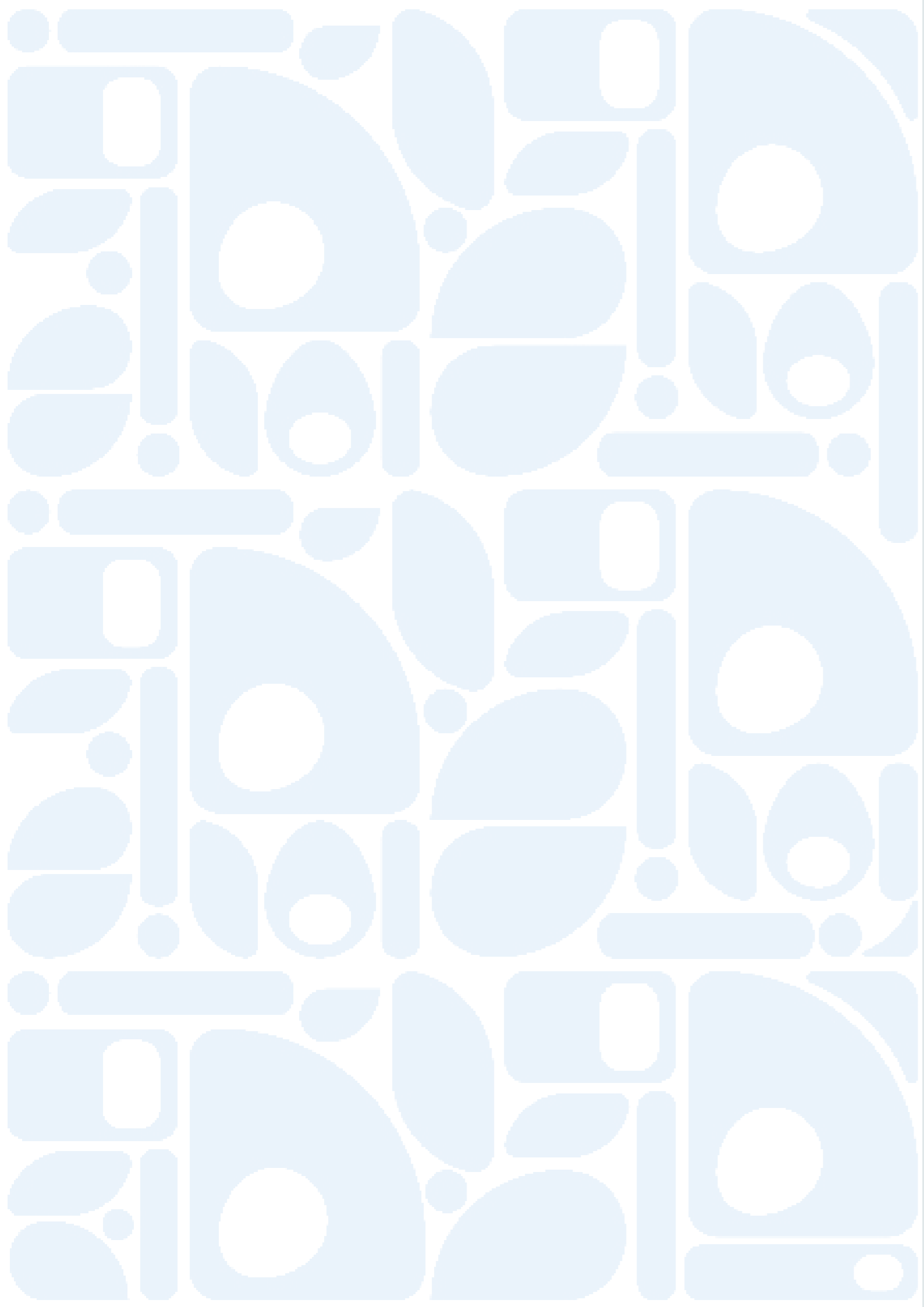


Annual Impact Report



2021-22



16

Years of operation,

1543

Children benefitted to date from Education,

425

Women helped to date with Empowerment Program,

6000+

Family members impacted through Nai Disha initiatives

\$2M

Donation raised to date.

Introduction

Nai Disha Educational and Cultural Society (Nai Disha) is a 16-years-old non-profit organization based in Delhi, focusing on community development through Education, Skills for the youth, and Women empowerment.

Nai Disha believes in the basic social principle that everyone should have access to quality education and equal opportunities, irrespective of their birth or social status.

Nai Disha aspires to equip each individual with appropriate life skills to contribute positively to their growth and the larger family. The beneficiaries consist of children, youth, and women from migratory families who belong to the society's economically weak and backward strata.

Nai Disha operates a women empowerment program for the economically dependent ladies on their spouses, providing them with a platform to attend courses on skill development to improve their employability and ultimately become financially independent.

Index

Letter from the President	6	Community Outreach	53
		Volunteers at Nai Disha	60
Letter from Education Head	8	Support Staff at Nai Disha	61
The covid pandemic story	11	Partners/Donors	62
for the Students	15		
for the Youth	19	Acknowledgements	63
for the Women	20		
for the Community	21	Letter from the CA	64
The impact Research	24	Appendix	66
Education Program	29	Members	70
Parents of Students	37		
Initiatives at Nai Disha	39	Contributors	72
Women Empowerment Program	47		

Letter from President



Dr. Mradul Kumar Daga

Nai Disha is an example of how we all can contribute to the upliftment of the underprivileged in society. I have been associated with it since its inception 16 years ago. It has been an incredible journey of challenges, excitement, ups and downs, and above all, immense satisfaction. It has grown into a top-class organization under the core group of active society members. It has shown that sheer hard work and determination can bring about change. The change is directed toward bringing a smile to the lower strata of our society.

The past two years have brought new challenges to the organization. The effects of the COVID Pandemic couldn't have been anticipated. The disruption in life globally has been unprecedented, especially for those at the bottom of the pyramid. But, I am glad that Nai Disha stood the test of time and worked hard to sustain and come out with flying colours. The children and their families were provided with a lot of support, details of which are outlined ahead.

We have developed new strategies for overall growth, including good physical and mental health. I am confident that with the dedication of each person connected with society – be it the core group, teachers, mentors, donors, guides, advisors, learners and peer group- we shall achieve our sustainability goals. Another highlight of Nai Disha is that most of its members are women, thus consciously focusing on inclusion and diversity.

I feel privileged to have been part of this organization. We are seeing its growth at a tremendous pace with minimum support from any Government body. I wish to see Nai Disha get a place of its own in the years to come and grow further to include the needier people of our society. This report aims to set the direction for a better, nuanced, and more comprehensive understanding of the initiatives' impact on education and the overall development of our beneficiaries. I believe you will find it useful and informative to share with like-minded individuals to come forward and support our initiative. Do share your feedback and thoughts on our journey as you go through this report.

I wish all the very best to all of you.

A handwritten signature in blue ink, appearing to read 'Mradul Kumar Daga'.

Dr. Mradul Kumar Daga



Letter from Education Head

Dr. Anjali Mohan Bhatia

Nai Disha's education program, as it stands today, is a product of several experiments, constant learning, and a careful needs assessment of the children who need it. The pace and structure of the Open School (OS) program are specifically designed to cater to late learners. It brings the valuable school experience to those children who would otherwise be deprived of it completely. It provides the students an opportunity to discover the joys of learning through academics, creative arts, music, theatre, and sports while enhancing confidence and inculcating social and moral values.

The pandemic came as a shock and surprise, but Nai Disha was ill-equipped to handle it. The OS children lacked access to digital connectivity for online learning. All learning came to a standstill for a while. Covid pushed us to introduce new ideas and methodologies and skilled us in areas we lacked exposure.



We finally recreated the classroom experience on WhatsApp, which the children could access on their parent's phones. Our teachers recorded lessons, homework, and other activities and interacted through class groups. While we saw established schools migrate to more sophisticated online tools, we innovated around this freeware to connect with the children and keep them engaged. It was a steep learning curve for our teachers who were not very technology proficient.

In another significant development of the education program, in the coming months, we plan to offer self-paced learning to the OS children since the covid break has amplified the gap between our learners and also forced some of them to seek paid employment. One of Nai Disha's partners helped to put all recorded lessons onto a mobile application. It will allow the more capable and committed students to follow a faster pace while others feel no pressure to maintain a pace unsuitable for them. This kind of approach is new for our teachers, too, and they will face various challenges before it can be implemented seamlessly.

While the education program at Nai Disha had an integrated hands-on life skill training component, the changing macro-climate had made it imperative for us to think of ways to further strengthen and enhance this component to make our students more self-reliant and future-ready. Under the youth empowerment program, Nai Disha is exploring partnerships to ensure the availability of various skill development options for the students after they complete their secondary and higher secondary education.

For me, the more than a decade-long association as a voluntary advisor to the education program with Nai Disha has been a heart-warming journey. The core team of Nai Disha has always been supportive, and the teaching staff willing learners. It has been a rewarding experience to have a place to explore my personal passion for learning and teaching. It has constantly challenged me to design a holistic education program that would instill a love for learning in each child.

At the same time, I cherish the affectionate relationships with all members of the Nai Disha family and am grateful to have been a part of the journey.

Dr. Anjali Mohan Bhatia





Education program



Adult literacy



Women empowerment



Health program



Skilling initiative



Community outreach

Dealing with the uncertain times: The Covid Pandemic story



In March 2020, the lockdown was announced while children appeared for their final exams. Struck with the pandemic and uncertainty, the Nai Disha team was clueless about running the programs and initiatives. It pushed the team to re-think the delivery model, leading to the launch of the 3Cs initiative: Connect, Care & Contribute.

The objective of each of these initiatives was to collaboratively address the challenges during the pandemic and bring about community change for action.



Connect

Nai Disha's teachers and mentors connected with all the children telephonically twice a week **to check their emotional, psychological and physical well-being**. They enquired about their safety, health, and ration needs, and assistance was provided accordingly on a case-specific basis.

The **'Mask for All'** campaign was also launched, where the women who are a part of the empowerment wing made masks for the community.

Care

Children were sensitized about the Corona Virus – the precautions, safety measures, and steps to be taken in case of medical emergencies. Additionally, awareness was created, and assistance was provided in availing various government schemes, including the Jan Dhan Yojana, E-Ration coupons, cooked food distribution centres, etc.

Contribute

Feed the needy; a crowdfunding campaign, was launched to raise funds for families of children who are a part of the Nai Disha initiative to distribute dry ration packets. **Till date, 200 families have been supported with dry ration packets.** More than 20 families have been assisted multiple times with rations. **Health & Hygiene and learning recreational kits** were distributed twice during the pandemic to all children.

439 children
First lot distribution

337 children
Second lot distribution

- Drawing books & colours
- Stationery & Notebooks
- Sanitizer, shampoo, soaps.
- Dental Kit
- Sanitary Napkins for girls
- Ludo, Skipping ropes
- Deworming medicine
- Facemask
- Cloth bag
- Mask material for DIY activities
- Diya & colors for Diwali
- Food Grains





Digital learning



Multi purpose kit



Feed the needy



Food for all



For the Students

Transition from Physical to Digital

Moving to digital learning was a challenging journey for underprivileged children. It was a struggle to find a way to make digital education possible for children since they didn't have access to the necessary tools.

After a survey, it was found that most children had access to at least one smartphone, though it was not available for use most of the day. **Communication took place via class WhatsApp groups and recorded lessons that the children could access at different times, according to the parents' convenience.**

Subject-wise, videos were made available on YouTube for children. Nai Disha also **provided 1GB data per day network to all students to use WhatsApp and YouTube.**

200
children were helped with data recharge for their online classes.

380
children were in Delhi, and the balance went to their native villages due to lockdown.

To support senior students, Nai Disha distributed laptops to children in class XII Grade of our Mainstream group under the 'You Upgrade We Upgrade' initiative.

*'You Upgrade
We Upgrade campaign'*

A few donors also donated their used smartphones and laptops for this purpose.

15 children were assisted with smartphones, and 36 children were assisted with laptops for their online classes.

During the lockdown, the Mainstream children of classes VII, IX, and X required remedial classes. They had no support for their online classes, projects, and homework. **Nai Disha collaborated with another NGO, Udaan, to conduct offline sessions in Maths and Science.** A total of 20 children in these classes undertook tuition from Nikhil sir for five subjects.

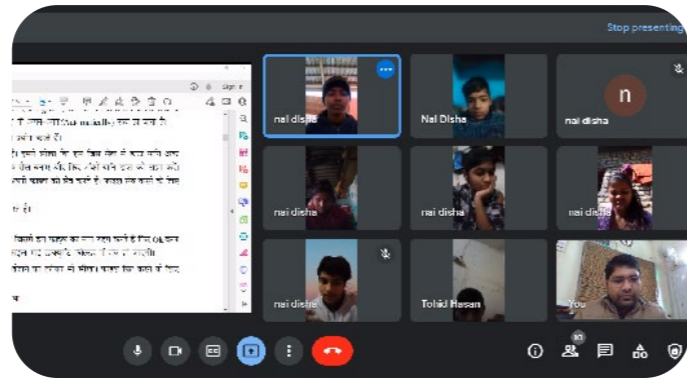


The Shift from physical to digital classrooms was a big change for Nai Disha Education Program. No one was prepared for it.

Lalit Bera, the computer lab resource, took care of everything single-handedly, from training teachers and children on Whatsapp groups and online classes to creating a YouTube channel for easy access to learning modules, coordination, and execution of Self Paced Learning module with the Education department and Concepts Waves, Nai Disha's Digital Learning partner.

Self-Paced Learning

Nai Disha teams streamlined its digital classes for Open school program children through Self Paced Learning modules. This module was helpful for the Open School program children who could not fit into regular schools due to their substantial learning gaps and those who dropped out of the regular schools due to a weak foundation of financial constraints. Such children could continue their learning while sitting in their village and complete their High School as a minimum qualification with the help



Nai Disha's committed volunteer, Ms. Keya Ghosh, played a vital role in shaping the SPL module. She reviewed the module class-wise from Akshar till class 10th in terms of the syllabus, content, content sequencing of the content, technical perfection (proper visibility and audibility of the content video), presentation, and last but not least ensuring that the content is student-friendly.

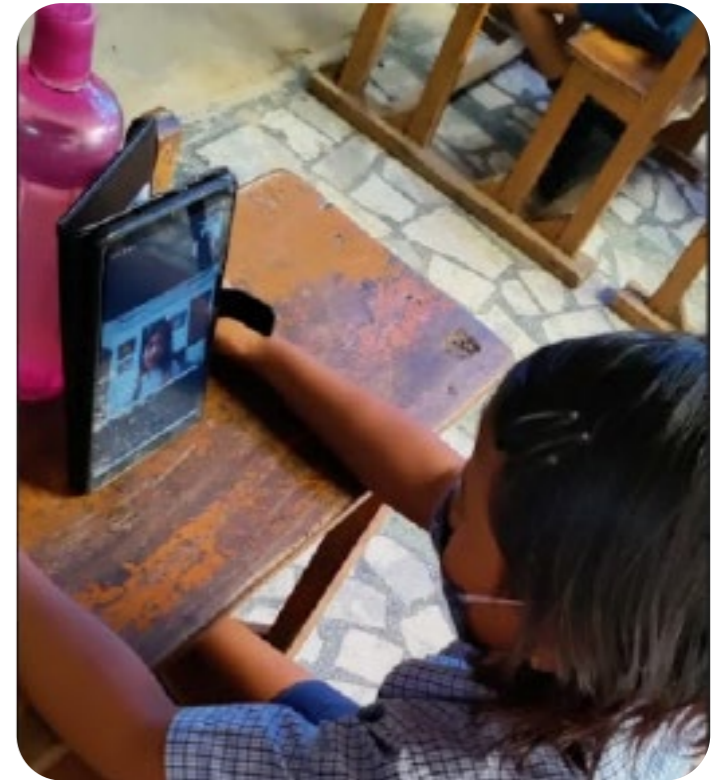


Digital Workshops

A session in collaboration with Pitaara was organized to expose young minds to the idea of Choice Based Learning. 17 children of Nai Disha attended this interactive workshop which provided the children with an opportunity to learn and participate in various activities like mandala making, watercolour painting, storytelling, cooking, baking, etc. Peer learning and interaction were significant highlights of the sessions. Committed mentors helped the children explore various new ideas and concepts from different fields which interested them.

Under 'Manoratna', an initiative by the Office of the District Magistrate, 19 students attended a session on anxiety and coping with the pandemic. Students and teachers got an opportunity to participate in the session online, which was very beneficial. They implemented the learning from the session in their daily lives while dealing with the pandemic.

28 children participated in the Chinmaya Mission BalVihar Summer Camp. This two-week workshop covered chanting mantras, sharing heritage, art, Vedas, culture, and activities like Yoga, dance, etc. On the culmination day, children performed dance and Yoga in groups.

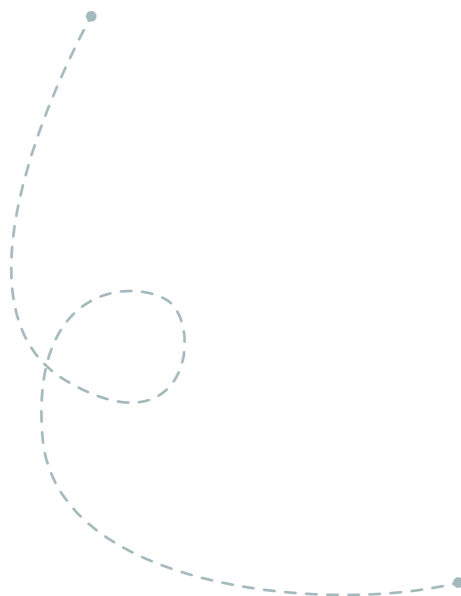
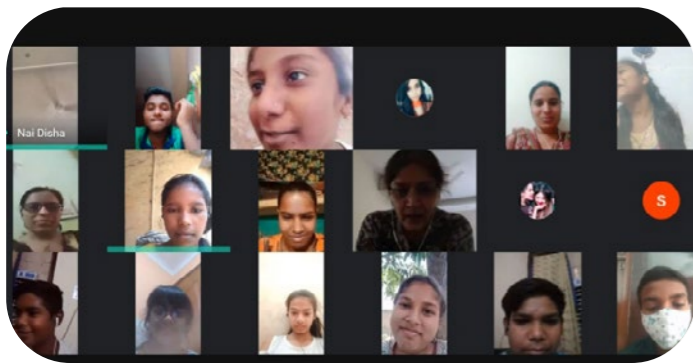


Individual support was offered by aligning mentors to guide the children. Additional assistance was provided with smartphones, books from the Nai Disha library, external subject tuitions, and in-house children's counselling.

Mentors served as thought partners for students on their academic journey and helped empower students to become autonomous learners and agents of change.

Saturday Clinic

During the pandemic, **Dr. Rakesh Aggarwal** volunteered his precious time every Saturday for two hours towards Nai Disha's children, their families, and people in the community who were facing medical issues. **The free clinic** was a relief for everyone facing medical and financial challenges. During his visit, Dr. Aggarwal examined **45 patients** and advised them on necessary medicines, diet, healthy food, and Covid norms.



For the Youth

Nai Disha conducted physical and online sessions to encourage the youth to inspire and guide them for advanced courses such as **NEET and other graduation courses**. Keeping their spirit high in tough situations and financial problems were challenging.



For the Women



The women at Nai Disha made masks and bags and were gainfully employed. The masks were distributed in the local communities, hospitals, community helpers, Nai Disha students, and their families. Some were sent to the local MLA for distribution in other urban slums. Bags were distributed to children during health kits distribution.



12000
Mask



960
Bags



For the Community

As a result of the impact on schooling, the team connected deeper with people in the slum areas near the center. It allowed the introduction of many more activities which were helpful for the community.

During the pandemic, Nai Disha spread Covid safety awareness by launching circle time conversations, distributing masks, sharing important information on immunity boosters, sanitizing hands, and general hygiene. They initiated a Community well-being survey to reach out to more people in the community besides Nai Disha families. The objective was to know about the family conditions, employment status, financial conditions,



One of the teacher's family members was in dire need of oxygen; Murali Bhaiya, the van driver at Nai Disha, stood in an oxygen cylinder line for one and a half days, her mother and brother were admitted to two different covid centers and they were thoroughly monitored by the team which assisted the family. All society members coordinated efforts to help the needy and support them like their own families.

and challenges faced during the pandemic.

Additionally, a helpdesk was created where teachers were connected with the families 24x7, monitoring their health and progress. If they required oximeters, oxygen, or other medicines. Collaboration was made with a local chemist, who would assist the family with the needful. Medical practitioners and experts would consult in case of emergencies or specific concerns.

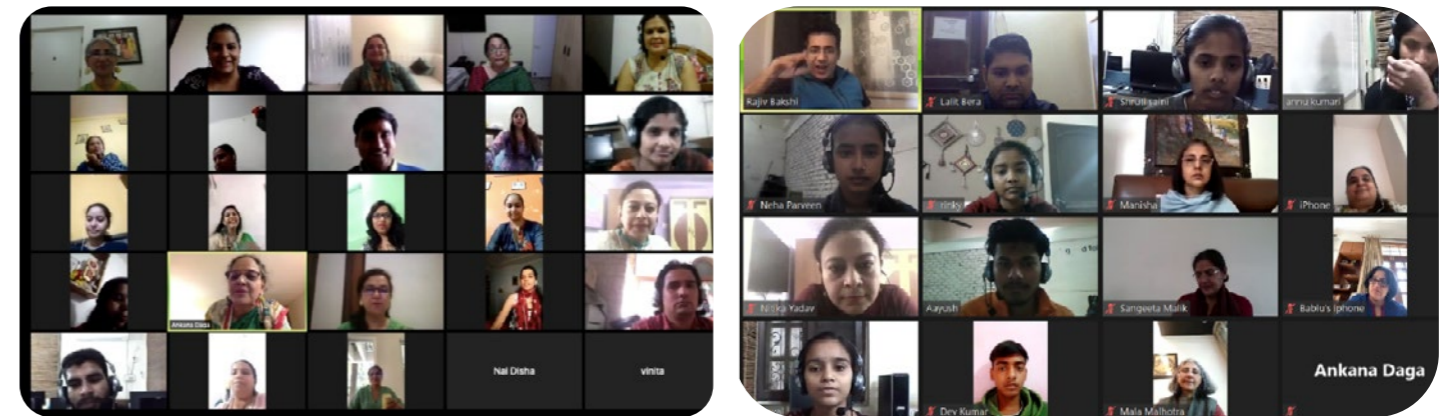




Food for All

Under the 'Feed the Needy' campaign, funds were raised through the **Milaap campaign** to support the affected families in need. Nai Disha distributed **dry ration packets to families of cobblers residing in Khanpur**, outside the community intervention areas. Due to the pandemic, these families had no money and jobs and thus lived under challenging conditions. The support brought some relief to them.

Cooked food was distributed to **labourers living under the flyovers of South Delhi**. They were daily wagers who could not find employment due to the pandemic. Nai Disha distributed **cooked food made by the parents of the children in the program**, who were **gainfully employed for about two months**.



Scholarship Winners 2020-21

Digital annual celebrations

The pandemic didn't stop the Nai Disha team from organizing its annual celebrations and activities. Most of these were conducted digitally, with the participation of a few representatives in person. These included Independence Day, Teacher's day, and Annual Scholarship meets.

Scholarship Winners 2022-21

Annu Kumari- Bhandari Scholarship	Gaurav Paswan- Chopra Scholarship
Dev Kumar- Chowdhary Scholarship	Rinky Sahoo- Chopra Scholarship
Payal Kumari- Chowdhary Scholarship	Neha Parveen- S C Bakshi Udaan Scholarship
Shruti Saini- Vishwamitra Scholarship	Aayush Singh- S K Bhasin Scholar of the year

The Impact Research



What Impact means for Nai Disha?

The impact of Nai Disha has always been two-fold. These are both inherently connected to and derive from each other:



1. Developing the community by educating children and empowering women in the vicinity.

For its first impact report, Nai Disha has measured the impact on the inclusive United Nations Sustainability Goals framework. The data points presented in the report align with the numerous activities at Nai Disha. Nai Disha's efforts are directed towards deepening commitment to aligning and achieving SDG goals in the coming period.

2. Contributing to the development of the community to make them self-reliant and live a life of dignity:

The table below summarises the goals that Nai Disha has been addressing with various activities it conducts. Subsequently, one can read the impact statistics, initiatives details, and how the SDG goals that are achieved. The aim is to amplify this impact in the coming times and reach a larger beneficiary pool.



Nai Disha's Chhaya Initiative is designed to address the basic requirements of an underprivileged family. 65 families are supported through this initiative with rent, ration, school fees & other necessities. Of these, 35 families are entirely dependent on Nai Disha resources annually.

Nai Disha provides access to Mid-day meals & refreshments for students & rations to some families annually. 450 children were served mid-day meals daily before Covid. 200 children are served one-time protein-rich refreshments five days a week at present. Before and during Covid, 1200 food and essential kits were provided to the needy families of the community.



Under Nai Disha's 'Counselling & Mentoring Initiative,' 550 children since 9 years have received one-on-one counselling sessions every week. Under the 'Health & Nutrition Camps' for 14 years, Nai Disha has been conducting the Health & dental camps in collaboration with Maulana Azad Medical College and Maulana Azad Institute of Dental Sciences. Doctors volunteer do a comprehensive health check of its students, women, staff, and teachers. It has distributed medicines and dental kits to 550 children and 100 women. It has also paid medical expenses for 100 children and their families.

Under the 'Youth Skill Development Initiative' for the last 14 years, Nai Disha has been operating vocational skills programs in 10 streams for 350 students till date. Under the 'Open & Mainstream School Initiative,' 1543 children over the 15 years have been imparted education, skills, and holistic development. Nai Disha has a high emphasis on gender equity, and currently, currently 54% of its students are girls. A few success stories are outlined in the Humans of Nai Disha book of successful graduates and those undergoing higher education.



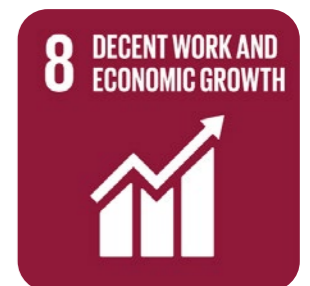
Nai Disha hosts 'The Women Empowerment Initiative' & Gender balance in its classrooms. 95 women are associated with its empowerment program, where such women participants have gained financial Independence and literacy. During admissions, it is emphasized to parents to introduce a girl child for education to balance the gender ratio in classrooms.

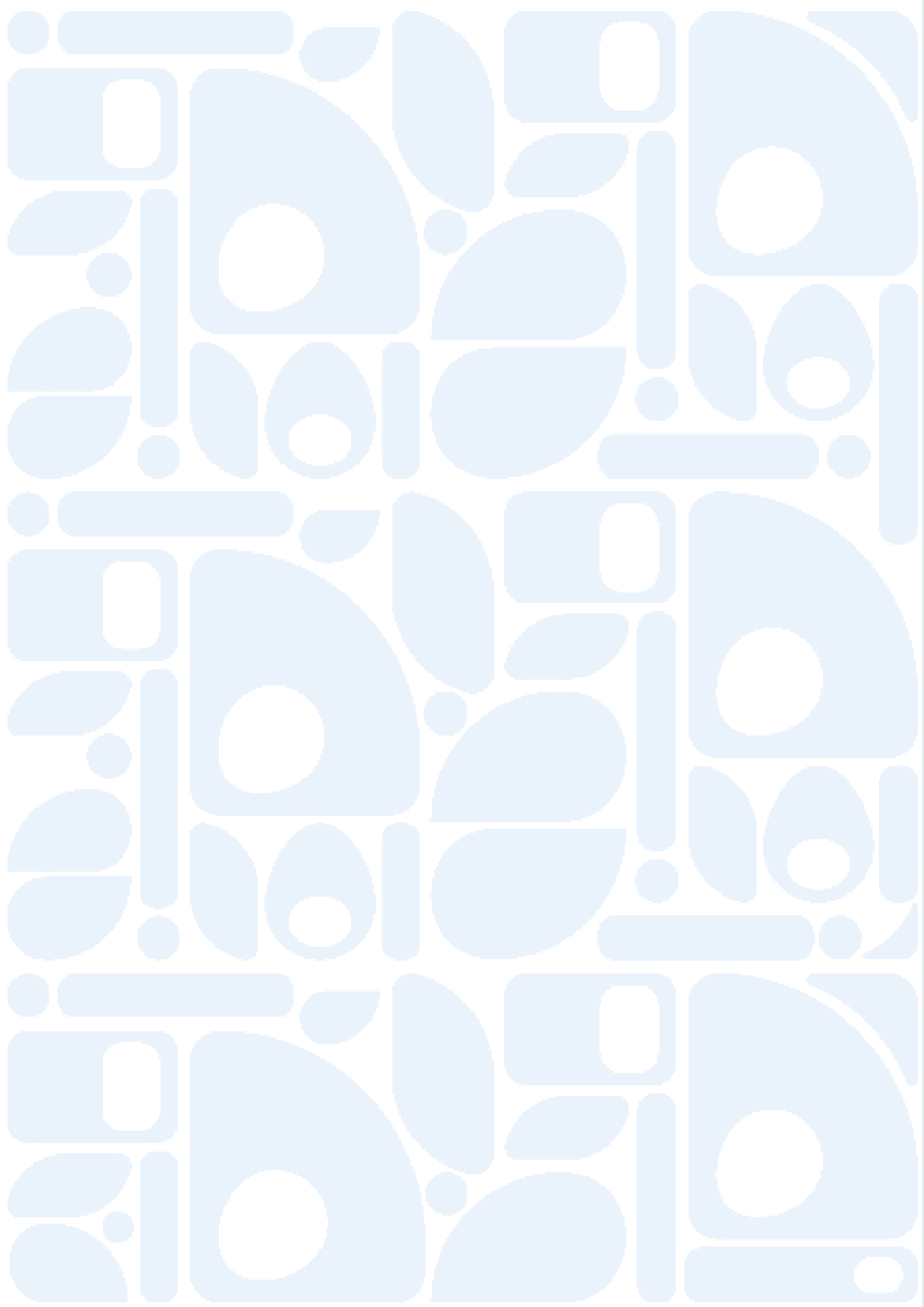
Various programs & initiatives of Nai Disha aim to empower underprivileged families to improve and upgrade their social conditions. 6000+ family members have been moved from street-side dwellings to better houses & sanitation facilities through the support of Nai Disha activities.



Under the 'Women Empowerment Program,' 425 women have been impacted. Under the 'Community Development Initiative' 75 community activities & development initiatives, including PTM, Swatchtaa, health & hygiene awareness, Girl child right to education, the importance of ID proof, and right to education, basic literacy for women, etc., have been regularly organized.

Under the 'Youth Skill Development Initiative' 150 students are being trained by Nai Disha to develop their skills. Till date, 320 students have undergone this training. Under the 'Open & Mainstream School Initiative,' 1543 children have enrolled in Nai Disha programs & which ensured that they don't succumb to child labor. And under the 'Community Outreach Initiative,' 409 students and 10 women have been assisted in opening their bank accounts & trained to use them well.





Education Program



12 Years

Average age

462

Children are enrolled in various education program

4 Years

Youngest Child

21 Years

Oldest Child

The education program at Nai Disha caters to all children - from pre-primary to higher secondary - through three sub-programs and on a need-basis and willingness of the children.



Open School Program

This program caters to children who do not fit into regular schools due to delayed schooling, migration from villages, or a lack of Hindi/English language skills essential for integration into age-appropriate classes. Any child who starts education or transfers from other regional schools between the age of 7 - 12 fits into this program. The Open School program is designed to provide accelerated learning for these children to be mainstreamed into their age-appropriate classes at the earliest. Some children can enter regular school in Grade VI within 2-3 years after joining Nai Disha.

The Open School program successfully blends both academic and non-academic curricula. Co-curricular activities include creative arts, performance art and theatre, sports and physical fitness. The children who attend the Open School program belong primarily to new migrant families and are severely handicapped economically and socially. They are usually first-generation learners and often lack knowledge of Hindi.

When the child is considerably over-age for their level of academic achievement or is not ready for mainstreaming in



Year	20-21	21-22
	212	196
	122	112
	90	84

Open School Program

Grade VI, they remain in Nai Disha. They are supported to complete Grade VIII and Grade X under the **National Institute of Open Schooling curriculum**. Nai Disha also admits students in Grade IX who drop out of CBSE schools if they cannot cope with Science or Mathematics. The curriculum for these older children includes vocational subjects like data entry, painting, home science, and two languages. Furthermore, they are provided hands-on exposure to vocational and life skills like cooking, stitching, gardening, and household maintenance, preparing them to make informed choices when making decisions in the future.



Balwadi Program

The Balwadi program was initiated in 2020 in response to a lack of options for pre-primary education in the area. It aims to provide nursery and kindergarten content to all children before they are mainstreamed into Grade I of the government schools. The curriculum is designed to develop **age-appropriate gross and fine motor skills and language skills** among children aged 4-7 years. Nai Disha continues to support these children with after-school tuition once they are mainstreamed.



Year	20-21	21-22
	43	42
	25	25
	18	17

Balwadi Program

Mainstream Program

The mainstream program caters to children studying in **Government or private schools**. While children of primary classes are provided after-school tuition classes in Nai Disha, the middle and higher classes are outsourced to various tutors. All the mainstreamed children registered with Nai Disha are also part of the mentoring program where they receive the guidance and emotional support they may require.

Year	20-21	21-22
	291	266
	114	100
	177	166

Mainstream Program



Co-curricular Activities

Each child must do extra-curricular activities besides primary education for **physical and mental growth**. Each child is free to choose any one activity of their interest, such as **Tabla, Vocal Music, Gardening, Embroidery, Electrical class, etc.**



Computer Classes

Nai Disha feels every child should be **computer literate**, a mandatory requirement in each field. At Nai Disha along with education every child gets **at least two hours of computer exposure**



per week. The syllabus includes courses in MS Paint, Word, Excel, PowerPoint, and Data entry classes for NIOS children. **Beginners and advanced level classes** are also designed for women and youth.



Parents of Students at Nai Disha

The parents of students of Nai Disha come from humble backgrounds and are usually migrants. They come to Delhi to find employment and fend for their families, who either stay in a slum nearby or far-off villages. The programs at Nai Disha help the parents educate their children and improve their lifestyle over a period.

Jobs	Nos.	%
Maid	264	53%
Housewife	233	47%
Guards	4	1%
TOTAL	501	100

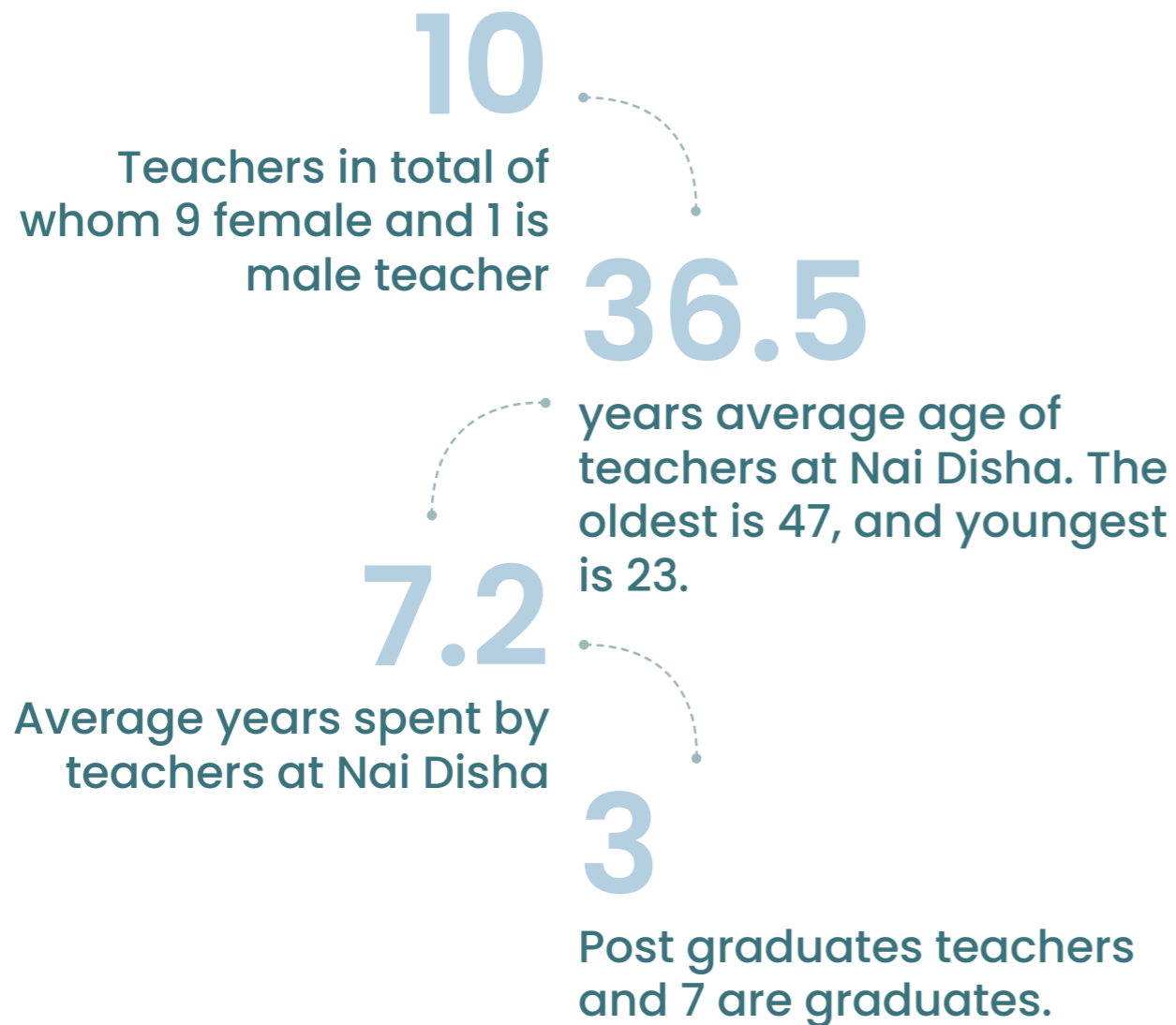
Occupations of mothers

Jobs	Nos.	%
Labour	117	23
Driver	64	13
Private Job	63	13
Gardener	50	10
Guard	30	6
Others	175	35
Total	499	100

*Father of two students are deceased
Occupations of Fathers

Teachers

at Nai Disha



To enhance and promote team-building spirit among the teachers, Nai Disha regularly organizes workshops by professionals and the in-house education team. Innovative and exciting techniques are used so that the teachers shed all their inhibitions and express themselves freely, working together as a group and expressing their innermost feelings. It further helps in self-growth, encouragement, motivation, and discovering one's inner self.

*Refer to 'Humans of Nai Disha Book' for stories of our teachers

Initiatives at Nai Disha



Health Camp

Regular free health camps are organized for children and their families annually. A team of qualified doctors from Maulana Azad Medical College and Maulana Azad Institute of Dental Sciences visits the centre to give general check-ups and counsel the children and community on daily health measures. The prescriptions and recommendations doctors provide to students with Dental issues, Eye specialists, ENT specialists, Private OPD, etc., are followed, and Nai Disha keeps track of them. Dental kits are distributed to the students every quarter.



Mid-day meal & refreshments

Due to poor financial conditions, the less privileged children **do not get enough nutrition** required for their physical and mental development. **A healthy refreshment is provided daily**, along with a mid-day meal for a balanced diet.

Physical Development

Sports and extra-curricular activities are an essential part of the Nai Disha curriculum. Each child at Nai Disha is part of at least one activity- **Rugby, Taekwondo, and Skating**. This participation in sports helps their energies to channel positively. It gives a significant boost to the physical and mental well-being of the child. It is also an alternate route for employment or part-time work for some children.



Art Therapy

Art classes at Nai Disha are **designed for the students to have fun and also to enable them to express their innermost feelings**. They can overcome personal emotional issues like stress, loneliness, irritation, and repressed fears through different art exercises. The art teacher encourages original thinking, free imagination, and creativity to help students overcome their problems. And at the same time, skills are honed so that students can pursue creative fields in higher classes.

Emotional Development: Counselling and Mentoring

Once a week, children spend time with a pre-defined mentor or counsellor who **identifies their emotional and mental needs**. If required, weekly sessions are planned with a trained psychologist to deal with sensitive issues which demand professional help. Students share concerns about their schools, homes, and careers on alternate weekends.



Vocational Skills

Since many Nai Disha children complete their X or XII grade by the age of 20+, Nai Disha imparts vocational training courses to explore working opportunities for their future. Some of these activities are organized in collaboration with **India Habitat Center, NIIT, ICICI, and Shikshatar- Udaipur**.

Nai Disha consciously collaborates with organizations to ensure skill development for its students to become self-reliant. A few students are already working in various domains, including electrical, computers, gardening, etc. It also empowers them with digital skills that would aid them in their career.

Mentoring Initiative

The Mentoring initiative is a platform for children **to share their challenges with mentors and receive expert guidance**. Due to their backgrounds and limited exposure, the children at Nai Disha encounter various issues that need to be addressed by professionals and experts for resolution.

These issues, including bullying, peer group conflicts, coping with studies, or family concerns, are addressed by in-house mentors once a monthly. A mentor is assigned to each class, and the children share their concerns in confidence with the mentors to receive

guidance. The mentoring includes inputs beyond academics and serves as a funnel to open their horizons to new possibilities.

The initiative is introduced as a socio-cultural development activity and includes talks, movies, conversations around building awareness, and a space to come forward to share their thoughts. It works as a hand-holding session to educate and empower the children. The session includes peer conversations since other children may face similar challenges.



Youth Empowerment



Whether in regular or correspondence, Nai Disha youth students in college require guidance and continuous support in their studies, skills, and jobs. Nai Disha mentors such youth with consistency and commitment in their higher studies, employment, and skill training initiatives.

Mentors make them aware of the skill training initiatives available at government or private institutions based on their age and qualifications. They also guide them to join such courses that add to their professional qualifications. Nai Disha assists such youth in prioritizing tasks, looking at the external environment, and guiding them to choose the right path. In this way, moral values are enhanced, and their growth in Education and jobs is monitored.

Students undergoing college education and enrolled in the mentoring initiative.

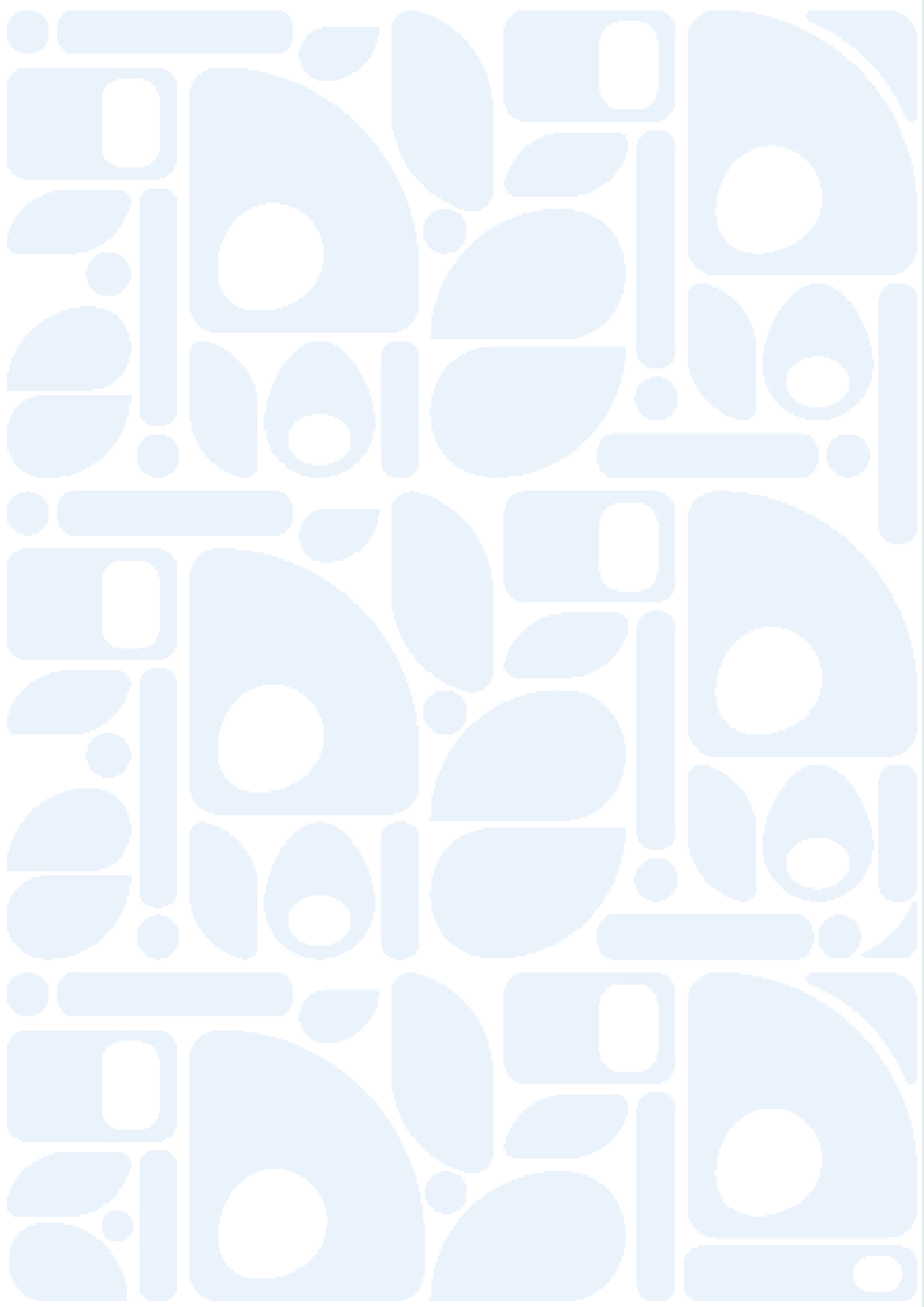
Year	2020-21	2021-22
	83	95
	39	46
	44	49



Skills for Youth

Experts have assisted the Nai Disha team in designing in-house skills development courses for the youth. These include cooking, stitching, computer class, and various others, which assist these learners in enhancing their skills and attitude.





Women Empowerment



Year	Program	Girls	Women
20-21	Stitching	8	10
	Handicraft	0	31
21-22	Stitching	19	5
	Handicraft	0	33
	Crochet	10	2
	Adult Literacy Initiative	4	4
Total		41	85

Age	20-21	21-22
15-20 years old	9	29
21-25 years old	5	11
26-30 years old	5	5
31-35 years old	6	7
36-40 years old	14	15
41-45 years old	8	8
46-50 years old	2	2
Total	49	77

Year	Program	Unmarried	Married	Widow
20-21	Stitching	8	10	0
	Handicraft	0	30	1
21-22	Stitching	19	5	0
	Handicraft	0	32	1
	Crochet	10	2	0
	Adult Literacy Initiative	4	4	0
Total		41	83	2

10%

of women enrolled in the program are employed at some job.

40%

of women enrolled in the program have children

90%

of women enrolled in the program have had at least some exposure to formal education

“Be a woman who supports other women, complements each other, give words of encouragement, empower each other.”

Nai Disha primarily engages with women from migrant families under the Women Empowerment Program. Early marriage and motherhood, economic dependency, household chores, menial laborious jobs – all of this take a toll on their physical and emotional health. They come to Nai Disha with zero self-esteem, a history of domestic abuse, and with feelings of helplessness & hurt. Nai Disha nurtures & empowers these women.

time in their lives, they become the ones to generate income! There is a feeling of self-worth.

Under the Meri Pehchan Skill Development Programme, Nai Disha engages, nurtures, and empowers women to become self-reliant and live with dignity. They create artifacts and lifestyle products that are now a part of the European stores, domestic exhibitions, and individual gifting packages. Besides training them to be self-reliant, Nai Disha holds workshops on important and relevant issues, educates them, and provides psychological and emotional support. In addition, they periodically attend health camps that include visits with a Gynaecologist. The women also form each other’s support groups.

It provides a platform that enables them to learn skill development courses via one-on-one interactions. These courses and interactions improve their well-being, and as they begin to create products themselves, they start coming out of their shells. The center becomes a safe space for them to feel worthy, devoid of abuse or pressure. For the first



Stitching Course

In collaboration with the **Rotary Club of South Delhi** and Singer, Nai Disha provides an in-house six-month diploma course in stitching to young women of the community. This opens up job opportunities with boutiques and export houses or allows them to be self-employed.



18

ladies took admission in December 2020. Currently, it has reached 42 beneficiaries.



In-house Knitting, needlework, & Craftwork

Nai Disha runs classes daily for Crochet, weaving, beadwork, knitting, and artwork. The emphasis is on completing an item to perfection, which gives them the confidence to showcase their work at various handicraft-based employment organizations.



Capacity Development Interactions

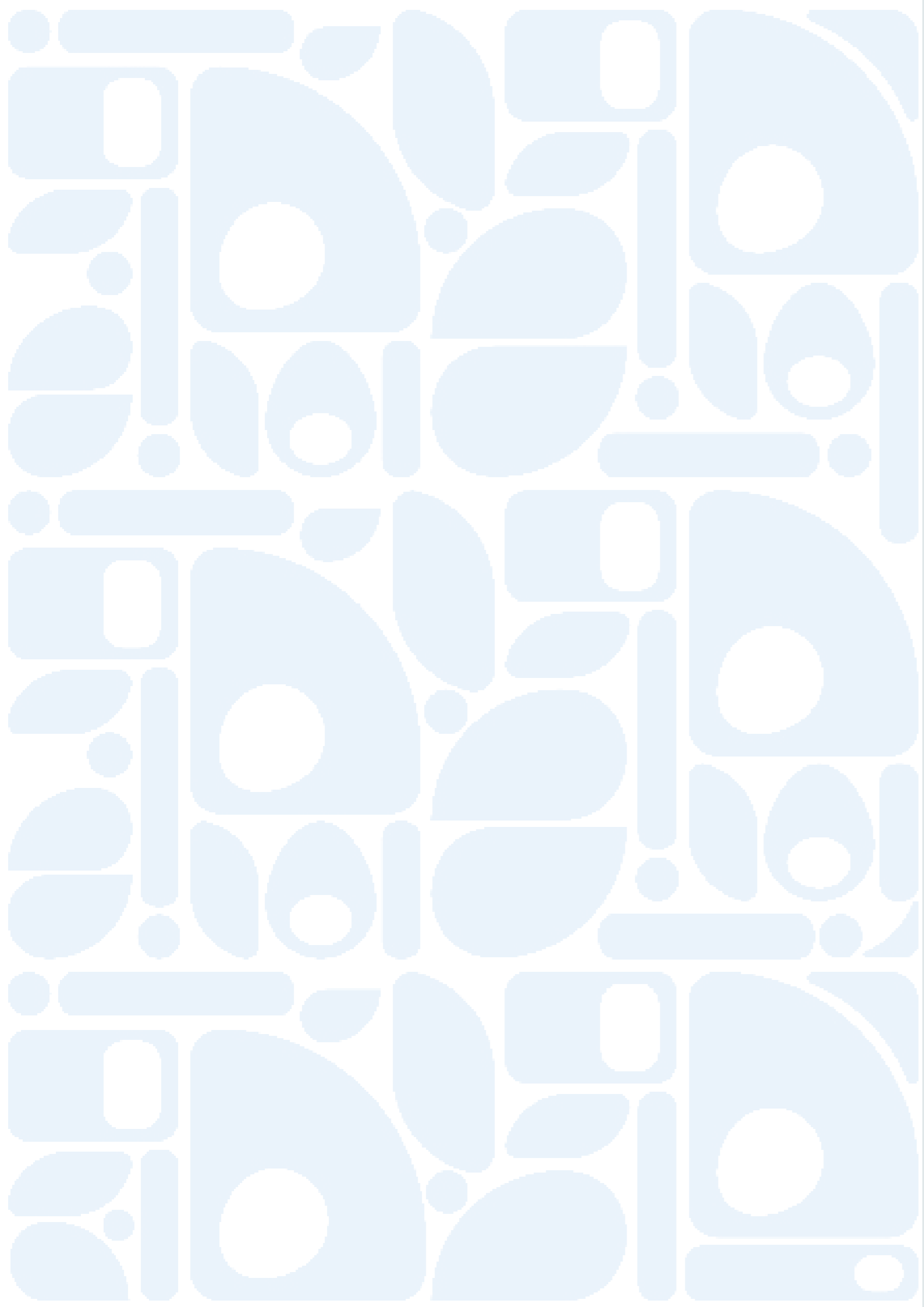
Nai Disha regularly holds workshops to sensitize women on gender issues, tips on parenting, the importance of girl child education, imparting the good values to their children, managing their income/ saving for emergencies, and health and hygiene.



Literact Awareness

Nai Disha observed a pattern during Parent-Teachers meetings and orientation programs: the parents were unable to study and learn a new skill, which is the reason for their poverty today. Nai Disha identified this as an opportunity to educate the parents. It includes reading, writing, and expressing themselves. Many parents who struggled to write their names and receive access to Government benefits or open bank accounts were empowered.





Community Outreach



Opposite the Nai Disha center, a Delhi Development Authority (DDA) park had turned into a garbage dumping ground by the local community. This area was a breeding ground for flies, mosquitoes and had a high risk of life-threatening illnesses like Malaria or Dengue.

It was the beginning of Nai Disha's Kishangarh Community Outreach Project. The team shared Swachh Bharat's vision for a cleaner India and started transforming the place. The garbage was removed, and an irrigation system was constructed using greywater. To prevent locals from using the space as a dumping ground, Nai Disha installed waste management systems and appointed locals to remove waste from the bins that the Nai Disha team installed.

With the assistance of the 500+ families who live in Kishangarh and 400+ Nai Disha children, the wasteland was starting to become an oasis where people would come to fly kites or for solace. As the work continued, the landscape wasn't the only thing that transformed - the large group of strangers became friends, and Kishangarh's community quickly became a large, extended family.

The project's vision was beyond transforming a piece of land; it was about a new way of life. Locals were educated on sustainable ways of living, and workshops were held on making natural soaps and insect repellents. Teachers at



Nai Disha made their compost to fertilize the land and work towards zero waste or plastic.

The land is currently a playground, a location for Nai Disha events and activities like morning assemblies, physical education classes, and sports such as Taekwondo and Rugby. Each classroom goes around the community with slogans and placards to create awareness about cleanliness. Children set an example by cleaning the streets and talking to the community about the three R's: Reduce, Recycle and Reuse.



Plant a tree drive

A total of **440 plant saplings** were bought and distributed to 240 children to plant the trees in and around the Kishangarh vicinity. It was a month-long drive starting from July 2021. The children continue to maintain their plants and take care of them.



Awareness Camps

The community is informed about their legal rights, government schemes and policies, the importance of documentation, Aadhar cards, bank accounts, etc. **Workshops and counselling sessions** for children and parents are organized through legal experts on Child Rights, Child Protection Policy, Education for all, and other Statutory information.



Chhaya project

In a few cases, some children are forced to quit studies to earn money due to dire circumstances like the loss of a parent or some sudden financial crisis. Nai Disha steps in to lend a **helping hand by supporting them with rent, monthly rations, bus fees, tuition fees, uniforms, shoes, bags, and other basic needs until their situation is stable.**



Eco Brick

The disposal of plastic is an environmental hazard. Nai Disha sensitizes the children about this and **creatively makes eco bricks out of discarded plastic bottles and plastic bags.** These are then used to convert into benches and stools.

Recreational Activities

The children of Nai Disha and the neighbouring community are invited to a movie screening at the Nai Disha 'Movie Club' over the weekend followed by refreshments. The movies are educating, inspiring, and fun to watch with friends and parents.



Hole in the wall

It is an **effective e-learning solution** for the underprivileged children of society made to bridge the digital divide. It is a shared Public Computer established **to improve Computer Literacy, English, and Mathematics**. It was installed at Nai Disha by **ATC India** to make way for Unaided Self-learning for 6-14-year-old children. Regular interventions are done to update the system from time to time. Children from the nearby communities try their hands at the system. It is helping in expanding children's horizons.



Volunteers Support for Nai Disha

Our Strength

Volunteer Support is one of the critical strengths of Nai Disha. Many volunteers joined in due course of time, and becoming a pivotal offering to the beneficiaries at Nai Disha. The group comprises domain experts and experienced individuals who spend time with children, guiding them.

During the pandemic, this initiative was taken online. The team introduced more individuals through the **'Talk-to-me group'** and brought diversity and a new perspective. In the past, many international students have also made time and effort to guide Nai Disha children in spoken English communication. Their inputs go



Support staff at Nai Disha

Years of association with Nai Disha



41 Years old
Average age of team member

42 Years old
Support staff is currently studying at Nai Disha since she couldn't learn as a child

People Behind the Scene



Gender Ratio

Female members



Male members



Partners/Donors

Existing Partners



Previous Partners



Acknowledgement

We usually get busy doing our daily chores and working towards achieving our goals. There are few instances when we receive an opportunity to pause and reflect on the team's work and the impact it has created. This report was one such event where we received a chance to review & describe the team's work systematically.

However, this wouldn't have been possible without the support of various professionals and enthusiasts who came together to build Nai Disha's first impact report. I want to take this opportunity to thank Prof. Shailendra Awale, Rohit Lalwani, Ishita Nema, Yug Chaudhary, Team WittyPen, Ayush Gupta, Manish Rao, Satya Prakash, Veda Lad, Disha Raut, Anantvijay and Atharva Kulkarni for conducting the research, collecting the data, and presenting it appropriately.

We want to thank our students, parents, teachers, volunteers, mentors, support staff, donors, and society members for sharing their thoughts, identifying data points for measuring the impact, and constructing the report. The report wouldn't be possible without the consistent effort of Nitika Yadav to multitask and share the information promptly with the team.

Last but not least, I want to thank all our society members, supporters, family members, the community, and believers for encouraging us to keep doing the work at Nai Disha and impacting society positively. We hope to create a more significant impact with consistent collaboration with our stakeholders.

Sangeeta Malik
General Secretary, Nai Disha

Letter from CA

CA (Dr.) Subhajit Sahoo

We, M/s S. Sahoo & Co, Chartered Accounts, are the Statutory Auditors of the Nai Disha Educational and Cultural Society. Therefore, we evaluate the organisation mainly in two areas: Financial Health and Accountability & Transparency.

FINANCIAL HEALTH

We base our evaluations on the financial information in its books of accounts and periodical statements being submitted to the Income Tax Department, Ministry of Home Affairs on foreign funds receipt and expenditures, etc. We consider the grants, donations received by the organisations, and its utilisation. We use that information to analyse the organisation's financial performance in the following key areas that assess its financial efficacy and financial capacity, in relation to its cause area.

FINANCIAL EFFICACY:

Program Expenses: The organization aims to provide programs and services. Nai Disha fulfils the expectations of its donors by allocating most of their budgets towards the program expenses of their charitable missions.



Administrative Expenses: As a successful organisation, Nai Disha recruits, develops, and retains talented people. At the same time, they ensure that these administrative expenses remain reasonable and in line with the organisation's total functional expenses.

Fundraising Expenses:

Donors support charities for their programs and services, not for their ability to raise funds. The organization's fundraising expenses are minimal and stay in line with the organization's total functional expenses.

Fundraising Efficacy:

Financially effective charities must, in part, be efficient fundraisers, spending less to raise more. The organisation's efficacy in raising funds and spending less to raise funds is admirable.

Allocation Adjustments:

The organization reasonably allocates funds for each activity, such as education, empowerment, health, skill development, community reach, fundraising, etc., and discloses in its statement of accounts.

FINANCIAL CAPACITY PERFORMANCE:

Program Expense Growth:

The organisation demonstrates consistent annual growth in program expenses, thereby able to outpace inflation and thus sustain their programs year to year. The organisation also gives greater confidence to its donors by

maintaining broad public support for their programs. Working Capital Ratio: Charities depend upon their reserves of liquid assets to survive downward economic trends and sustain their existing programs and services. Nai Disha built sufficient working capital to develop a greater capability for expanding and improving its programs without generating new revenues for a considerable period of time.

Liabilities to Assets Ratio:

The organization keeps its total liabilities in relation to its total assets, which indicates the organization's solvency and long-term sustainability.

CA (Dr.) Subhajit Sahoo



APPENDIX

Open School Classroom Details 2020-21 and 2021-22

Year	Nos. of children	Nos. of Boys	Nos. of Girls
2020-21	212	122	90
2021-22	196	112	84
Total	408	234	174

Class 20-21	Nos. of Children	Nos. of Boys	Nos. of Girls	Age Group
Balwari A	22	12	10	3-4 years
Balwari B	21	13	8	4-6 years
Akshar	24	10	14	5-12 years
Matra	21	15	6	7-11 years
Grade 1	22	14	8	8-13 years
Grade 2	15	7	8	8-12 years
Grade 3	13	8	5	9-14 years
Saksharta-3	9	9	0	10-12 years
Saksharta-1	13	8	5	12-15 years
Grade 7	7	2	5	14-18 years
Grade 10	17	9	8	14-18 years
Grade 10 (NIOS)	13	4	9	14-20 years
Grade 12 (NIOS)	15	11	4	16-21 years
Total	212	122	90	

Class 20-21	Nos. of Children	Nos. of Boys	Nos. of Girls	Age Group
Balwari A	21	12	10	3-4 years
Balwari B	21	13	8	4-6 years
Akshar	23	10	14	5-12 years
Matra	21	15	6	7-11 years
Grade 1	22	14	8	8-13 years
Grade 2	15	7	8	8-12 years
Grade 3	12	8	5	9-14 years
Saksharta-3	9	9	0	10-12 year
Saksharta-1	10	8	5	12-15 years
Grade 7	7	2	5	14-18 years
Grade 10	17	9	8	14-18 years
Grade 10 (NIOS)	13	4	9	14-20 years
Grade 12 (NIOS)	15	11	4	16-21 years
Total	212	122	90	

Mainstream School Classroom Details 2020-21 and 2021-22

Year	Nos. of children	Nos. of Boys	Nos. of Girls
2020-21	291	114	177
2021-22	266	100	166
Total	557	214	343

Class 20-21	Nos. of Children	Nos. of Boys	Nos. of Girls	Age Group
Grade 2	10	3	7	6-8 years
Grade 3	11	7	4	7-10 years
Grade 4	18	7	11	8-10 years
Grade 5	21	10	11	8-12 years
Grade 6	21	6	15	10-12 year
Grade 7	50	21	29	10-13 year
Grade 8	42	16	26	12-16 years
Grade 9	36	15	21	13-17 years
Grade 10	33	15	18	14-17 years
Grade 11	36	7	29	14-18 years
Grade 12	12	7	5	17-19 years
Total	290	114	176	

Class 20-21	Nos. of Children	Nos. of Boys	Nos. of Girls	Age Group
Grade 3	9	3	6	7-10 years
Grade 4	11	7	4	8-10 years
Grade 5	18	7	11	8-12 years
Grade 6	21	10	11	10-12 year
Grade 7	21	6	15	10-13 year
Grade 8	47	18	29	12-16 years
Grade 9	37	13	24	13-17 years
Grade 10	31	14	17	14-17 years
Grade 11	35	15	20	14-18 years
Grade 12	36	7	29	17-19 years
Total	266	100	166	



List of Society Members

Governing Body Members



President Dr. Mradul Daga MD

(Professor of Internal Medicine and Infectious Diseases, Institute of Liver and Biliary Services, Vasantkunj, New Delhi)



Vice-President Dr. V.P. Gupta

(Ex-Professor, NCERT, Curriculum Frammer, Educator)



General Secretary Ms. Sangeeta Malik

(Director Indo Cottage Emporium Pvt. Ltd.)



Secretary Ms. Sujata Hoon

(Ex-Teacher DPS Vasant Kunj, VP Heritage Getaways)



Treasurer Ms. Savita Ghai
(Proprietor, Tychee Publishing)

Members



Mr J.P. Singh

(Senior Advocate mediator and trainer of mediators)



Mr. Rajesh Ghai

(Director, Sunflower Publishers Pvt. Ltd.)



Ms. Rasveen Kaur

(IT Consultant)



Mr. Subhash Goel

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**Do check Humans Of Nai Disha book
for stories of our stakeholders**

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