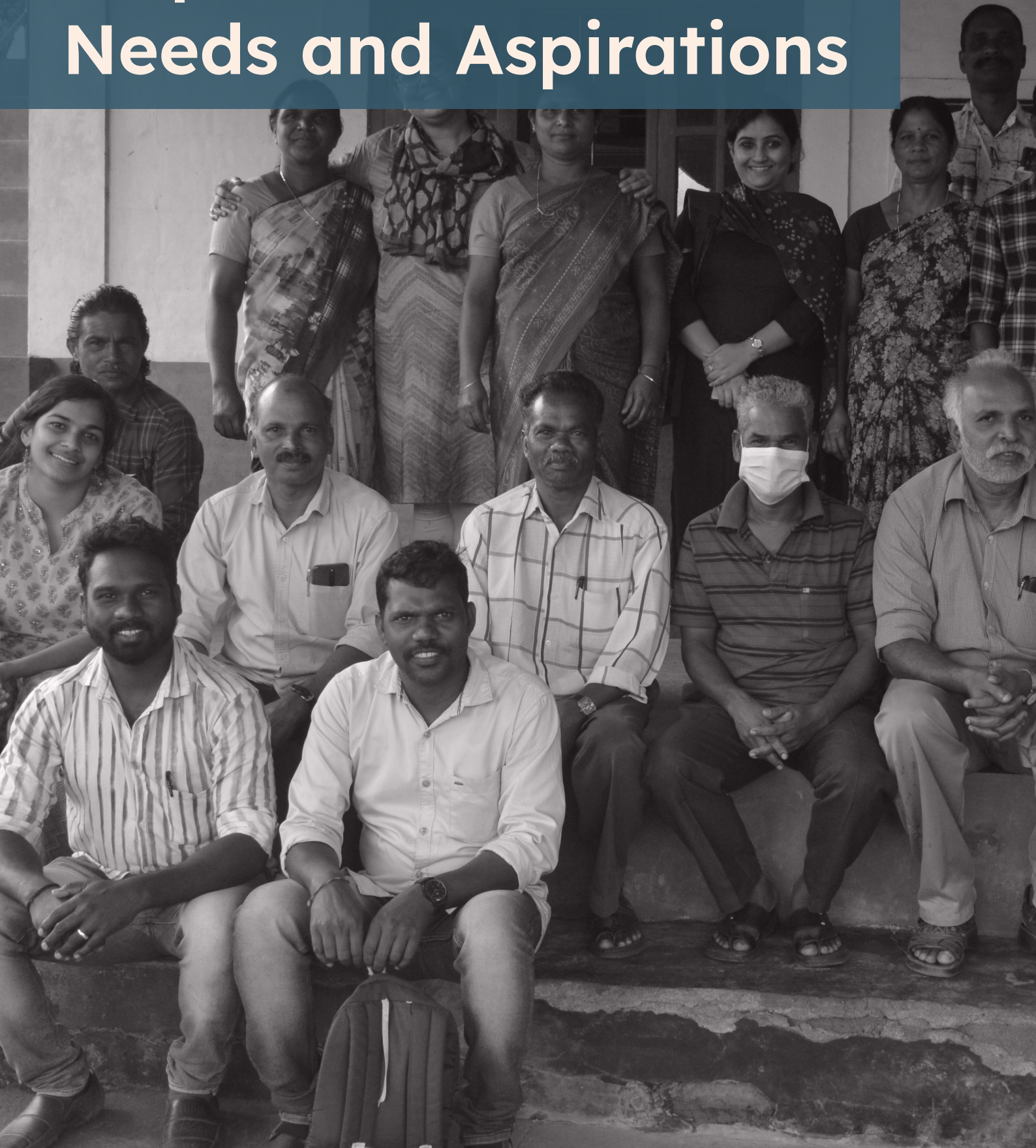lives impacted by Rebuild's Partner NGOs

*Statistcs as per NGO portfolio recommendations as of 31st May 2023, to be updated basis compliance and granting checks

05 | Our Partners Needs and Aspirations

Rebuild India Fund team after a Focus Group Discussion with community leaders of Particularly Vulnerable Tribal Groups who are members and staff of NGOs VBVT and ACCORD in Gudalur, Tamil Nadu

Trust-based funding can enable NGO leaders to make decisions and investments that will support their organizations in sustaining interventions and staff well-being in the face of uncertainty. To better understand the needs and aspirations of our partners with respect to building resilience, we conducted an assessment of our first cohort of partner NGOs.

This baseline assessment explores the organizational, programmatic, financial, and leadership based needs of organizations and will be conducted for all Rebuild-supported NGOs.

> " In the next 5 years, we plan to deepen our footprint, invest in next level of shared leadership, core programming, strengthening data management, publication wings and adopting modern media led initiatives.

- Synergy Sansthan,
Madhya Pradesh.

Institutional & Programmatic Needs

In a recent report by Bridgespan[1], responses from 388 NGOs indicate that only **18%** respondents are able to invest adequately in organizational development. The report also notes that **70%** NGOs led by Dalit, Bahujan or Adivasi (DBA) communities have not reported an operating surplus in the past three years, compared to **45%** non-DBA-led NGOs.

Through our pilot baseline survey with 22 NGOs of Rebuild's first cohort, we sought to understand the aspirations of NGO leaders with respect to their organization's development and institutional needs. Approximately **77%** of NGOs have prioritized infrastructure and capacity building as potential areas for investment, indicating a widespread need for investment in infrastructure to support program expansion and sustenance. With **60%** of organizations indicating an interest in building leadership capacities of their staff, there is also a notable interest and aspiration towards enhancing the capacities of NGO staff.

[1] Bridgespan (2021). Building Strong, Resilient, NGOs in India: Time for New Funding Practices. Link to Report

How do our NGO partners view growth?

NGOs aspire to scale the reach, effectiveness, and impact of their programs

Rebuild NGO leaders engaging with interested philanthropists at an organized dinner in Ahmedabad

❝ Growth is always defined in the context of building and sustaining people's participation, ownership, and abilities in the process of leading change for themselves. We believe deeply that educational spaces be it schools, after-school spaces, training initiatives, and others, go beyond just service delivery and have the power to organize people on issues of identity, justice, learning and hope.

Viswa Bharati Vidyodaya Trust,
Tamil Nadu

NGOs need financial resilience to build strong foundational capacities

❝ The notion of growth for Econet is a multifaceted and holistic concept. While it encompasses improvement in the financial condition of the organization, it also addresses the approach, methodology, and strategy used to promote community empowerment and development. This growth is not limited to physical expansion but also encompasses intellectual and knowledge-driven progression. At the individual level, growth entails learning and development through engagement with the community and intervention on identified issues.

Econet,
Maharashtra

How do our partners define resilience?

Responses from our partners indicate that resilience refers to the ability of an organization to adapt to changes, challenges, and disruptions while still maintaining their core values and mission. For some organizations, resilience is about having the flexibility to work without restrictions, while for others, it involves encouraging innovation at the grassroots level.

Several organizations highlighted their ability to identify and address weak spots in their management and programs, develop effective partnerships with government and other organizations, and build networks of community leaders. Additionally, several organizations emphasized the importance of critical pedagogy in building resilience and nurturing a culture of learning and trust.

Advancing and supporting Women-headed NGOs

At Rebuild, 54% organizations are led by women. However, our first needs assessment indicates that organizations with women in leadership positions are less likely to receive unrestricted funding. As our portfolio grows, further research will determine the underlying reasons for trends in unrestricted funding.

Rebuild will continue to evaluate the institutional, programmatic, and financial capacities of its Partner NGOs within the next five years. Through conducting this baseline assessment, Rebuild is gaining valuable insights that will serve as a reference point for mapping our portfolio's growth trajectory, which can often be overlooked due to their focus on solving grassroots problems rather than prioritizing their own growth.

Partner workshops not only serve as capacity building platforms but also safe spaces to share leader aspirations and experiences.

> **In the next 5 years, we plan to enhance our women leadership program through training and support for selected leaders. We will also scale up interventions for challenging patriarchy and promoting gender equality with youth, including adolescents in and out of school. Additionally, we will build organizational capacity through documentation, social media interaction, policies, and financial management.**
>
> **Bimla Chandrasekaran,**
> EKTA Resource Centre.

06 | Building to Thrive: Partner Workshops

Introducing the Rebuild India Fund and workshop session plan to NGO partners

Rebuild is evolving as a platform for grassroots NGOs to receive exposure to institutional and technical support that typically only larger NGOs are aware of. This platform is also assisting access to ecosystem actors that are keen to engage with and co-develop solutions with grassroots NGO leaders across sectors. Through this platform, over 40% of our partner NGOs have successfully accessed previously unexplored areas of organization development such as leadership building and wellbeing of frontline workers.

In order to continue fostering these connections and powering change, we aim to sustain a vibrant platform that enables value exchange across and among stakeholders within the ecosystem. Towards achieving this goal, Rebuild has organized residential partner workshops with both cohorts of NGOs. Through our workshops, we have been able to -

Harness the Power of Collective Voice

Partner workshops have enabled like-minded NGO partners to come together and build a network they can rely on – improving the scope for sharing experiences and best practices across sectors and geographies in a safe space.

Prioritize Organization Development

Leaders are starting to prioritize capacity building at both the organization and program level – adapting to evolving community and sector demands while discussing succession planning, well-being of staff and transitioning from the pandemic.

Leverage Local Languages

Our most recent workshop was conducted with live translation support six languages (Hindi, English, Tamil, Telugu, Kannada, and Bengali). NGO leaders from 20 states engaged with their peers as well as with 25+ facilitators including sector experts such as- Arthan, Tech4Dev, Guidestar India, Manah Wellness, Dhwani Foundation, Atma and others.

At the workshops, leaders felt heard and appreciated Rebuild's trust-based participatory approach.

> **I never thought that speaking about the work of the organization was going to be hard; especially when time is a factor that we need to consider. This session has got me thinking about ways we can streamline our thought process. I realized the importance of writing down the pitch for better recall.**

Shannon Massar,
Faith Foundation

Listening to grassroots NGOs share their challenges and journeys during a workshop.

Raniji from Chetna Vikas preparing a pitch about her organization

> **NGO leaders and team members are overburdened, and depression exists within the community, but nobody talks about it because the focus is often on ensuring that the community receives the support they need. Happy to see that such practical challenges are being talked about on this forum.**

Chandini,
Payana

07 | Assessing Progress & Impact
Our approach to Measurement Learning and Evaluation (MLE)

Rebuild India Fund places a strong emphasis on continuously measuring and learning from its partners. With our partners, we are exploring the likely areas of impact of flexible funding, this exploratory, co-created, and enabling approach has the potential to provide deep insights to the global philanthropy community. To integrate MLE from the granting stage itself, the Fund has developed a comprehensive learning agenda and plan in partnership with its grantee partner organizations.

Peer learning in progress at a Rebuild partner workshop

We believe that learning enhances accountability, decision-making, and long-term impact. To achieve results, inviting grantee partners and others directly impacted by issues to inform and interpret the indicators of success and outcomes is critical for a shift in approaches to learning and evaluation.

The MLE plan encompasses a variety of methods and vehicles to measure success and areas for improvement, including

Site visits

1:1 conversations

Dipstick Surveys

Bi-annual reporting

These methods allow the Fund to track both quantitative and qualitative measures of success.

Qualitative

Qualitative measures tracked by the MLE plan include the potential unlocked due to the flexibility of the grant, the reduction of gender inequalities, the enhancement of leadership within the target community, and an increase in community centricity.

Quantitative

Quantitative measures tracked by the MLE plan include the number of lives impacted by the cohort of NGOs supported by the Fund, the villages and districts served, changes in budget size, and changes in team size.

The Fund's commitment to a robust MLE plan allows for a continual assessment of the impact of its efforts and the ability to adjust its strategy accordingly to maximize the positive impact on the communities it serves.

> **We are very thankful for providing us unrestricted grant during tough pandemic time to respond to the needs of local communities. Due to this support, we could expand our work from 6 to 14 villages and doubled our reach to the number of children. We started the new program of developing "Child Friendly Villages" by increasing agency of children and local communities. But besides this strengthening of the program, we managed to negotiate with an existing donor to provide us unrestricted grants. This was possible because we got unrestricted grant from Dasra. We really appreciate for setting a new trend to support genuine grassroots organization like us.**

Parul Sheth,
Shaishav Trust

08 | How is Rebuild inspiring change through Communications and Thought Leadeship?

Tribal women's initiative Urumula supported by ACCORD pitching handmade blankets and pads designed by their team in Gudalur, Tamil Nadu

Effective and impactful storytelling is the base for documenting the journey of an inclusive society, it is critical that the narrative our stakeholders create is powerful and in their own voices, we believe every story and lived experience has the potential to bring change while contributing to the ecosystem's knowledge.

Rebuild's communication and thought leadership activities mainly focus on storytelling through the journeys of our partners. We recognize and respect NGO leaders' ability and power to run their organizations in a manner that serves their communities most meaningfully. In efforts to bring community and NGO leaders' voices to the forefront, Rebuild has co-authored articles and disseminated reports featuring our NGO leaders to showcase their efforts, community backgrounds and insights.

To create interest and spark discussions around milestones in the Fund, we leverage content related to NGO insights that are engaging. Other aspects include showcasing the work of our partner organizations on global development outcomes related days to contribute our insights to existing trends.

To create a stronger narrative, we showcase inspiring stories of resilience and human-interest journeys of NGO leaders and their organizations. These stories of our NGO partners are the heart of Rebuild's Communications and Thought Leadership efforts, they give our stakeholders and audience a sense of relatability.

These platforms are giving us the ability to voice Rebuild's message and deliver deeper insight into our mission and values to our audiences, keeping our audience updated with insights and current happenings in the Fund, and reinforces what we are building offline.

To develop the internal capacity of NGOs for effective communications, we have partnered with On Purpose – a Public Relations and Communications agency, to enhance, calibrate and amplify each NGO leaders journey. Through the Communications workshop modules created by On Purpose, our partner NGOs are learning to effectively narrate their journeys and impact to their audiences and raise visibility for the causes they are championing.

09 | Our Funders

Snapshot from Dasra Philanthropy Forum 2022

The challenges that the Rebuild India Fund aims to address are not only large at scale, but also unique to the vulnerabilities and dignity of each marginalized community – requiring a bold, trust-based form of philanthropy.

Rebuild Funders

We are also grateful for the support of Maitri Foundation, Radhika and Ambarish Malpani Foundation and Rati Forbes and those that have chosen to stay anonymous.

Rebuild is fostering a community of engaged funders, encouraging them to partner with community-based NGOs, learn about the communities supported & challenges faced, and provide unrestricted, flexible, long-term funding to reduce operational uncertainty. The Fund enables donors to pool resources together to provide long-term flexible grants for a growing portfolio of NGOs across India, enabling NGO leaders to take their own decisions on how to best support the most vulnerable communities.

Through Rebuild's city gatherings, as well as Dasra's annual flagship events (Dasra Philanthropy Week, Dasra Philanthropy Forum), Rebuild is building a community for funders, giving them a platform to push the needle on dialogues around trust-based philanthropy and ways of giving that incorporate a Gender, Equity, Diversity & Inclusion (GEDI) lens.

Trust-based philanthropy is an approach that seeks to shift relationships between donors, NGOs and communities to rebalance decision-making powers between stakeholders. This approach encourages donors to shift positioning from "patron to partner"[1]- entering the donor-NGO dynamic at a more equitable mindset, i.e., expanding decision-making structures to include proximate NGO leaders and community members through flexible funding and capacity building support. Philanthropists are beginning to adopt trust-based giving practices, with over 60% of foundations streamlining grant applications to reduce NGO burdens, and nearly 50% continuing to remove funding restrictions in 2022.[2]

As part of the fund, funders have had opportunities to be part of immersive experiences, participating in partner workshops and directly engaging with leaders of community-based NGOs. Through these engagements, funders get first-hand accounts about unique communities supported & challenges faced by the NGOs. Going ahead, Rebuild is looking to deepen these community engagements further by ensuring more face time between funders and NGOs via site visits, quarterly calls with NGO leaders and Rebuild team members, and dedicated funder-NGO tagging.

Since inception, Rebuild has brought together **474 funders from 9 countries,** raising **$27** million towards the Fund's mission of supporting India's most marginalized communities.

1. Stanford Social Innovation Review. 2020. Building a Trust-Based Philanthropy to Shift Power Back to Communities.
2. 2022 State of Philanthropy Survey Report. Technology Association of Grantmakers.

Sonal Kapoor from Protsahan India Foundation and others in attendance at Dasra Philanthropy Forum 2022

" **Rebuild has the promise to influence the funding narrative: to help our peers recognize that local NGO leaders understand community needs better than we ever could and as funders, we can only come in to follow their guidance on how we can partner together to address systemic vulnerabilities.**

Maya Patel,
Tarsadia Foundation

" **Funders are slowly realizing the need to listen to NGO leaders, since without NGO leaders, no work would happen on the ground. It is on funders to change their mindset towards understanding the needs of an organization as whole, versus focusing on just the implementation of a supported project.**

Sonal Sachdev Patel,
GMSP Foundation

A session led by Sonal Sachdev Patel at a Rebuild Partner Workshop

A panel session with Neelam Chibber (Industree Foundation), Yasmin Madan (Co-Impact), Maya Patel (Tarsadia Foundation) and Shrutika Jadhav (Dasra) at Dasra Philanthropy Forum 2022

> **Corporate Foundations are becoming aware of the evolving practices in the philanthropic ecosystem. CSR (Corporate Social Responsibility) laws have encouraged companies to work for communities and collaborate with relevant partners so that our support reaches the most vulnerable.**

Unnikrishnan TS,
Great Eastern Foundation

> **Rebuild's NGO partner workshops have been a great opportunity for funders to immerse themselves in the ethos of the Fund and be part of the community that Rebuild is growing. Directly interacting with the entire cohort of NGO leaders and learning about where they seek support for their organizations and communities has been an enriching experience.**

Ashwati Menon,
WestBridge Capital

10 | Rebuild Governance

NGO Kotra Adivasi Sansthan's office in Rajasthan

The team has invested in designing and establishing the Fund's governance model, ensuring the incorporation of a participatory grant-making approach into our NGO portfolio selection processes.

Key governing bodies of the Rebuild India Fund:
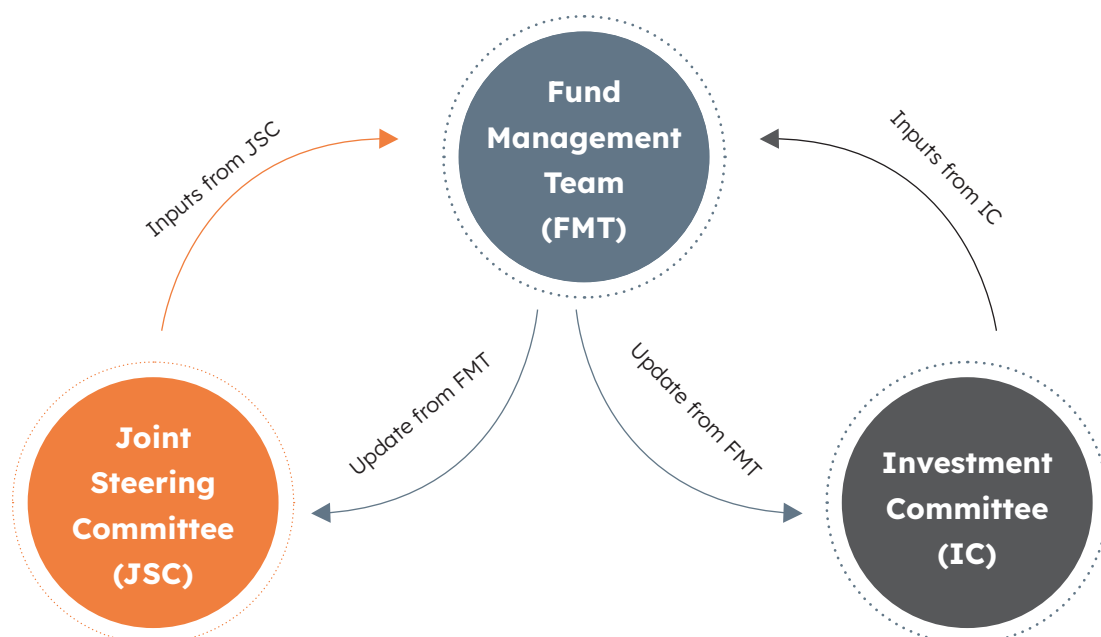
The Fund Management Team (FMT)

The FMT comprises of members across work-streams of the Rebuild India Fund team that play a strategic and operational role. The FMT ensures end-to-end delivery of the Fund and managing information flow between the team and each committee.

Investment Committee (IC)

The IC comprises of experienced and diverse leaders of community-based Indian NGOs, who have been brought on-board to increase participation in the grant-making process, implement the vision of the Fund and provide objective support and guidance in the assessment and capacity building of the NGO portfolio.

Joint Steering Committee (JSC)

Joint Steering Committee (JSC): The JSC is the decision-making authority for fund strategy and operations across all key areas such fund direction and financials. As co-anchors to the fund, Dasra and Tarsadia Foundation, as part of this committee, will provide formal signoffs on recommendations made by the Fund Management Team.

Inputs from JSC

Fund Management Team (FMT)

Inputs from IC

Update from FMT

Update from FMT

Joint Steering Committee (JSC)

Investment Committee (IC)

The Joint Steering Committee

About

—

The JSC oversees and guides the leadership of the Rebuild India Fund, providing clear-sighted counsel on the strategic direction of the Fund and alignment to its objectives.
The primary purpose of the JSC is to ensure that the Fund has a well-planned strategy and well-executed operations across key work-streams of the Fund, including fundraising & funder management, NGO portfolio, financials and preliminary sign-off on NGO cohorts recommended by the FMT.

Composition

—

To streamline decision-making on the key roles above, the JSC has been limited to 4 permanent members at a time. Currently, the JSC comprises of two senior leaders from the Tarsadia Foundation (representing the Anchor Funders of Rebuild), and two senior leaders/board members from Dasra (representing the Fund Secretariat).

JSC Members 2022-2023

—

Shirish Dayal – Executive Vice President, Tarsadia Foundation (JSC Chairperson)

Maya Patel – Chief Executive Officer, Tarsadia Foundation

Shivani Tarsadia – Marketing & Impact Manager, Tarsadia Foundation (Currently rotating to ensure representation from 2 Tarsadia Foundation members at any given point)

Boris Siperstein – Board Member, Dasra

Deval Sanghavi – Partner & Co-founder, Dasra

The Investment Committee

About

To ensure Rebuild selects NGOs most suited to our mission in a participatory manner, an Investment Committee (5 upcoming NGO leaders, with diverse experiences, backgrounds and experiences) has been nominated to review shortlisted NGOs, reserving final decision-making powers with respect to portfolio selection and NGO engagement strategies. The Investment Committee thus increases participation in the grant-making process by bringing in a representative NGO leader group to make the final decision in which NGOs get selected into the Rebuild India Fund, by leveraging peer knowledge, experience, and credibility within the NGO ecosystem.

Composition

Members of the IC can hold term for a maximum of two years, with a total body of 4-5 members, with balanced gender representation

IC Members 2022-2023

Anita Patil - Member, Goonj

Deep Jyoti Sonu Brahma - Co-founder & Director, Farm2Food Foundation

Deepa Pawar - Founder & Trustee, Anubhuti Trust

Nandita Pradhan Bhatt - Director, Martha Farrell Foundation

Rameez Alam - Chief Curator, Catalyst 2030 – NASE

11 | Our People and our Culture

Rebuild team with NGO partners at Neembadi, Gujarat

Within Dasra, the Rebuild India Fund is building a diverse, passionate team – all committed towards supporting the most vulnerable communities across India.

The Rebuild team has now grown to nearly 30 motivated professionals – spanning across 11+ states speaking 9+ languages, embodying the Gender, Equity, and Inclusion (GEDI) lens that we have adopted not only in our work at Rebuild but also at Dasra as a whole.

The team routinely organizes and participates in learning & development sessions on understanding the various forms of vulnerability, on how to approach NGO leaders and communities through site visits and reaching solutions for our NGO leaders and the communities championed by them.

Our team has grown 5x since our launch during the COVID pandemic. Going ahead, we will continue building an enabling work environment, instilling a culture of respect and camaraderie within the team.

#FunFact: The Rebuild team has a "Chief Fun Officer" and incorrectly scheduling on calendars is a fineable offence.

12 | Moving Forward in 2023

Napi Bai, a tribal leader associated with NGO Kotra Adivasi Sansthan taking notes

The team spent the past year designing and setting up the Fund's processes – across NGO partner selection & workshops, governance and communications. As we propel into the new year, the team is looking to move past our pilot phase and become even more audacious with Rebuild's goals, to execute the processes we've set up at an elevated scale.

The team looks to take Rebuild to a larger group of funders, especially from India, to provide domestic funding for these community-based NGOs that have limited resources. This in turn can enable us to identify a new, untapped pool of NGOs, who are operating across underserved geographies across India (e.g., North-East states, Jammu & Kashmir), and solve for unaddressed vulnerabilities & issue areas that have not been supported at this scale before.

Furthermore, Rebuild is looking to strengthen our community of NGOs, funders and partners to create an evolved dialogue on trust-based giving and supporting proximate leadership. We aim for the community to encourage learning, and open pathways for our stakeholders to independently & organically connect with each other.

Rebuild is ambitiously looking to bring the voices of marginalized communities to the forefront. Information & insights from our NGO leaders will be disseminated (through social media, traditional media articles and features, as well as videos) to recognize diverse forms of vulnerability, and the role of proximate leadership to move the community out of vulnerability, towards self-driven and sustainable progress.

Thank you

Partner Workshop 2023
27th Feb - 1st March, Mumbai

Rebuild team with NGO partners, Dasra Philanthropy Week 2023

The Rebuild India Fund would like to thank our NGO partners, nodal partners, funding partners, Joint Steering Committee, Investment Committee and our anchor funder Tarsadia Foundation for placing faith in our principles and supporting us in our goal to support community-based NGOs and communities across India.

We are proud to have partners through the Rebuild journey, giving us the opportunity to dream bigger, push boundaries in philanthropy and apply these principles not only in Rebuild, but also in our day-to-day lives with ourselves and others.

For more information about the Rebuild India Fund, please visit our website **www.rebuildindiafund.org**, or write to **rebuild@dasra.org.**

Annexure 1
Partners and Financials

1. Partner NGOs supported in 2022-23

Rebuild's NGO partners work directly with the on-ground, evolving needs of vulnerable and remote communities. Listed below is a summary of the geographies our partners operate in, and the communities they serve.

Sr. No.	NGO	Geographical Focus	Communities Impacted
1	Action for Community Organisation, Rehabilitation and Development (ACCORD)	Tamil Nadu	Tribal communities - Paniya, Bettakurumba, Mullakurumba and Kattunayakan
2	Agragamee	Odisha	Scheduled Tribe communities - Khond, Paraja and Jhodia
3	Anubhuti Trust	Maharashtra	Nomadic and De-notified Tribes (NT-DNT), Scheduled Tribes & Schedule Caste communities
4	ARPAN	Uttarakhand	Women from tribal communities
5	Ashadeepa Angavikalara Sarva Abhiwruddhi Seva Samsthe	Karnataka	Supporting persons with disabilities (PWDs)
6	Centre for Women and Girls (CWG)	Manipur	Women and youth from tribal communities
7	Chetna Vikas	Jharkhand	Tribal communities - Santhal, Birhor and Kol
8	Chitrika	Andhra Pradesh, Telangana	Weaver communities
9	Criminal Justice and Police Accountability Project	Madhya Pradesh	Bahujan communities
10	Darbar Sahitya Sansad (DSS)	Odisha	from tribal communities (Kondh, Lodha and Juang tribes), Dalit, and OBC (Pradhan, Behera, Barik, Ojha, Maharana, Sahoo) communities
11	DEHAT	Uttar Pradesh	Schedule Caste, Schedule Tribe and religious minority communities
12	Econet	Maharashtra	Tribal communities - Gond, Kolam, Thakar, Mahadev Koli, Korku, Pawra, Phase Pardhi (NT-DNT)

Sr. No.	NGO	Geographical Focus	Communities Impacted
13	EKTA Resource Centre for Women	Tamil Nadu	Dalit, Scheduled Tribe, Backward Caste and religious minority communities
14	Faith Foundation	Meghalaya	Scheduled tribe communities - Khasi
15	Goranbose Gram Bikash Kendra (GGBK)	West Bengal	Women and children from Dalit and tribal communities (Munda, Santhal and Oraon)
16	Grameen Sahara	Assam, Meghalaya	Farmers, weavers & artisans
17	Gramin Swavlamban Samiti (GSS)	Bundelkhand Region (MP, UP)	Migrant workers, labourers, women and children from Dalit communities
18	Hill Social Welfare	West Bengal	Oppressed migrants, slum and pavement dwellers, sex-worker, women farmers and indigenous tribes like Tamang, Bhutias, Dukpa Subba, Lepcha and Sherpas
19	Human Organization for Patronizing Environment (HOPE)	Jammu & Kashmir	Scheduled Tribe communities (Gujjar), Bakarwal communities
20	Institute for Self Management (ISM)	Tamil Nadu	Paraiyar, Arunthathiyar, Paliyar, Pulaiyar and Narikuravar communities
21	Integrated Social and Institutional Development for Empowerment (InSIDE- North East)	Manipur	Children, youth and women of Kuki, Naga and Nepali communities
22	Jago Foundation	Jharkhand	Children from scheduled caste, scheduled tribes and other backward class communities
23	Jan Chetna Sansthan	Rajasthan	Dalits (Meghwal, Koli, Bhaiwal), religious minorities and Tribal communities (Garasiya, Bhils, and Gameti)
24	Jan Sahyog Kendra	Jharkhand	Migrant labourers, women & children from tribal communities - Bhil & Garasiyas
25	Kandhamal Zila Sabuja Vaidya Sangathan (KZSVS)	Odisha	Tribal communities - Gonda, Galde and Kutia Kondh
26	Karnataka Hemophilia Society (KHS)	Karnataka	Communities with hemophilia and blood disorders
27	Kenduadihi Bikash Society (KBS)	West Bengal	Children with disabilities from Scheduled Tribe (Santhal, Sabar, Kheria) and Scheduled Caste (Bauri , Lohar, Mal) communities
28	Kotra Adivasi Sansthan	Rajasthan	Tribal communities – Bhil & Garasiyas
29	Lok Chetana Samiti	Uttar Pradesh	Women and youth from Muslim, Dalit and Musahar communities

Sr. No.	NGO	Geographical Focus	Communities Impacted
30	Mahila Abhivrudhi Mattu Samrakshana Samsthe (MASS)	Karnataka	Ex-devadasis in Dalit communities
31	Mahila Shakti Kendra (MASK)	Assam	Women from Scheduled Tribes (Boro, Garo, Mishing, Nyishi, Rabha, Tea tribes) and Other Backward Castes (Nepali)
32	Mahiti Trust	Gujarat	Dalit and Koli communities
33	Margadarshi Society	Karnataka	Dalit children
34	Martha Farrell Foundation (MFF)	Delhi, Haryana	Women domestic workers & children
35	Nalanda	Uttar Pradesh	Children of religious minority communities
36	Nari O Sishu Kalyan Kendra (NOSKK)	West Bengal	Women, children, migrant workers, religious minority groups
37	Navchetana Sarvangin Vikas Kendra	Maharashtra	NT-DNT and Dalit communities
38	Payana	Karnataka	LGBTQIA++ communities
39	People's Resource Development Association (PRDA)	Manipur	Scheduled Tribe (Naga, Meitei, Chiru, Kuki) communities
40	Prabhat Education Foundation	Gujarat	Children from Dalit and religious minority communities
41	PRERAK	Chhattisgarh	Tribal communities (Baiga, Bhujia, Kawar, Abuj, Maria, Pahadi, Korba)
42	Rights Education and Development Centre (READ)	Tamil Nadu	Dalit and tribal communities – Arunthatiyar, Urali, Irula
43	Rubaroo	Telangana	Adolescents and youth from religious minority and other marginalized communities Irula Adivasi and Dalit community
44	Rural Development Council (RDC)	Tamil Nadu	Dalit Arunthathiyar community
45	Rural Women Development Trust (RWDT)	Tamil Nadu	Dalit communities
46	Sadbhavana Trust	Uttar Pradesh, Delhi	Scheduled Castes (Dalits- Bankar and Pal),
47	Sahjani Shiksha Kendra (SSK)	Uttar Pradesh	Scheduled Tribes (Sahariya), and Backward Classes
48	Salem People Trust	Tamil Nadu	Dalit communities
49	Samudayik Kalyan Evam Vikas Sansthan (SKEVS)	Uttar Pradesh	Musahar Dalit communities
50	Santhivardhana Ministries (SM)	Andhra Pradesh	Persons and children with disabilities
51	Satya Special School	Puducherry	Mothers of children with special needs
52	Sevabharathi	Karnataka	Persons with disabilities – spinal cord injuries
53	Shaishav	Gujarat	Children of migrant labourers from Dadvi, Vasava and Tadvi tribes

Sr. No.	NGO	Geographical Focus	Communities Impacted
54	Social Action for Rural Tribals and Inhabitants (SARTHI)	Gujarat, Rajasthan	Tribal communities (Bhil) and Scheduled Caste (Chamar and Harijan) communities.
55	Society for Empowerment through Voluntary Action in Karnataka (SEVAK)	Karnataka	Scheduled Tribe, OBC and Devadasi communities
56	Society for Environment protection and Education Development (SEED NGO)	Telanagana	Scheduled Tribe (Chenchu, Erukala and Banjara), Scheduled Caste (Mala, Madiga) and Dalit communities
57	Society for Help Entire Lower & rural People - HelpAP	Andhra Pradesh, Telangana	Sex workers, survivors of sex trafficking and children of sex workers
58	Society for Women's Action and Training and Initiative (SWATI)	Gujarat	Scheduled Tribe, Dalit, religious minority and OBC communities
59	South Kolkata Hamari Muskan (SKHM)	West Bengal	Scheduled Caste communities – Bauri, Muchi, Dhoba, Pod, Namasudra,
60	Spandan Samaj Seva Samiti (SSSS)	Madhya Pradesh	Langoti Korku tribal community
61	Sristi Foundation	Tamil Nadu	Persons with disabilities (PWDs)
62	Social Uplift Through Rural Action (SUTRA)	Himachal Pradesh	Women & children of migrant workers
63	Synergy Sansthan	Madhya Pradesh	Tribal communities - Gond and Korku
64	Thozhamai	Tamil Nadu	Women, children and youth from Scheduled Caste and Scheduled Tribe communities
65	Under the Mango Tree Society (UTMT)	Maharashtra, Gujarat, Madhya Pradesh	Tribal communities - Wagdi, Bhil, Kopna and Gond
66	Vaan Muhil	Tamil Nadu	Dalit communities, women & children, informal workers
67	Vanangana	Bundelkhand Region (MP, UP)	Women from Scheduled Caste (Chamaar, Valmiki), Scheduled Tribe (Kol) and religious minority communities
68	Vanavil Trust	Tamil Nadu	Nomadic tribal communities - Boom Boom Mattikarars and Narikuravars
69	Vidhya Dham Samiti (VDS)	Uttar Pradesh	Dalit, Other Backward Classes, religious minorities & Scheduled Tribe communities
70	Vimukthi Aids Tadegattuva Mahila Sangha	Karnataka	Female sex workers, devadasis from Scheduled Caste, Scheduled Tribes and Other Backward Class communities
71	Viswa Bharathi Vidyodaya Trust (VBVT)	Odisha	Scheduled tribe communities
72	Vizhuthugal Social Education and Development Trust (VSEDT)	Tamil Nadu	Dalit Arunthathiyar community
73	Voice of Needy Foundation (VNF)	Karnataka	Persons with disabilities (PWDs)
74	Voluntary Medicare Society (VMS)	Jammu & Kashmir	Persons with disabilities (PWDs)

2. Our funders* in 2022-23

DMI Finance

Empowerment Foundation

GMSP Foundation

Great Eastern Shipping CSR Foundation

Maitri Foundation

Radhika & Ambarish Malpani Foundation Inc.

Rangoonwala Foundation

Sarva Mangal Family Trust

Target Foundation

Tarsadia Foundation

WestBridge Capital

---

*Anonymous Funders: Rebuild has a few donors that are supporting the Fund but have preferred not to disclose their support publicly.

The Rebuild team aims to make up for the deficit of 25 NGOs this year (Target of 100 NGOs per year), next year along with the incoming additional 100 NGOs in the FY 2023-24 cohort – **raising next year's number of NGOs supported to 200** since the launch of the Rebuild India Fund.

Resources

Thought Leadership

• Article on collaborating to build a stronger civil society
• Article on revived schooling post-Covid (coauthored with Rebuild partner, Martha Farrell Foundation)
• Report, "Empowering Grassroots: Reflecting on the Power of Proximate Leaders" launched to highlight the
  power of proximate leadership
• Article analyzing 2023-24 Budget and opportunities for alignment with NGOs
• Article on Climate & Social Justice in rural Maharashtra (co-authored with Rebuild
  NGO partner, Navchetna Sarvangin Vikas Kendra)
• Article on gender biases in NGO leadership (mentioning three women leaders from
  Rebuild's portfolio)

Communications

Rebuild website: **http://rebuildindiafund.org/**

Digital champions and safe spaces at Sadbhavana Trust

—

During a visit to NGO partner Sadbhavna Trust's office in Lucknow, team members from Rebuild India Fund had the opportunity to witness the creativity and passion of digital trainers Bushra and Samreen. Once students at Sadbhavna, they are now creating content for the organization's Instagram page, training other NGOs and young women's collectives on social media use, and organizing competitions for women to express themselves through various forms of art.

What was most striking was the patience and warmth exhibited by Samreen, who teaches digital skills to middle-aged women and trauma survivors. Her learners have gained skills such as changing phone settings, sharing location, and using type-with-your-voice features. The girls attending Sadbhavna's free classes for digital photography, English language, computer training, and perspective building also demonstrated impressive determination to challenge traditional gender roles and gain agency within their households.

Witnessing women and children express themselves in safe spaces was deeply inspiring for Rebuild, and the visit to Sadbhavna Trust's office highlighted the need and importance of skills such as digital literacy and self-advocacy in any environment.

Rebuild team meet and learn from NGO Sadbhavana Trust's digital champions

Bhanmati's song

—

In district Bahraich, Uttar Pradesh, the Rebuild team met Bhanmati, an anti-corruption and identity rights crusader associated with our partner organization DEHAT. She articulated the experience of marginalized communities and exclusion while breaking into an impromptu song that stirred us.

> Your son studies and goes to 'vilaayat' (abroad) sir
> Our children don't see books, they try to find them but they are unable to…
> There is no question about your rules (your governance) sir
> Your house has 'bijli' (electricity)
> Our thatched roof does not have kerosene oil (to burn a lantern)
> Your old lady puts cream on her face
> My grandchild has nothing to eat
> There is no limit to my torture and sadness sir
> There is no question about your rules (your governance) sir

As a woman of a marginalized community, with no formal proof of identity, in 2004, she joined DEHAT to fight for the rights of villagers and galvanized over 3000 women to participate in the rights movement. Without a local organization like DEHAT to support and guide her at first, Bhanmati would have been unable to continue her community's movement for identity rights.

Rebuild India Fund fuels innovative initiatives

—

Focus Group Discussion with NGO KAS"

Kotra Adivasi Sansthan (KAS) plans to use Rebuild India's fund to expand its work in nearby blocks and explore working with Gujarat's tribal communities. They plan to focus interventions on agriculture and health based needs of the community. KAS also wants to train second-in-line leaders to develop a strong team to support the organization's expansion plans. Rebuild strives to ensure that grassroots organizations like KAS have the necessary resources and capabilities to handle their expansion through capacity building and exposure to fundraising opportunities.

Navchetana Sarvangin Vikas Kendra's (NSVK) aims to utilize Rebuild India's fund to empower women in Beed, a drought-prone district of the Maharashtra. The introduction of dairy farms will provide women farmers with an additional source of income and greater financial independence. The initiative is expected to provide a significant boost to the local economy by creating opportunities for women entrepreneurs. The commission-based payment model to the women entrepreneurs of self-help groups will enable these entrepreneurs to earn a fair wage for their work, which will help to improve their socio-economic status. Rebuild India Fund will be able to support three dairy farms which will be a critical step towards creating an empowering environment for women farmers in Beed.

Meeting with NGO Navchetna's community

Learning while at play

—

Every morning, in Gudalur, children from four particularly vulnerable tribal groups cannot wait to attend their morning assembly at the VBVT school that allows them to sing, talk, read and write in their own language. The Rebuild team was invited to one such assembly to a 'show and tell' session where each child was encouraged to bring an object and discuss its use and importance. While some brought a particular type of yam, others brought vessels or flowers that were local.

With the children, we learnt a Paniya tribal children's song that we use to open our minds to the possibilities of redefining what impact, reporting and indicators of success might be –

> Children are playing with the plants, trees and living things around them
> The children say, 'Please forgive us if we hit you by mistake or even hurt you with our hand'
> Now the children are gathering and collecting flowers
> As they are plucking flowers they remind each other not to get carried away
> By the beauty and fragrance of the flowers
> 'Don't uproot the flowers, only take what is needed and be careful'
> The children are now looking at a flowing brook, 'Let's jump in and keep playing!'

With the curiosity of a child and wisdom of ancient particularly vulnerable tribal groups such as Paniya tribe of Gudalur, we seek to rebuild India, together- in languages of resilience that are familiar, relevant and unique to the communities we seek to serve.

Glossary of Terms

Lived Experience: Personal knowledge about the world gained through direct, first-hand involvement in everyday events rather than through representations constructed by other people.

Socio-Demographic identities used in India: These socio-demographic identities cover those who have been historically, socially, economically, and culturally discriminated against. This discrimination is acknowledged by the system and various constitutional safeguards have been created to empower individuals identifying with these identities.
Some of these identities are as follows:

Adivasi: the collective name used for indigenous peoples of India, constitutionally known as Scheduled Tribes Caste: a uniquely Indian and Hindu system of social organization. In sociological writings, it is often viewed as a "closed system" of social stratification in which groups are divided based on ritual purity, pollution, or social status. While the stratification is sanctioned by the Hindu religious belief, in the context of South Asia and its diaspora, caste systems transcend across to other religions as well.

Backward Classes (BC): "Backward Classes" refers to groups or communities that have historically faced social, economic, and educational disadvantages or discrimination, and are therefore considered to be socially or economically disadvantaged compared to other groups in society.

Dalit: derived from the word "dalan", meaning broken or oppressed, 'Dalit' is a nomenclature chosen and used by the Scheduled Caste community to identify itself.

Devadasi: A social practice, where a young girl is devoted and married to a deity, before she reaches puberty, to act as a caretaker. Recently, this practice has been used to push girls into prostitution. **As per Kerala State Women's Development Corporation.

Denotified, Nomadic and Semi-Nomadic Communities: stands for all those communities which were once notified under the Criminal Tribes Acts, enforced by the British between 1871 and 1947. These Acts were repealed by the Independent Indian Government in 1952, and these communities were "De-Notified". A few of these communities which were listed as de-notified are also nomadic. DNTs are hard to reach, less visible, and therefore frequently left out of welfare schemes/ programs. Terms such as nomads and semi-nomads are applied to social groups who undertook a frequent, usually seasonal physical movement as part of their livelihood strategy in the recent past.

Double Decker: is gendered men who take on both masculine and feminine roles in sexual activities

Ghisadi: Ghisadi is a wandering caste of iron-workers, polishers, tinkers and knife-grinders. The name 'Ghisadi' seems to be derived from the Urdu word ' ghaisna', meaning ' to rub.'

Kothi: is gendered men who have feminine feelings.

Left Wing Extremism (LWE): States in India previously or currently impacted by the Maoist inspired Naxalite movement. Also some of the poorest regions with a population of tribals communities.

LGBTQIA++: An abbreviation for lesbian, gay, bisexual, transgender, queer or questioning, intersex, asexual, and more. These terms are used to describe a person's sexual orientation or gender identity.

Minority Groups: A group of people whose practices, race, religion, ethnicity, or other characteristics like sexual orientation or disability, and are fewer in numbers than the main groups of those classifications.

Other Backward Castes (OBC): Communities or groups that have been historically socially and educationally disadvantaged and are considered as socially or economically backward compared to other groups in society. OBCs are an important component of the Indian reservation policy, which aims to promote social justice, inclusivity, and equality in line with the principles of the Indian Constitution.

Particularly Vulnerable Tribal Group (PVTG): a classification of 75 tribes for whom the Ministry of Tribal Affairs carries out specific welfare initiatives not extended to all Scheduled Tribes Persons with Disabilities: people with physical disability, intellectual disability, mental illness, or multiple disabilities caused due to chronic neurological conditions or blood disorder.

Scheduled Castes (SC): Scheduled Castes is the official name given in India to the lowest strata of the caste system who were infamously referred to as 'untouchables.' These castes faced social, educational, and economic isolation and have been among the most disadvantaged communities historically.

Scheduled Tribes (ST): Scheduled Tribes are classified as marginalized communities on the basis of geographical isolation, primitive traits, distinct culture, economically backward, or shy of contact with the community at large.

Tribes: A tribe is a group of people who live and work together in a shared geographical area, having a common culture, dialect, and religion. A tribal society is a group of tribes organized around kinships.

Transgender: Transgender is an umbrella term for persons whose gender identity, gender expression or behaviour does not conform to that typically associated with the sex to which they were assigned at birth. "Trans" is sometimes used as shorthand for "transgender."

Acknowledgements

—

The Rebuild team would like to thank:

About Dasra

—

Dasra, meaning "enlightened giving" in Sanskrit, is a pioneering strategic philanthropic organization that aims to transform India where a billion thrive with dignity and equity. Since its inception in 1999, Dasra has accelerated social change by driving collaborative action among a trust-based network of stakeholders (corporates and private sector, foundations, families, non-profits, social businesses, government, and media). Dasra operates by bringing sector-level insights, influencing trusted networks, unlocking philanthropic investments, and leading impact-led transformation. With a team of 100+ individuals, Dasra acts as a catalyst in India's vibrant philanthropic sector by driving collaborative action to accelerate social change. For more information, visit www.dasra.org