DIGNITY
ACADEMIA
FOUNDATION

ANNUAL REPORT
2022-23

Table of Contents:

Introduction

Dignity Academia Foundation has been officially registered under the Companies Act 2013, specifically under sub-section 8, on August 12, 2022. Dignity Academia Foundation (DAF) was founded with the intention of giving back to the social work community through various training and consulting services.

DAF is a team of professionals and experts who have extensive experience in various sectors in the development and social work field. We provide training and consultancy to the professionals and paraprofessionals, institutes, and NGOs in different aspects of social development. We strongly believe in addressing development issues and economic and social challenges faced by the vulnerable communities by supporting social organisations.

During the pre-registration phase, several foundational activities were undertaken. These included defining the foundation's vision and mission, determining the strategies to be adopted, and finalising the verticals to encompass planned interventions and services.

The first Annual Report for Dignity Academia Foundation offers a comprehensive overview of the organisation's accomplishments, financial performance, and strategic initiatives over the past year. As we delve into this report, we invite you to embark on a journey through the Foundation's commitment to empowering individuals through its development sector initiatives. Within these pages, you will discover the impact of our programs, the dedication of our team, and the unwavering support of our stakeholders as we work together to advance the cause of our service provision and uphold the values of dignity and equality. This report not only reflects our past achievements but also sets the course for the Foundation's future, demonstrating our ongoing commitment to the principles that drive our mission.

Our Journey in FY 2022-23

In the fiscal year 2022-23, the Dignity Academia Foundation (DAF) started to make substantial strides towards its vision and mission keeping its values at its focus. The Foundation operated through four distinct verticals, each with its specific focus and objectives, which are outlined below:

1. **Organisation Development:**
    DAF is gearing up for a multitude of upcoming initiatives within its Organisational Development vertical. Extensive consultations with various stakeholders have been conducted regarding OD proposals. In the upcoming financial year, DAF is set to inaugurate and implement a series of Organisational Development projects.

2. **Capacity Building**
    DAF dedicated significant resources to enhancing the capacity of development sector partners. Through training sessions and workshops, the Foundation empowered stakeholders of its partners with the knowledge and skills needed to provide intended intervention in their respective fields. By investing in the professional development of partners' project staff, DAF contributed to the overall improvement of the programs under intervention.

3. **Documentation & Advocacy**

    DAF continued its commitment to documenting best practices, success stories, and challenges within the social development sector. Through research, case studies, and reports, the Foundation provided valuable insights and knowledge to social development professionals, policymakers, and the general public. Moreover, DAF actively engaged in advocacy efforts to raise awareness and advocate for policies that promote inclusive and equitable education for all.

4. **Research and M&E (Monitoring and Evaluation)**

    The Research and M&E vertical was instrumental in evaluating the impact and effectiveness of clients / partners' programs. Rigorous monitoring and evaluation processes were put in place to assess the outcomes of various programs as per the MoUs done with respective agencies. By constantly reviewing and improving its activities based on data-driven feedback, DAF ensured that client / partners' efforts were aligned with their mission and goals.

5. **Database Management**

    In FY 2022-23, DAF recognized the importance of data-driven decision-making. The Foundation established a robust database management system, allowing for the collection, analysis, and utilisation of data related to its programs and initiatives. This data-driven approach ensured that resources were allocated efficiently and that interventions were targeted to address specific needs, ultimately leading to more impactful results.

Throughout FY 2022-23, Dignity Academia Foundation remained dedicated to fostering positive change in the development sector. The work carried out under these five verticals demonstrated the Foundation's commitment to capacity building, data-driven decision-making, knowledge dissemination, and evidence-based program improvements. The annual report will delve deeper into the specific initiatives, outcomes, challenges, and future directions within each of these verticals, highlighting the Foundation's accomplishments and its ongoing journey to transform education and promote dignity and equality for all.

Focus Area wise work done in 2022-23

During the fiscal year 2022-23, the Dignity Academia Foundation successfully managed a total of 12 consultancy assignments. The majority of these assignments were characterised by a hybrid approach, encompassing a combination of direct field interventions and desk-based work. The following provides a concise summary of the consultancies undertaken in FY 2022-23.

Consultancy Theme	Desk Job	Hybrid	Grand Total
Capacity Building		3	3
Documentation & Advocacy	3	3	6
Research and M&E		2	2
Database Management		1	1
Grand Total	**3**	**9**	**12**

1. Organisational Development

Dignity Academia Foundation (DAF) is actively preparing for a diverse array of initiatives within its Organisational Development (OD) vertical. This strategic move involves comprehensive consultations with a wide range of stakeholders to gather insights, perspectives, and recommendations related to OD proposals. These consultations aim to ensure that the upcoming projects align with the needs and expectations of the organisation and its stakeholders.

In the imminent financial year, DAF is poised to launch and execute a series of Organisational Development projects. This signifies a proactive approach toward enhancing and optimising various facets of the foundation's internal structure and operations. The implementation of these projects is anticipated to bring about positive transformations, fostering organisational growth, effectiveness, and resilience. As DAF embraces this forward-looking agenda, the foundation is positioning itself to navigate the challenges of the future and further solidify its impact in the development sector.

2. Capacity Building

The capacity-building activities conducted encompassed three distinct areas: Proposal Development for CORO India, Module Development for Nirmaan BUS, and Policy Document for Oneness. Here's an elaborate overview of each:

A. Proposal Development for CBOs supported by CORO India

The primary aim was to enhance the skills and capabilities of the 20 CBOs supported by CORO India in crafting effective project proposals for fundraising and program implementation. The training covered key elements of proposal development, including needs assessment, goal setting, project design, budgeting, and monitoring and evaluation. Participants were engaged in hands-on exercises, such as drafting sample proposals or reviewing and critiquing existing proposals. The capacity-building activities aimed to empower the CBOs supported by CORO India with the tools and knowledge necessary to articulate their projects compellingly, increasing their chances of securing funding.

Workshop was organised for 20 CBO representatives on proposal writing. Subsequently; trained CBO representatives developed the proposals which were reviewed and improvised during follow up trainings.

B.   Bal Panchayat Training and Module Development for Nirmaan Buhuudeshiya Sanstha

This activity focused on strengthening the capacity of Nirmaan Sanstha by developing comprehensive training modules tailored to their specific needs. The process involved identifying key learning objectives, structuring content, and incorporating interactive elements for effective knowledge transfer. Module development often required collaboration between subject matter experts, instructional designers, and relevant stakeholders to ensure accuracy and relevance. Nirmaan Sanstha benefited from well-structured and customised training modules that aligned with their organisational goals and enhanced the skills of their workforce. Subsequently, trainings were organised once a quarter at Indapur, Pune District on Balpanchayat for school children. Training mainly focused on developing a village level based wide range of creative and action based activities to promote child rights.

C.   POSH Policy Document and Training for Oneness

The goal here was to equip the Oneness team with the expertise to articulate their POSH policy positions. The capacity-building activities covered understanding policy contexts, developing advocacy strategies, and communicating effectively with stakeholders and policymakers. Participants explored relevant case studies and best practices in policy and advocacy to inform their own strategies. Oneness Team gained the capacity to navigate the complexities of policy work, enabling them to effectively advocate for their causes and contribute to positive social change. Based on the POSH Policy Document; training of the Oneness staff was conducted with focus to create awareness among staff and detailed training of internal POSH Committee Members.

Overall, these capacity-building activities were designed to empower the respective organisations with the skills, knowledge, and tools necessary to excel in their specific domains, whether it be fundraising, training program development, or policy advocacy. The outcome led to increased organisational effectiveness and impact in their respective fields of work.

D. Trainings Conducted in FY 2022-23

Dignity Academia Foundation (DAF) places a profound emphasis on conducting training programs because DAF recognises capacity building as an ongoing and dynamic process. DAF believes that formal training programs are instrumental in equipping individuals with the necessary skills and knowledge. These training initiatives are further reinforced through field support, introspection, and internalisation, fostering a holistic learning experience in a conducive environment. DAF's commitment to excellence is reflected in our assurance of providing training by experts actively engaged in ongoing training programs. These programs cater to a diverse audience, including social work educators, professionals, state and central government functionaries, NGOs, paraprofessionals, and grassroots-level workers. Through comprehensive training, DAF aims to empower individuals across various sectors, promoting continuous professional development and enhancing their effectiveness in contributing to positive social change.

In the reported period, Dignity Academia Foundation (DAF) exhibited an impressive commitment to capacity-building through the successful execution of 27 diverse training programs. The broad spectrum of topics covered in these programs included Child Rights, Mental Health, Organisational Development, and Prevention of Sexual Harassment (POSH), showcasing the foundation's comprehensive approach to skill development. A notable aspect was the substantial coverage achieved, with a total of 655 participants actively engaged across these training initiatives.

In FY 2022-23:

Theme	Client Partner	# of Trainings
Child Rights	Akanksha Foundation	1
	Anand Niketan	1
	Bahujan Hitay Society	1
	Bal Shikshan Manch	1
	Gravitus Foundation	1
	Miracle Foundation	2
	Nirmaan BUS	8
	Rainbow Foundation	2
	Urmee	1
Child Rights Total		**18**
Mental Health	Akanksha Foundation	3
Mental Health Total		**3**
Organisational Development	CORO	1
	DAF	1
	Miracle foundation	1
	Nari Samata Mancha	1
	Nirmaan BUS	1
Organizational Development Total		5
POSH	Silk & Satin Family Spa	1
POSH Total		1
Grand Total		27

Quarter wise number of training programs conducted
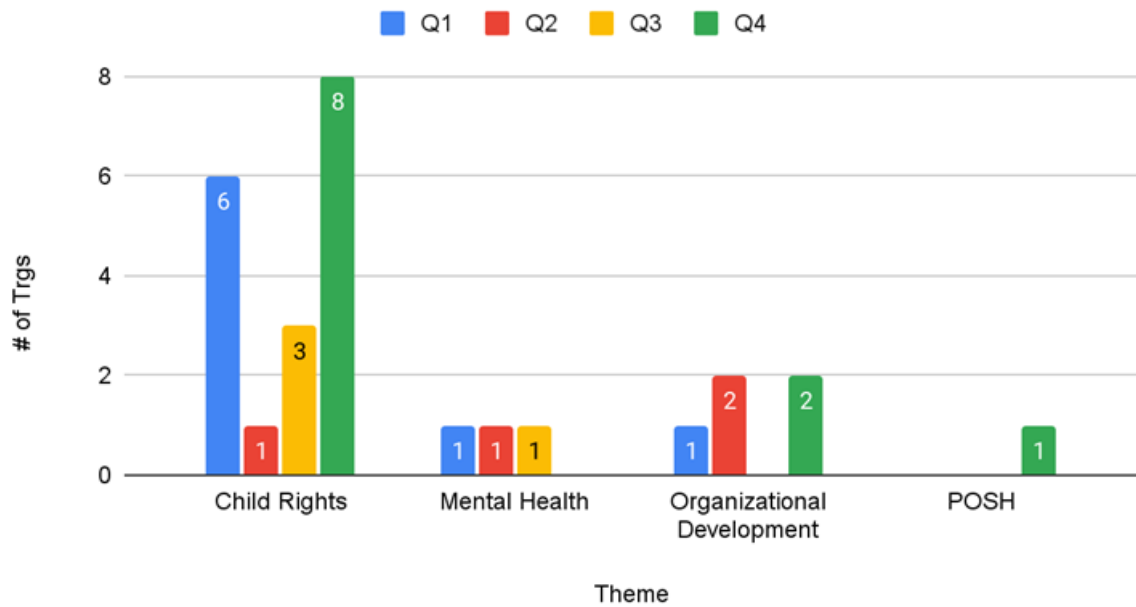
Distribution of Trained Participants
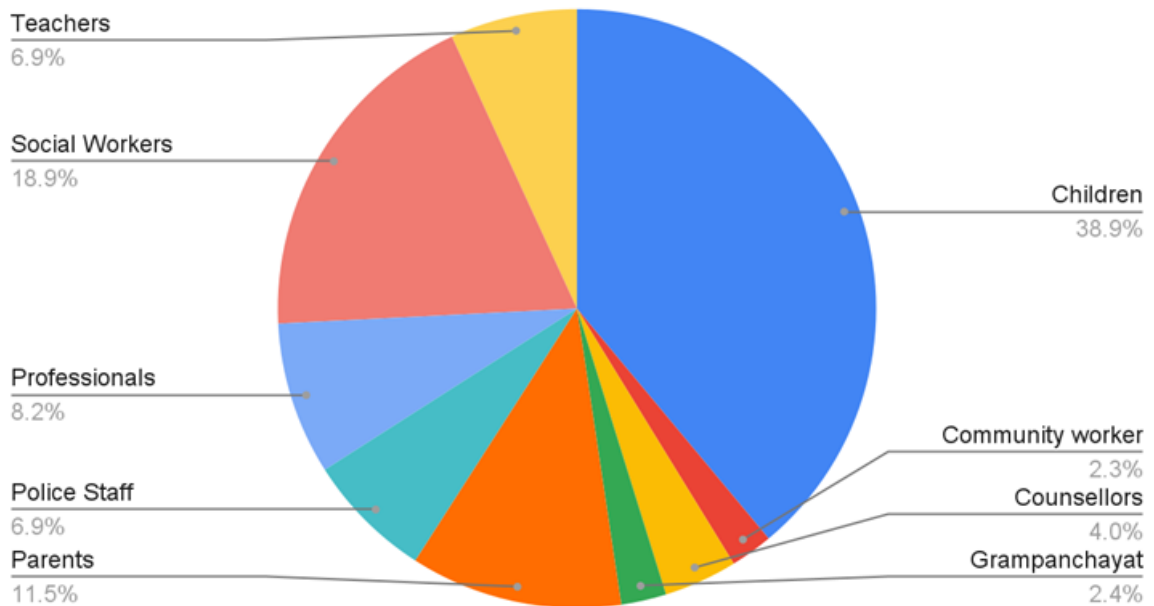
- **Child Rights Programs:** DAF's training on Child Rights which delved into legal frameworks, protection mechanisms, and strategies for advocating and safeguarding the rights of children. Participants gained insights into child-centric policies and practices.

- **Mental Health Workshops:** The Mental Health training programs addressed the importance of mental well-being, providing participants with tools and knowledge to promote mental health awareness, resilience, and strategies for supporting individuals facing mental health challenges.

- **Organisational Development Trainings:** Training in Organisational Development empowered participants with skills related to strategic planning, team dynamics, leadership, and efficient organisational functioning. The focus was on enhancing overall effectiveness and sustainability.

- **POSH Training:** DAF's initiatives on Prevention of Sexual Harassment aimed at creating safe and respectful workplaces. Participants were educated on legal aspects, preventive measures, and mechanisms for handling and redressing complaints related to workplace harassment.

The considerable number of participants reflects the foundation's commitment to disseminating knowledge widely, fostering a broader understanding of critical issues in society. DAF's training programs, by covering diverse themes, contributed not only to the professional development of individuals but also to the broader goal of creating informed and empowered communities. The foundation's holistic approach to training underscores its dedication to building capacities across multiple dimensions, aligning with its mission and commitment to social impact.

3. Documentation & Advocacy

A. Proposal Development for Manoday

Dignity Academia Foundation (DAF) undertook a comprehensive initiative in Proposal Development for Manoday, focusing on addiction prevention across all facets. The proposal encompassed program development and the formulation of an implementation strategy to address the multifaceted challenges associated with addiction. DAF played a supportive role in aiding Manoday in crafting a proposal for the Tarachand Foundation. The proposal included a detailed annual implementation plan, outlining the key activities, milestones, and strategies for the effective execution of the addiction prevention program. This initiative reflects DAF's commitment to contributing expertise in proposal development to enhance the effectiveness of Manoday's efforts in addiction prevention.

B. Poster Making on Child Protection for Nirman Bahuuddeshiya Vikas Sanstha

DAF undertook a documentation project for Nirman Bahuuddeshiya Vikas Sanstha on Poster making. The Poster Making Activity entailed the creation of a comprehensive digital booklet that consolidates all 60 posters for both digital and print distribution. The activity was scheduled to span one month, producing 20 posters per week throughout January 2023.

In this initiative, content finalisation was a meticulous process, ensuring accuracy and clarity for each scheme represented in the posters. Following this, artistic creation involved graphic design and layout structuring for engaging and informative posters. Approval from Nirman was crucial to align with organisational standards and goals. Post approval, finalisation included adjustments based on feedback, marking the completion of the creative process.

The overarching goal was to compile these finalised posters into a digital booklet. This booklet serves as a comprehensive and cohesive collection, suitable for both online distribution and printing. By organising the activity in a systematic manner, the project aimed to efficiently produce a visually appealing and impactful set of posters that effectively communicated the desired information related to various schemes.

C.   Proposal Development for Saheli

DAF's consultancy support for Saheli in Proposal Development aimed to strengthen their capacity for creating impactful project proposals, facilitating successful program implementation, and effectively communicating their mission to potential donors. The ultimate goal was to empower Saheli with the skills to independently create compelling proposals, aligning with their mission. Additionally, DAF crafted two proposals addressing violence against women for Saheli, targeting submission to the Indian Donora Agency and the International Donor Agency, showcasing a strategic approach to garner support for addressing this critical issue.

D.   Training Report Writing for Vipla Foundation

DAF authored a detailed report for the Vipla Foundation, outlining the "Building Systemic Response for Effective Prosecution" project in Pune, Thane, and Sangli. The initiative aimed to enhance prosecution efficacy by sensitizing the system to victims of commercial sexual exploitation, fostering a sensitized attitude among stakeholders, imparting knowledge on relevant laws, and engaging victims in the justice process. Aligned with government legal aid initiatives, the project ensured representation for trafficking victims. In October 2021, STCI organized a crucial training for judicial officers and prosecutors in Kolhapur, inaugurated by Hon. Smt. V.V. Joshi. Feedback and assessments from the training sought continuous improvement for a more victim-centric legal system. The "Training of Prosecutors" report on February 12, 2022, provided a comprehensive overview, serving as a valuable reference for internal and external stakeholders.

4. Research and M&E

DAF conducted research consultancies with three distinct organisations: Asha Ankur, Pratham Pune Education Foundation, and Yuva Parivartan. Here is an elaboration on each impact assessment:

A.   Impact Assessment of Ashankur's Projects

DAF worked with Ashankur to conduct research aimed at assessing the impact of their programs. The impact assessment involved a combination of qualitative and quantitative research methods. Surveys, interviews, focus group discussions, and data analysis may have been employed to gather comprehensive insights. DAF explored specific focus areas aligned with Asha Ankur's goals, such as improvements in educational outcomes, healthcare access, community engagement, or any other relevant indicators. Based on the findings, DAF provided recommendations to Asha Ankur for refining and enhancing their programs, ensuring greater effectiveness and positive impact.

B.   Impact Assessment of Skill Development Programs of Yuva Parivartan

DAF collaborated with Yuva Parivartan to evaluate the impact of their skill development programs. This included assessing the employability of program participants, the effectiveness of training modules, and the overall impact on economic empowerment. DAF defined key metrics for assessing the impact, such as job placement rates, income levels of program graduates, and the acquisition of relevant skills. This quantitative data was complemented by qualitative insights. The assessment delved into the long-term impact of Yuva Parivartan's skill development initiatives on the lives of the beneficiaries, including socio-economic mobility and community development. Based on the findings, DAF provided strategic recommendations to Yuva Parivartan for optimising their skill development programs, expanding reach, and addressing any identified challenges.

In all three cases, the research consultancies conducted by DAF aimed to provide valuable insights and recommendations to the respective organisations, helping them refine and strengthen their programs for greater impact and effectiveness in their mission-driven initiatives.

5. Database Management

In the fiscal year 2022-23, Dignity Academia Foundation (DAF) undertook significant initiatives in the realm of Database Management, demonstrating a commitment to optimising organisational efficiency and data-driven decision-making. Throughout the year, DAF focused on enhancing the integrity, accessibility, and security of its data infrastructure. This included the implementation of advanced database management systems, streamlining data entry processes, and adopting robust protocols for data validation and quality assurance.

The foundation also prioritised the integration of cutting-edge technologies to facilitate seamless data retrieval and analysis. These initiatives not only fortified the foundation's capacity to manage vast amounts of information but also laid the groundwork for improved reporting mechanisms and informed strategic planning. DAF's efforts in Database Management during the fiscal year reflect its dedication to harnessing technology for organisational excellence and ensuring the utmost precision in handling crucial data for the benefit of its mission and stakeholders.

Balance sheet as on 31ˢᵗ March 2023

Dignity Academia Foundation
(CIN-U85300PN2022NPL213856 dated 12th August 2022)
1065, Shukrawar Peth, FL 11,Gandhar Apt, Subhash Nagar,Pune-411002.

Balance Sheet as on 31ˢᵗ March 2023

Amt in (Rs.)

	Particulars	Note No.	2022-23	2021-22
	1	2	3	4
I.	**EQUITY AND LIABILITIES**			
1	**Shareholders' funds**			
	(a) Share capital	3	-NA-	-
	(b) Reserves and surplus	4	8,102	-
	(c) Money received against share warrants			-
2	**Share application money pending allotment**		-	-
3	**Non-current liabilities**			-
	(a) Long-term borrowings	5	50,000	-
	(b) Deferred tax liabilities (Net)		-	-
	(c) Other Long term liabilities	6	-	-
	(d) Long-term provisions	7	-	-
4	**Current liabilities**			-
	(a) Short-term borrowings	8	13,436	-
	(b) Trade payables	9	49,912	-
	(c) Other current liabilities	10	30,000	-
	(d) Short-term provisions	11	2,53,302	-
	TOTAL		4,04,752	-
II.	**ASSETS**			-
	Non-current assets			
1	(a) Property, Plant and Equipment and Intangible Assets	12	-	-
	(i) Property, Plant and Equipment	12 (a)		
	(ii) Intangible assets	12 (b)	-	-
	(iii) Capital work-in progress	12 (c)	-	-
	(iv) Intangible assets under development	12 (d)	-	-
	(b) Non-current investments	13		
	(c) Deferred tax assets (net)		-	-
	(d) Long-term loans and advances	14	-	-
	(e) Other non-current assets	15	-	-
2	**Current assets**			
	(a) Current investments	16	-	-
	(b) Inventories	17	-	-
	(c) Trade receivables	18		-
	(d) Cash and cash equivalents	19	3,60,167	-
	(e) Short-term loans and advances	20	-	-
	(f) Other current assets	21	44,585	-
	TOTAL		4,04,752	-

Financial Ratios   22
Significant accounting policies   2.1
The accompanying notes are an integral part of the financial statements.
As per our report of even date

Dignity Academia Foundation
(CIN-U85300PN2022NPL213856 dated 12th August 2022)
1065, Shukrawar Peth, Fl. 11,Gandhar Apt, Subhash Nagar,Pune 411002.

Income & Expenditure Account for the year ended 31st March 2023

Amt in (Rs)

	Particulars	Refer Note No.	2022-23	2021-22
I.	Revenue from operations	23	6,64,507	
II.	Other income	24	-	-
III.	Total Income (I + II)		6,64,507	-
IV.	Expenses:			
	Cost of materials consumed	25	-	-
	Purchases of Stock-in-Trade	26	-	-
	Changes in inventories of finished goods work-in-progress and Stock-in-Trade	27		-
	Employee benefits expense	28	1,50,000	
	Finance costs	29	-	
	Depreciation and amortization expense		-	
	Other expenses	30	5,06,405	
	Total expenses		6,56,405	-
V.	Profit before exceptional and extraordinary items and tax (III-IV)		8,102	-
VI.	Exceptional items		-	-
VII.	Profit before extraordinary items and tax (V - VI)		8,102	-
VIII.	Extraordinary Items		-	-
IX.	Profit before tax (VII- VIII)		8,102	-
X	Tax expense.			
	(1) Current tax			
	Less MAT Credit written off / written back			
	(2) Deferred tax		-	
XI	Profit (Loss) for the period from continuing operations (VII-VIII)		8,102	-
XII	Profit/(loss) from discontinuing operations		-	
XIII	Tax expense of discontinuing operations			
XIV	Profit/(loss) from Discontinuing operations (after tax) (XII-XIII)		-	-
XV	Profit (Loss) for the period (XI + XIV)		8,102	-
XVI	Earnings per equity share:			
	(1) Basic		-ve	-ve

As per our report of even date
For MARATHE PADHYE & ATHALYE
Chartered Accountants
Firm Registration No. 111804W

Dignity Academia Foundation

CA Shridhar Marathe (Partner)
M. No. 044568
Place : Pune
UDIN: 23044568BGYBGS6434
Date: 05-09-2023

Ms.Anjali Maydeo   Mrs. Vandana Apte
Director   Director
DIN: 05247437   DIN: 09703406
                    Date: 05-09-2023
                    Place : Pune

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For queries, project details or to just send a word of encouragement,
Drop an email: **admin@dignityacademia.com**

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