

ORGANISATIONAL PROFILE



DISHA is a group of devoted and committed Schedule Tribes who really concern for their communities and the other socially excluded poverty stricken people as well.

"The rights and provisions must be reached to each & everyone and entertained by them harmoniously with no fear of"

-: DISHA Team :-

"Being slave to the fear and selfishness is the worst of all slavery"

- M. K. Gandhi -



Development Initiative for Sustainable Human Advancement

Registered Office:

AT/PO. Jaisakarra, Via. Charama,
Dist. KANKER, Chhattisgarh, INDIA
Pin. 494337

Administrative Office:

Tulsi Complex, ShreeRam Nagar,
Dist. KANKER, Chhattisgarh, INDIA
Pin. 494334

Tel. +91-7868-222310, Mob. +91- 9406292239 Email – dishacg@yahoo.co.in, dishacg@gmail.com

Name of organization :

DISHA Samaj Sevi Sanstha

Development Initiative for Sustainable Human Advancement

Registered Address :

Jaisakarra, Charama – 4940337, Dist. North Bastar Kanker,
Chhattisgarh INDIA

Administrative Address:

Tulsi Complex, ShreeRam Nagar, Kanker – 494 334, Dist. North Bastar Kanker, Chhattisgarh
INDIA

Contact No.:

Tel: 07868 – 222310, Fax: 07868-224218
E-mail: dishacg@gmail.com

Location of the offices

DISHA registered office is located in Charama block of district North Bastar, commonly known as Kanker. Office is situated at 2 KMs. from Charama block headquarter, which is 30 kms from Kanker district headquarter. DISHA has its main administrative office at Kanker district headquarter for smooth implementation of projects/programmes. District Kanker is situated 130 KMs south of Raipur, the state capital of Chhattisgarh. Kanker is connected to Raipur by National Highway No.43. There is no railway connection between Raipur and Kanker. However, plenty of good buses ply through out the day and night. Nearest railway station is at Jagdalpur, which is connected with district Koraput of Orissa and Vishakapattanam of Andhra Pradesh.

Nature of organization : DISHA is a non-profit making voluntary organization

Nodal Person : Mr. Keshav Shori, Secretary and Founder Member of DISHA

Contact No. : +91-9406292239

Legal Status :

Registered under Madhya Pradesh Society Registration Act 1973 (section 44) on
22-11-1997, Registration No.: **4418**

Registered under Foreign Contribution Regulation Act on 10th November 2003
Registration No.: **327590002**

Registered under Income Tax Act. **12A**, bearing no. **CIT/RPR/Tech/12A(a)/77/07-08**

PAN No.: **AAATD7509B**

TAN No.: **JBPD03073A**

Bank Details :

For Local : Dena Bank, Branch- Charama, Kanker
A/C No. **055610010996 (9294)**

For FC : Central bank of India, Branch- Dhanlikanhar, Kanker.
A/C No. **2258051650 (1943)**

Background of DISHA

Chhattisgarh State is called tribal heartland of India and is also known for thick forests. State is abode for more than 24 different tribes, dating back to 10,000 years of long history. It is contextual to say here that state was christened Bananchal¹, which means region of forests in year 2000 when it was

¹ Word Bananchal is formed by two words, Ban and Anchal that when read together is pronounced as Bananchal. Literal meaning of Ban in Hindi vernacular is forest and Anchal is called region.

carved out of erstwhile state of Madhya Pradesh. One can find many stories on plight of Bastar tribes and about their glorious culture but somehow efforts of story tellers were not enough to bring change in life of tribal communities of Bastar. Saga continues till today. But amidst all these happenings, a group of 10 youth decided to come together and fight against injustices meted out everyday on tribes. They decided to work on problems affecting routine life of tribal communities. Conception of problem and determination of local youth took shape of DISHA when it was founded in the year 1996. DISHA stands for “*Development Initiative for Sustainable Human Advancement*”. In hindi DISHA means the direction and according to its name it has started its intervention to provide the right direction to the tribal communities and socially excluded poverty stricken people as well.

Before coming to form DISHA, youth leadership had experience of several land and forest movements in Chhattisgarh for over a decade. Significant contributions came from these movements and brought important issues on centre stage for discussion. DISHA leadership somehow had feeling that movements though were successful and strong enough could have looked more into routine issues of harassment of tribes like market level exploitation by middlemen, very high interest rates on credit, illegal transfer of agricultural land through mortgage, cultural degeneration of local youth and many such issues which have serious repercussions over sustainable growth with dignity of tribes. It was also realized by DISHA leaders that when tribes have strong traditional leaders and institutions why local people can't control leadership? Since then, DISHA has not looked back and has motivated local youths to prepare to take up own responsibilities. DISHA encouraged tribal youths to become educated. It set up small village libraries for youths to inculcate habit of learning. Initiative was purely self-supported by youths themselves. Library initiative of DISHA found success among youth who wanted to become educated but did not have means to support cost of their education. Likewise, such small but meaningful initiatives struck roots and ideas sprouted to direction, the DISHA².

Vision Statement

“Creating a society based on equality, justice and self-sustainability”

Mission Statement

“Organize the people & generate awareness, also to build the capacity of marginal to ensure their control over local resources and active participation in decision making process towards sustainable development for a sustainable community”.

Operational Area

The organization is based in Charama block of North Bastar Kanker but it has the legal authority to work in entire Chhattisgarh State. DISHA has its main administrative office at Kanker district headquarter for smooth implementation of projects/programmes. DISHA project areas are located in remote villages spreads over 76 villages of Charama, Antagarh & Keshkal blocks in districts Kanker and Bastar. Disha is working among indigenous tribes and focuses on tribal and women empowerment for sustainable livelihood and rights enhancement. At present it has two international supported projects in hands being operated in Antagarh block of Kanker district and Keshkal block of Bastar district of Chhattisgarh. Also it has several small Chhattisgarh Government supported programmes.

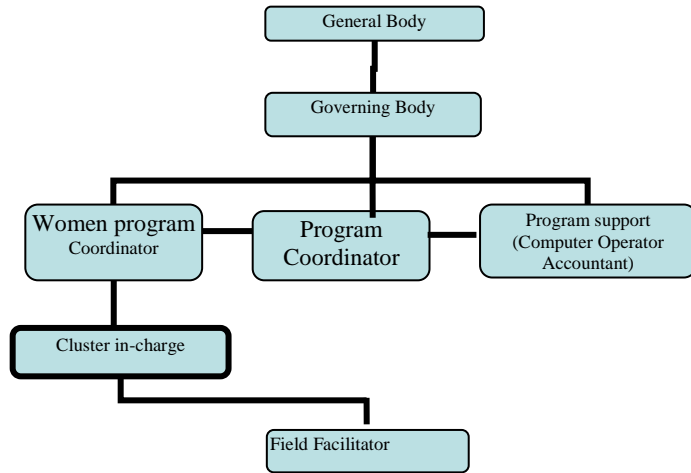
Personnel

Number of staff:	total: 137	men: 81	women: 56
Number of permanent staff:	total: 10	men: 05	women: 05
Number of temporary staff:	total: 08	men: 04	women: 04
Number of voluntary staff:	total: 120	men: 72	women: 48

² DISHA is Hindi name meaning direction.

Structure of the organisation

Organization structure is like Hour Glass with General body at the top involved in exercising most of power. There is a narrow neck providing structural frame to deliver board decisions and at bottom a strong support (128 members) of village level volunteers, mostly youths, represented in General and in the Governing board. Governing body has office bearers, the President, the Secretary and the Treasurer to execute board decisions through a body of staff members. (See annex-1)



Present Thematic Area of Operation

There are several causes of under development in tribal communities but lack of timely and correct information is one of the major causes of unawareness. In order to aware people for their rights and responsibilities, DISHA team uses traditional folk songs to spread message to villages. It takes support of folk/theatre artists, community radio to reach to far and wide places. Other thematic areas of DISHA are as follows; Awareness & Education Generation, Community Mobilization, Capacity Building, Institutional Development, Economic Enhancement, Rights-based Approaches.

Participation in networks and strategic alliances

1. Name: Jan Van Adhikar Manch (JVAM)
Affiliation date: 1st May 2006
Areas of operation: JVAM is a new initiative of 11 very small organizations in Chhattisgarh. Leaders of member organizations belong to tribes (7), dalit (1) or other backward castes (3). JVAM is solidarity group of marginalized community leaders, who come together in support of each other, whenever there is need. Member organizations work on varied issues, which are region specific e.g. NRGPA, PESA, NTFFP, forest land issue, PDS, health, traditional culture, Sanctuary related displacement, primitive tribe, trafficking in women and children and forestland right etc. Composite nature of issues is due to different skills and abilities possessed by member organizations.
2. Name: Jan Adhikar Sangathan (JAS)
Affiliation date: 12th August 2004
Areas of operation: It's a regional network active in Bastar division, especially in Bastar and Kanker Districts. JAS addresses tribal livelihoods and forest land rights under PESA
3. Name: National Adivasi Alliance (NAA)
Affiliation date: 01st January 2007
Areas of operation: National Adivasi Alliance is National network working for actualization of tribal rights. Network works in Chhattisgarh, Odisha, Jharkhand, Karnataka, Kerala, Tamilnadu, Andhra Pradesh, Rajasthan, Delhi and Maharashtra. Major issues before NAA are Culture regeneration among tribes, livelihood rights, tribal rights over forestland and other natural resources, irregularities in PESA implementation and environment and biodiversity.

Accountability

General Assembly meets once in a year. Besides annual General meeting, special meetings of General Assembly are convened, as and when needed by organization. General Assembly has 15 members. 9

members are Scheduled Tribe and 6 are from Other Backward Castes comprised of 8 females and 7 males.

Governing Body

Governing board usually meets four times in a year. Besides, special meetings are also convened as per the need of the organisation. (see annex-1)

- Secretary and Treasurer of organization are delegated for authorising expenditures on behalf of organization. However, the President, Secretary and Treasurer meet every fortnight and monitor financial transaction of organisation.
- General body of organization has to meet to take decision for opening and/or closing of bank accounts of organization. However, if board so decides, it can by a majority resolution authorise the President, Secretary and Treasurer to take decision of opening/closing of organization account.
- Out of three, the President, Secretary and Treasurer, two members are needed to sign bank accounts.

Major Achievement

1. 76 CBOs and 82 SHGs in 76 villages. Having Rs. 14,27,000/-
2. Peoples' organization Jan Adhikar Sangath has come to the existence
3. 1500 people were filled forms for land rights under FRA out of which 250 families have got the entitlements.
4. 2 herbal garden for experiment
5. 75 poor & divorcee females were made self-reliant through handcrafts
6. Lakh cultivation by many families has been adopted
7. 2 block level Community Resource Centres are established for information dissemination and advocacy support
8. DISHA has established itself as social change agent amongst the people.
9. Women are towards organized and getting their place in the society.
10. Encouragement to the traditional art and culture and protection to the environment.

Strategy and Methodology of DISHA

Development Initiative for Sustainable Human Advancement - DISHA's **vision** is creating a society based on equality, justice and self-sustainability. Our **mission** is to organize the people & generate awareness, also to build the capacity of marginal to ensure their control over local resources and active participation in decision making process towards sustainable development for a sustainable community.

DISHA strategically intervenes to mobilize people into empowered village committees. It builds capacity of village committee members by organizing short term training courses and practical demonstrations. Where needed, we carry out advocacy measures like demonstration, campaign and rallies. Also we make exposure of village committee members to other organizations. We impart various trainings for local village youths to monitor government programs for effective implementation. Also we adopt the following methods –

- Finding the obstacles that effect the development of rural communities and its viable solution to overcome.
- Empowering marginalized people to organise themselves and exercise their rights collectively, by facilitating the creation or strengthening of CBOs and community-driven advocacy initiatives.

- Providing capacity building training and exposures to enhance the knowledge of rural communities on different government schemes and programmes.
- Conducting awareness generating events within communities to increase knowledge and promote behavioural change.
- Working to strengthen rural communities in order to improve access to various rights and basic services.
- Collecting various information for disseminate in wider way to the beneficiaries and the people as well.

We work in rural remote areas where government schemes are not implemented in expected manner and people are not much aware of their rights and basic needs. Also the areas where there are plenty of natural resources but peoples' lives are miserable because of unawareness and exploitations by other dominating sections. In selection of beneficiaries we usually consider the socially excluded sections of the society with especial focus to tribal community, women and other traditional forest dwellers those who are stricken by the poverty and living in miserable conditions. Because we felt need that they must be brought in to the mainstream of development. We generally work on the projects which helps the marginal poverty stricken people to overcome from their miserable life.

DISHA really mean to serve the poverty stricken people especially the socially excluded communities and women. Therefore it believes in partnership that really understands the ground reality and matches to its goal & objectives. A good partnership is one which can be changed as per the circumstances and situations of the grassroots realities and conditions.

We under go through the following approaches to meet the thematic areas -

- [Community Mobilization](#): Individual/household/group counseling, group/village meeting, wall writing, publications, exhibition, seminar, audio-visual demonstration, camps & campaigns, etc. are the means of approaches of our community mobilization initiatives. External experts are also often involved but we focus to get the involvement of local intellectuals for the same.
- [Capacity Building](#): In regards to capacity building, we go through organizing various training programmes, workshop, and exposures as per the need of the situation and the issue demands. Most of the initiatives under this section are organized in local areas and according to need of capacity building area we prefer to have outside programmes.
- [Institutional Development](#): In the field of institutional development, people are taken under different groups, community-based organizations, monitoring committees. Also already existing government's local institutions are also facilitated for better functioning and implementation.
- [Economic Enhancement](#): In economic enhancement, women and youths are formed in small groups. We also conduct various events to facilitate how to increasing their savings and income. Groups are encouraged to involve in different income generating initiatives. In regards to have greater economic enhancement we prefer to build a cooperative/federation of small groups in particular areas.
- [Rights-based Approaches](#): Here we collect various information, find out the issues, orient the people on the same, have liaisoning with different institutions, facilitate the beneficiaries, organize rallies, padyatra, dharna, demonstrations, public hearing, interactions & interface, media sensitization and legal awareness camps to provide accessibility of rights to the rural communities.