

Strategic Plan and Theory of Change



Gitanjali Foundation



F.C.R.A. Registration no. - 146930075

Address:

Headoffice - Barabagan, P.O. -
Barabagan, P.S. - Suri, Dist - Birbhum,
State - West Bengal, India, PIN - 731103



@gitanjaliwb



gitanjalifoundation.org.in



@gitanjaliwb

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Mission Statement:

Gitanjali Foundation is committed to the enlightenment, empowerment, and organization of Dalits, tribals, and minority groups living in severe poverty, deprivation, and oppression. Our mission is to enhance their living conditions by educating them about their rights and privileges and facilitating access to various government programs through consistent advocacy and lobbying efforts.

Strategic Objectives:

1. Capacity Building:

- Objective: Strengthen the capabilities of our members and staff.
- Actions: Conduct regular training sessions to improve the organization's ability to operate autonomously in safeguarding human rights, promoting gender equality, and upholding the rule of law.

2. Creating an Enabling Environment:

- Objective: Establish a supportive environment for marginalized communities.
- Actions:
 - Advocate for democracy and protect human rights for vulnerable and marginalized groups, focusing on distressed widows, deserted women, and socially excluded individuals.
 - Promote gender equality and work tirelessly to eliminate all forms of gender-based violence.
 - Facilitate peace-building, national integration, and the establishment of the rule of law.
 - Organize marginalized communities to protest against human rights violations.

Theory of Change:

Our theory of change is based on the belief that through education, advocacy, and community engagement, marginalized communities can be empowered to assert their rights and improve their living conditions. By providing capacity-building training and creating an enabling environment, we aim to:

1. Strengthen Organizational Capacity:

- Objective: Enhance the skills and knowledge of our staff and members to effectively execute our mission.



- Actions: Develop a robust internal structure capable of sustaining long-term initiatives.

2. Empower Marginalized Communities:

- Objective: Increase awareness of rights and privileges among Dalits, tribals, and minority communities.
- Actions: Equip these communities with the necessary tools and knowledge to advocate for their rights.

3. Promote Democracy and Human Rights:

- Objective: Foster a culture of democracy and human rights through education and advocacy.
- Actions: Support and protect the civil, political, and economic rights of marginalized groups.

4. Achieve Gender Equality:

- Objective: Eliminate gender-based violence and discrimination.
- Actions: Promote equal opportunities for women in all aspects of life.

5. Improve Health and Education:

- Objective: Ensure access to primary health care and education for all, particularly women and children.
- Actions: Support non-formal education programs to enhance literacy and vocational skills.

6. Ensure Livelihood and Food Security:

- Objective: Provide training and support to help marginalized individuals secure sustainable livelihoods.
- Actions: Advocate for food security and access to essential resources.

Key Activities and Achievements:

1. Ensuring Right to Education for Children:

- Objective: Promote the Right of Children to Free and Compulsory Education Act, 2009.
- Actions: Conduct awareness camps, provide primary education through our Open School initiative, and mainstream children into formal schools.

2. Non-Formal Education for Adolescent Girls and Women:

- Objective: Increase literacy and education among non-literate Dalit, tribal, and minority girls and adult women.
- Actions: Expand non-formal education through our Open School.

3. Rights to Livelihood and Food Security:

- Objective: Support marginalized and socially excluded women in securing sustainable livelihoods.
- Actions: Conduct skill development training and support micro-economic enterprises.

4. Training on Rights and Gender-Related Issues:

- Objective: Increase awareness and provide support on rights and gender-related issues.
- Actions: Provide orientation training, offer free legal aid to victims of gender-related violence.

5. Promotion of Democracy and Human Rights:

- Objective: Advocate for democracy and protect human rights.
- Actions: Conduct awareness camps, mass rallies, workshops, and advocacy programs.

6. Holistic Health Initiatives:

- Objective: Ensure access to primary health care for women.
- Actions: Conduct awareness programs and facilitate community-based health care initiatives.

Expected Results:

1. Strengthened Capacity and Efficiency:

- Outcome: Enhanced capacity and efficiency in protecting human rights, promoting gender equality, and establishing the rule of law.

2. Enabling Environment for Human Rights Protection:

- Outcome: Establishment of a supportive environment for human rights protection for vulnerable populations.

3. Transparency and Anti-Corruption:

- Outcome: Conduct all programs and activities with transparency and without corruption.

4. Promotion of Democracy and Non-Violence:

- Outcome: Promote democracy and protect rights through tolerant and non-violent means.

5. Gender Parity and Ending Gender Violence:

- Outcome: Achieve gender parity and address all forms of gender-related violence.

6. Peace Building and National Integration:

- Outcome: Create an atmosphere conducive to peace-building, national integration, and the rule of law.

7. Community Mobilization:

- Outcome: Organize Dalits, tribals, and minorities to protest against human rights violations.

Ownership and Accountability:

Gitanjali Foundation is committed to operating honestly, transparently, and effectively. We maintain accountability to both state and central governments and our funding agencies. Our financial policy and management system ensure accurate accounting, regular internal audits, and annual external audits by a government-registered chartered accountant. We will submit audited statements and progress reports to our donors and relevant authorities.

Alignment and Harmonization:

We will implement our projects efficiently through a collaborative approach, maintaining mutual trust and a healthy partnership with our donor agencies. We will adhere to the Foreign Contribution Regulation Act, Government of India, and any new amendments. Financial and progress reports, including photographs and case studies, will be submitted to the donor agency, ensuring transparency and accountability.

Managing Results:

A robust monitoring and evaluation system will be developed to assess project results and impacts. Quantitative and qualitative data will be collected and analyzed regularly. Mid-term and end-term evaluations will be conducted by external experts to ensure continuous improvement and accountability.

Conclusion:

The Gitanjali Foundation remains committed to its mission of empowering marginalized communities through education, advocacy, and community engagement. We look forward to expanding our reach and impact, continuing to strive for a just and equitable society for all.