

Sakshi
EQUALITY IS INCLUSIVENESS

22-23

ANNUAL REPORT

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FROM THE DESK OF THE EXECUTIVE DIRECTOR

Chaos.

The year that was.

Different from the chaos that came with the onslaught of the Pandemic. This was the chaos of recovery. Post pandemic, suddenly the world was scrambling back into a physical reality from a self imposed isolation and virtual connections. Emotions were running high as public spaces once again bustled. As roads became busy, homes sort of settled back to the status quo before the worst of Pandemic. Domestic labour was once again back to gendered roles, **gender based violence was once again rampant within homes, but the spotlight had shifted, making it invisible or irrelevant.** New found convictions during the Pandemic were knocked, corrective actions were being questioned, hope to arrive at the social tipping point of a gender just world jostled with the despair of a restrengthening status quos. While many were celebrating the abundance of resources for implementing the road back to a robust economy, we found ourselves still at the bottom of the pile, with our commitment to prevention of gender based violence at home, and at workplaces.

These are the two domains that Sakshi has been working in for three decades through an intersection of law, education, advocacy and behavior change to prevent and so END GENDER BASED VIOLENCE for all.

We understand, **the vision to end Gender Based Violence is a complex aspiration, affected by multiple factors. It was time to revisit our theory of change and build a strategic plan for the next seven years,** centering prevention, response and support. required.

This included ensuring our mission and actions are aligned with the SDGs 4,5,8,11, and 16, and the International Labour Organization's Convention 190, which aims to eliminate violence and harassment in the world of work to enable a social tipping point and collectively end gender-based violence within one generation.

Chaos brings clarity.

Our continued advocacy with the Ministry of Youth Affairs and Sports for our flagship programme, The Rakshin Project, led to us entering into a partnership with the Ministry and a signed Memorandum of Understanding. We started this programme in 2018 with a letter from the Directorate of NSS to educate National Service Scheme Volunteers across all colleges on how to prevent child sexual abuse.

After two years of pre-pilot, in 2020 we had entered into the pilot stage when the Pandemic hit us, exacerbating the shadow pandemic of CSA within the families and trusted circles, sending us back to the drawing board in a hurry to return with immersive online virtual interventions to continue our work and meet the need. From then to now, we have reached the official status as a Partner with the Ministry to continue our work with the students and in addition also capacity build the teachers, the programme officers as a first step of institutionalizing the programme.

The Rakshin Project aims to prevent child sexual abuse within the families and trusted circles by educating and skill building a young adult with 21st century skills. Awareness of POCSO and POSH Laws to recognize abusive behaviours, acquire the language of rights to call out the abuse, desecalate situations of conflict, identify allies within their circle, report the abuse, and resolve residue trauma if they themselves are victim/survivors of CSA forms the core of this program.

Taking forward the action required for our mission , we partnered with Women's Safety Accelerator Fund (WSAF) managed by IDH as one of the implementing partners for prevention, response and support for GBV for women pluckers in 23 tea estates of Darjeeling. We initiated a programme supported by

CASE Constructions, CNH, to build awareness in rural youth for entrepreneurship opportunities, while making them work ready with an understanding of POSH and POCSO.

We rolled out creative initiatives on Allyship within the framework of Diversity, Equity, Inclusion in INGOs, and corporate organizations by engaging co-workers to be part of the solution to end discrimination, harassment, and violence as well as challenge outdated ideas and behavior's. We worked with institutions to strengthen their IC to build a robust mechanism that works across their response and complaints management process. We made films and ran digital campaigns to build awareness around cyber-harassment. We also staged mainstream theater performances with stellar cast to spotlight the complexity, impact and possible solutions to gender based violence.

There was no stopping the team at Sakshi.

All these actions, anchored in our Theory of Change, supported with a strategic action plan, were rooted in conviction. But it's a hard road. A road not many have walked. As we continue to chart our route and move forward with consistent course corrections, I am proud to share that we have discovered unexpected allies and support from like minded individuals and partners. They are our strengths. My heartfelt gratitude to those who continue to walk with us. My deep appreciation for those who have contributed much, but have chosen to graft a route separate from us.

We enter 2023-24 with strength, and a clear direction. We will not rest till women and children and other marginalized groups live free from gender-based discrimination, violence and the denial, silence, shame, stigma surrounding it. We will continue to work towards dismantling patriarchal norms and practices that contribute to growing intersectional inequalities and widening gender gap. We will actively contribute to policies and practices that promote and protect equality as a fundamental human right. We will enroll each one of you, our current past and future allies to challenge, oppressive norms and beliefs that drive systemic gender based abuse and violence.

Yes, chaos brings clarity.

This Annual Report is a testament to this clarity. We understand collective action is a non-negotiable to achieve the vision of a gender just world, powered with practices of gender equality. Thank you for joining this movement. We look forward to your support to continue to build this movement.

Smita Bharti



Smita Bharti

Smita Bharti

Executive Director

VISION & MISSION

Sakshi works at the intersection of law, education, advocacy and behavior change to end GBV for all.



VISION

Ending Gender Based Violence For All, Including Women and Children, Youth, Vulnerable and Marginalised GROUPS.

Impact Women and children and other marginalized groups live free from gender-based discrimination, violence and the denial, silence, shame, stigma surrounding it.

MISSION

1. Work towards dismantling patriarchal norms and practices that contribute to growing intersectional inequalities and widening gender gap.
2. Contribute to policies and practices that promote and protect equality as a fundamental human right.
3. Challenge, oppressive norms and beliefs that drive systemic gender based abuse and violence.



OUR SDGS



TARGET

4.7 By 2030, ensure that all learners acquire the knowledge and skills needed to promote sustainable development, including, among others, through education for sustainable development and sustainable lifestyles, human rights, gender equality, promotion of a culture of peace and non-violence, global and appreciation of cultural diversity and of culture's contribution to sustainable development

INDICATORS

4.7.1 Extent to which (i) global citizenship education and (ii) education for sustainable development, including gender equality and human rights, are mainstreamed at all levels in: (a) national education policies, (b) curricula, (c) teacher education and (d) student assessment



TARGET

5.2 Eliminate all forms of violence against all women and girls in the public and private spheres, including trafficking and sexual and other types of exploitation



INDICATORS

5.2.1 Proportion of ever-partnered women and girls aged 15 years and older subjected to physical, sexual or psychological violence by a current or former intimate partner in the previous 12 months, by form of violence and by age
5.2.2 Proportion of women and girls aged 15 years and older subjected to sexual violence by persons other than an intimate partner in the previous 12 months, by age and place of occurrence

TARGET

11.7 By 2030, provide universal access to safe, inclusive and accessible, green and public spaces, in particular for women and children, older persons and persons with disabilities

INDICATORS

11.7.2 Proportion of persons victim of physical or sexual harassment, by sex, age, disability status and place of occurrence, in the previous 12 months

TARGET

16.2 End abuse, exploitation, trafficking and all forms of violence against and torture of children

INDICATORS

16.2.3 Proportion of young women and men aged 18-29 years who experienced sexual violence by age 18



THE RAKSHIN PROJECT

WHO IS A RAKSHIN?

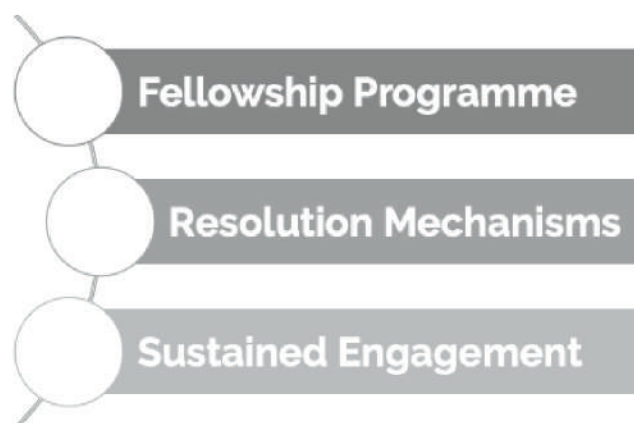
A RAKSHIN IS A PREVENTER OF HARM WITH A FOCUS ON STOPPING CHILD SEXUAL ABUSE.



The Rakshin Project is a unique systemic intervention in partnership with the **Ministry of Youth Affairs & Sports**, aiming to build the capacity of 4 Million Youth (18 to 22 yrs) pan-India, enabling them as preventers of gender-based violence and child sexual abuse. Since more than 90% of the abusers are from within the trusted circles, it was clear that the solution had to be housed within the family

Designed as a 360° **C4D** Intervention, the project strives towards capacity-

building **over 2 years**, using immersive content, experiential pedagogy, and participation, enabling the message receiver to become the message carrier, and prevent gender-based violence & child sexual abuse within the family and community.



The Rakshin Project has **Three Pillars**:

- **Fellowship Programme** with 5 Levels & 18 Modules for building 21st Century Skills, Emotional Intelligence and Dismantling Root Causes of GBV and Child Sexual Abuse.
- **Resolution Mechanisms** (Creative Expressions, Legal Advice, and Online Counselling) for Healing Trauma and Cultivating Resilience.
- **Sustained Engagement** for Norming Preventive Actions and enabling Safe Spaces for Difficult Conversations.

TESTIMONIALS - TRP

OVER THE COURSE OF THE YEAR, THE RAKSHIN PROJECT HAS CONDUCTED 234 FOUNDATION WEBINARS/WORKSHOPS, PROMOTING THE FIVE CRITICAL MESSAGES.

“ Their concept "people of quality do not fear equality" really resonated with me. I would like to congratulate the whole team as they have taken up such a noble initiative and I have no doubt that their work can bring a massive change in one's mindset. Thank you and keep up the good work!!

Shubham Tiwari
National Institute of Technology, Patna

”

Equality: Inclusion and Discrimination; the Long-Term impact in Adult Life

“ The webinar was very informative and useful. By attending the webinar I became aware of the social evil of child sexual abuse and the methods and legal process required to fight against this issue.

Sruthi Shaji ,Indian Institute of Technology, Tirupati

”

Law: POCSO Act: Legal Age of Consent, Recognizing

“ The child sexual abuse awareness webinar was an eye-opening and empowering experience. It provided a comprehensive understanding of the issue, equipped me with practical tools, and instilled a strong sense of responsibility to protect children. Highly recommend this impactful webinar to everyone.

Yash Srivastava, Indian Institute of Technology, Tirupati

”

Consent: The Power of 'NO'

“ It was interactive and informative. It enlightened us on events that fall under sexual abuse which is hugely normalized but should be penalized. It showed us ways in which we can support our younger ones and how we can provide a safe space for them to communicate if at all such a thing happens. It showed us the importance of teaching the kids the right words for them to communicate.

Dhruti Chetan Soni, (ARIP) Charotar University Of Science & Technology, Kheda

”

Barriers: Denial, Silence, Shame, Stigma.

“ I strongly appreciate the effort taken by Rakshin Project by Sakshi. I was aware about the existence of this stuff for a long time, but I didn't know about the specific steps like we can keep our identity hidden while reporting, so that was quite helpful.

Anilkumar P R , MPTC Mala, Kalletumkara

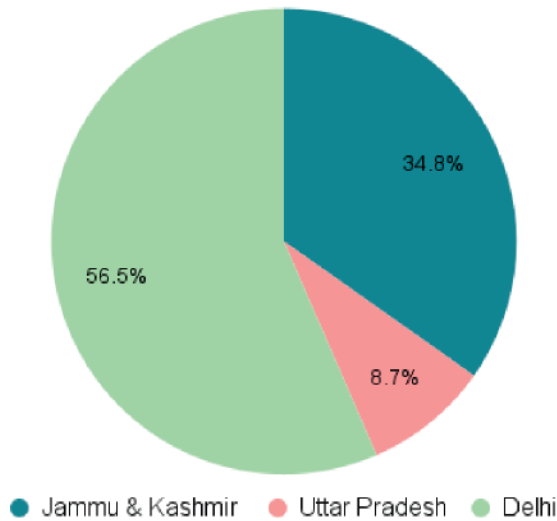
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Behaviors and Reporting Mechanisms.

THE RAKSHIN PROJECT

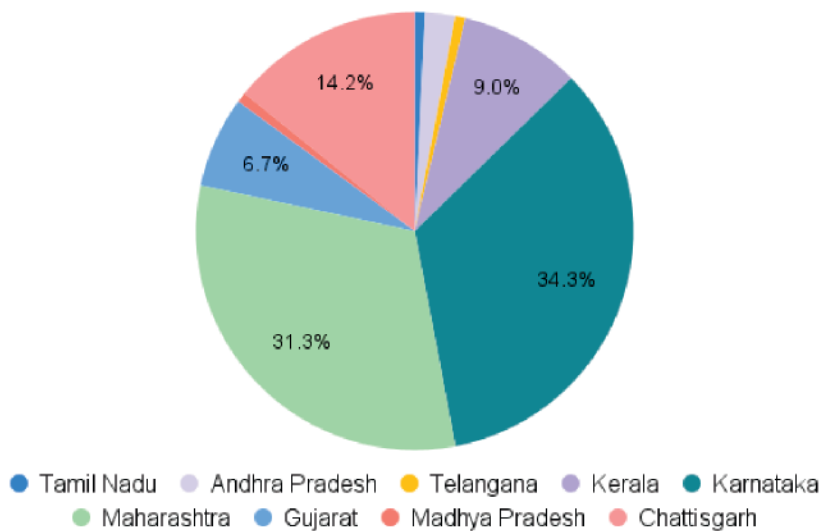
2022-23

16,381 Rakshins
234 Colleges
15 States
2 UTs



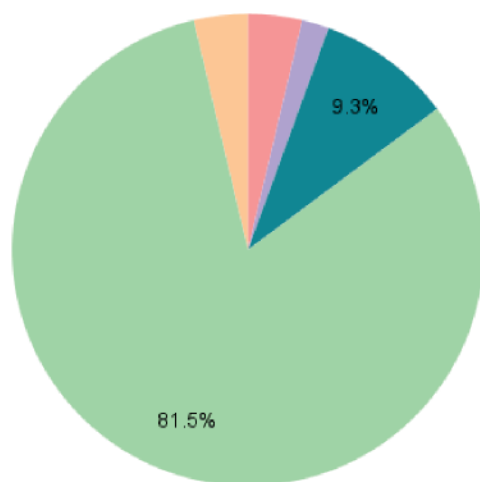
North & West

State	Districts
Jammu & Kashmir	16
Uttar Pradesh	4
Delhi	26



South & Central

State	Districts
Tamil Nadu	1
Andhra Pradesh	3
Telangana	1
Kerala	12
Karnataka	46
Maharashtra	42
Gujarat	9
Madhya Pradesh	1
Chattisgarh	19



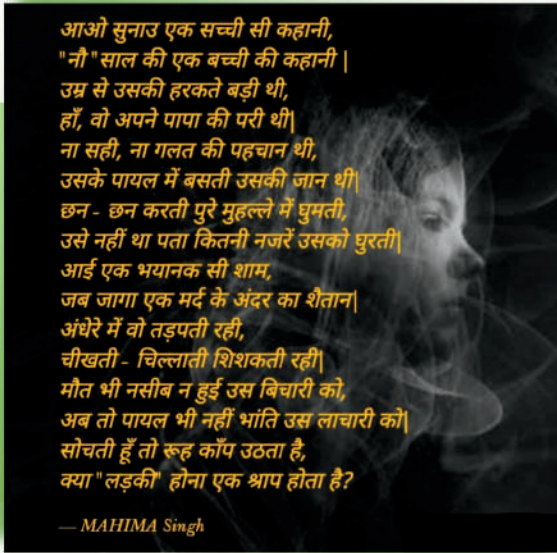
North & East

State	Districts
Arunachal Pradesh	2
Assam	1
Odisha	5
Bihar	44
Jharkhand	2

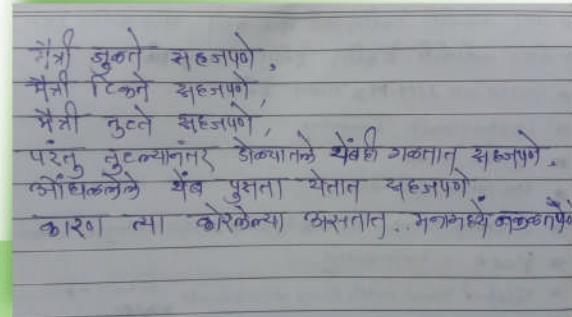
● Arunachal Pradesh ● Assam ● Odisha ● Bihar ● Jharkhand

RESOLUTION MECHANISM

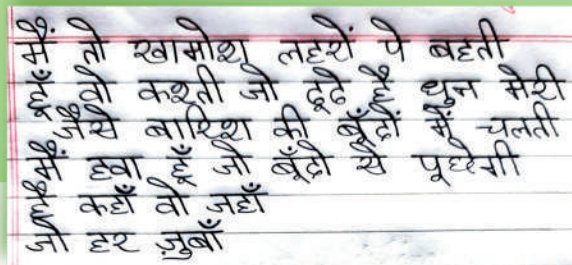
CREATIVE EXPRESSION



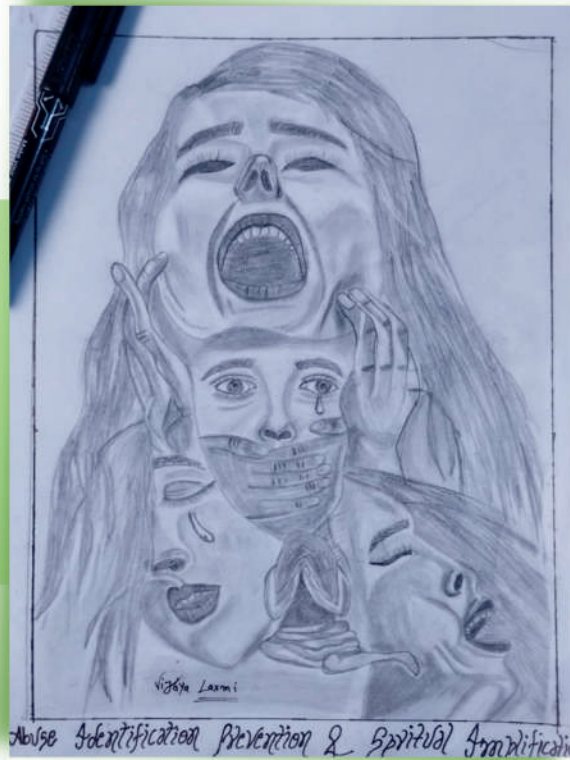
Mahima Singh
Aryabhata computer institute, Buxar



Shubham Andrao Katole
Kumbhalkar College of Social Work,
Wardha



Neha Kumari
S.M.College, Bhagalpur



Vijaya Laxmi
Aryabhat Coaching Institute, Bihar



Neha Kumari
S.M.College, Bhagalpur

RESOLUTION MECHANISM

DANCE MOVEMENT THERAPY

As part of the Resolution Mechanisms offered to the Rakshins, **Vidhi Desai conducted Dance Movement Therapy (DMT)**. This provides participants with a means to express themselves, release tension and trauma, discover their inner voices, and foster personal growth and independence. It can be practiced both individually and in group sessions across various sectors, including **health, education, social services**, and the private sector. DMT is rooted in the belief that movement reflects an individual's **patterns of thinking and feeling**.

By engaging in DMT, participants can experience a **transformation in their self-perception**, allowing for less fulfilling behaviors to evolve into **healthier expressions** and **addressing social struggles** through alternative movement outlets. The implementation of psycho-physical techniques within DMT offers new hope and possibilities for individuals facing psychological and social challenges.



- Perception of Self-Image
- (both physical and mental)
- Anger Management
- Feelings of Insecurity
- Verbal articulation and expression
- Handling relationships
- Developing long-term vision of life



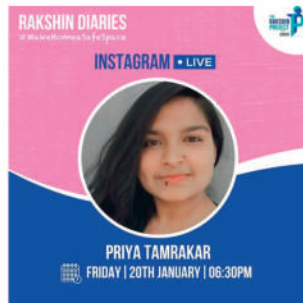
We have successfully completed two batches of Dance Movement Therapy in 2022-23.

It helps individuals to become more aware of their **bodily sensations, movements, and emotions**, allowing them to better understand how **trauma has affected their body**. It also provides a safe and non-verbal way for them to express and process emotions related to their trauma. It helps to promote healing and support the recovery process from **child sexual abuse** by providing a safe and supportive environment for students to express and process their emotions related to the trauma. It can also help them to **build confidence and self-esteem, feel a sense of accomplishment**, and move forward in a positive direction. By using movement and body awareness as a **therapeutic tool**, DMT can help individuals **overcome mental and emotional challenges** and achieve a **greater sense of well-being**.

SUSTAINED ENGAGEMENT



RAKSHIN DIARIES



Rakshin Diaries functions as a platform that showcases the effectiveness and positive influence of The Rakshin Project. This platform encourages individuals to share their personal experiences and stories illustrating how the **program has impacted their lives**, while fostering community awareness.

The act of sharing personal stories on Rakshin Diaries is a **potent catalyst** for change, as it dismantles barriers that often hinder individuals from seeking help or **pursuing new opportunities**. Through this platform, participants contribute to creating a more supportive and inclusive environment for **preventing child sexual abuse**. Rakshin Diaries helps **strengthen the community and drives transformative change**, establishing a safe space where **conversations about child sexual abuse are no longer considered taboo**, and individuals who express themselves are not **subjected to stigmatization**.

Since the beginning of the year, we have conducted **26 Rakshin Diaries** sessions, where students from **various colleges, encompassing urban, semi-urban, and rural settings**, and representing diverse fields of study such as science, commerce, and arts, **share their heartfelt stories**.



WOMEN'S SAFETY ACCELERATOR FUND



Women's Safety Accelerator Fund (WSAF), an initiative funded by IDH - The Sustainable Trade Initiative, Ethical Tea Partnerships, Unilever, Tesco, Twinings and Taylors is a bold, new, gender-transformative program that aims at creating awareness on Gender-Based Violence in agricultural value chains. **It is a consortium of private and public actors, non-competitive collaboration to promote Women's Safety by using the UN Women's 'Global Women Safety Framework in Rural Spaces' and ensure that 'all women and girls are socially, economically and politically empowered in rural spaces that are free from sexual harassment and other forms of violence'.**

Operating in over 161 tea estates in Assam and West Bengal, WSAF is implemented in the tea gardens by 6 implementing partners, Sakshi has been empanelled as one of them.



PROJECT OVERVIEW

Since the beginning of 2022, as one of the Implementing Partners, **Sakshi** has been executing the WSAF Programme in **23 tea estates of Darjeeling of 4 producer groups, Andrew Yule, Chamong, Goodricke and Jayshree Tea.**

Sakshi has reached out to **7922 women workers and 807 men workers, 523 representatives of management, staff/sub-staff, identifying 904 Change Agents from the tea gardens and 277 Adolescents.** During the course of the programme, Sakshi set up Internal Committees in 23 tea gardens and did capacity building of the Internal Committee members for the compliance of POSH Act. A key component of the WSAF programme is to reach out to the community at large. With training workshops, rallies, nukkad-nataks, and mega theatre performances, we reached out to over 15000 community members in Darjeeling.

Sakshi is currently in Phase 2 of the WSAF programme, focusing on further strengthening the capacities of the Change Agents and Internal Committee members for taking ownership of the programme and drive sustainability of the learnings.

With the beginning of the year 2023, **Sakshi's implementation of the WSAF programme extended further in 25 tea gardens of Tamil Nadu and Kerala (The Nilgiris, Wayanad and Idukki) and additional 16 tea gardens in Darjeeling, West Bengal.**

“

“Before I didn't have a voice, I was too shy to speak up. Now because of WSAF and Sakshi I can talk and teach my friends about Violence Against Women and Girls. I am thankful to WSAF for bringing this project in our garden.”

MANJU KHAWAS
FIP, Dhajea Tea Estate

”



STAKEHOLDER'S CONVENTION

“

“The main issue of violence is defining various categories of violence which exist and workers are unaware about it. WSAF has been instrumental in making the women workforce differentiate various patterns of violence which can happen with them.”

Suman Bordoloi, Asst Manager, Castleton, Goodricke

”

To bridge the gap between the grassroots and the stakeholders at the district level, to make Women safety a reality, Sakshi organized a Darjeeling Multi-Stakeholder Convention for WSAF in December 2022. Key officials from district administration, law enforcement and judicial system service providers, civil society organizations, tea producers, and tea community representatives came together on a single platform to discuss concerns of women safety in tea gardens .

The convention acted as a medium to share the learnings and the highlights of the program implementation over the past year .Strengthening the access of necessary support system to seek redressal- physical, emotional, and legal was looked into at length The Convention concluded with a commitment from all stakeholders to promote the Women's Safety Accelerator Fund and put a STOP to Gender-Based Violence.



RAJKUMARI - MEGA THEATRE



Rajkumari, a Social Arts initiative by WSAF and Sakshi reached out to over 13,500 people in the tea communities of Darjeeling to sensitize the community on types of violence against women and girls.

The story of Rajkumari revolves around the oppressive norms and patriarchal constructs that perpetuate gender violence. Through its narrative, the play explored the possibility of establishing an equal world when the barriers around gender discrimination are challenged.

Scripted, curated and enacted by local talent of Darjeeling, the mega theatre drew huge audiences and received an overwhelming response from the tea estate management, workers, community members, Samaj leaders, Gram Panchayat, Youth Clubs, Local NGOs, External Stakeholders from District Administration and Law Enforcement as well as representatives of other tea estates who are not part of the WSAF.



[Click here for Original Songs of The Play](#)



CAMPAIGNS FOR WSAF



International Women's Day



On the 8th of March, International Women's Day, Sakshi organised a Women's Day in 5 tea estates of the 4 producer groups - Mim, Barnesbeg, Tukdah, Chamong and Nagrifarm, to bring some fun to interactive learning exercises, along with theatre performances that were aimed to make women feel empowered by finding their own voice and promoting resilience.

A short skit based on gender discrimination, highlighting VAWG was also presented followed by a focused group discussion. The programme also spotlighted Super Women from the estate who has led the change to speak about Women's Empowerment and ended with a signature campaign. The widespread programme reached out to 333 women workers, 11 men workers and 12 representatives from the management and staff in one day.

The workers felt appreciated and special and one of them also mentioned that, this was the first time that she was celebrating women's day in her entire lifetime. She also shared that, she was expecting someone from her family to wish her women's day but no one did. When she came to work she felt very happy and elated that a whole program had been organised for the women at her workplace.

Domestic Violence Campaign

Set up in the heart of Darjeeling, from 24th till the 26th of March, **Sakshi in collaboration with Gorkha Women's Welfare Forum, organised a campaign to open dialogue around the impact of Domestic Violence, raise awareness and shift attitudes to stop violence by nipping it in the bud. The entire event emphasised a call for collective action to support the survivors of violence by creating a safe space for them.**

Sakshi reached out to over 4000 community members with a series of activities ranging from signature campaign, face painting, spoken word poetry to a musical theatre performance highlighting the urgency to address domestic violence.



TESTIMONIALS - WSAF

"Gender equality means treating both boys and girls the same. If we start this from early life there will be less to no cases of violence against women and girls."

Third Beneficiary (Daughter of one of tea estate workers)

"We were all laughing and crying with the actors. In such short time, you taught us our role in preventing violence against women and girls."

Mr. Dilip, Staff of Okayti Tea Estate

"I thank the WSAF program and team Sakshi for conducting the awareness program in our tea estate. We have learned a lot about Women's Safety and Creating Safe Workspaces for Women. It is truly something all workers should attend and practice. I would love to learn more about the cause and take it forward with my community people."

Staff, Pussimbing Tea Estate

"I really liked today's session with the team. The WSAF program has helped me gain knowledge about so many new things but most importantly, women's safety. I am so thankful for this program that it encourages women to be brave and stand for their rights."

IC Member, Chamong Tea Estate

"I am extremely happy to be a part of this Internal Committee(IC) training session. This discussion on domestic violence on women is something that happens in our society as well as in our workplace. Everyone should be made aware of such instances of violence and what they can do if any such instance takes place. We should all come together and help people to be safe not only in the workplace but also in the society we live in."

Prayash Rai, Assistant Manager - Sungma Turzum Tea Estate

"I really liked the program and found it very effective. The play was well performed and the message given by the play was relatable to our everyday lives. All these instances of Violence Against Women and Girls can be put to an end if we stand together for women and their rights. This kind of message should be spread all over."

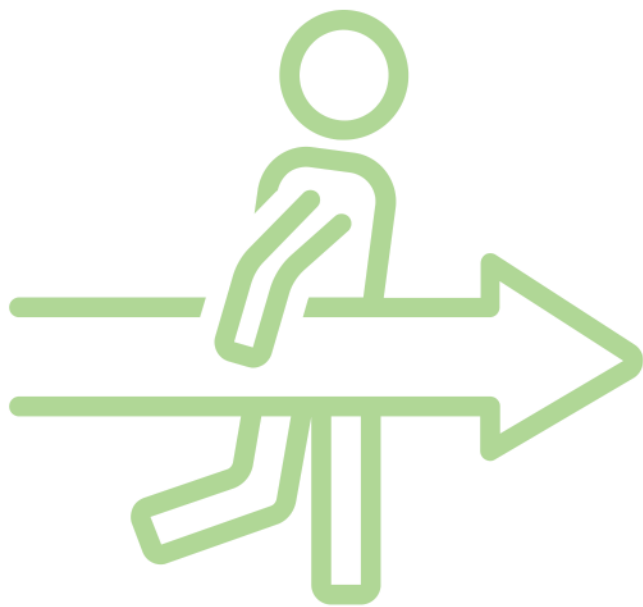
Community Member after attending Mega Theatre

Anju Rai called one of the team members after the show and shared about how much she liked the program at Bhanu Bhawan. She got emotional while watching our Mega Theatre Performance 'Rajkumari'. She could relate it to the everyday situations faced by women in our society. Before hanging the call she said, "Now I am aware of the different types of violence and how I can Report and Stop this."

Anju Rai, Field Supervisor of Chamong Tea Estate

LEAD

LIVELIHOOD & ENTREPRENEURSHIP AWARENESS DEVELOPMENT



The LEAD initiative by CASE Constructions aims to promote and support rural youth in entrepreneurship by providing them with training and guidance on entrepreneurial avenues and ventures in their local area. The project also aims to create a cadre of young rural entrepreneurs in agriculture and allied activities, with the goal of providing increased income and better living to young farmers.

The objectives of the LEAD project are manifold, including increasing employment, society upliftment, infrastructural development, and creating a group of empowered youth that is skilled to venture into entrepreneurship and is capacity-built to understand the importance of creating an inclusive environment for the growth of all. The project is also raising awareness on government schemes and workplace compliance especially POSH (Prevention of Sexual Harassment) and POCSO (Protection of Children from Sexual Offences) for the young entrepreneurs before they start their own enterprises.



SBOX BY SAKSHI



“
Art is but an effort to create,
beside the real world, a more
humane world.
ANDRE MAUROIS
”

SBOX by Sakshi is a full-service strategic communication vertical to foster change and create impact through Design, Performance & Media. SBOX caters to the creative needs of Sustainable Businesses, Development Organizations and CSR Divisions. Empanelled with the NFDC (National Film Development Corporation) as a Communication Agency, Bringing Sakshi's experience spanning over two decades in the development sector with an in-depth understanding of policy and systemic change, SBOX is led by India's top filmmakers and content creators. The result is content that is deeply rooted in experience and empowered for transformation.

Stories matter

1

Strategic Communication

We craft intersections of visuals and storytelling to create unforgettable knowledge, information and education in multiple formats.

2

Campaign Design

We create wholesome & conscious campaigns centred in a human-rights based approach, employing a range of transmedia tools.

3

AV Production

Using powerful storytelling with carefully crafted messaging, we produce high quality audio/visuals for an immersive experience.

4

Performance Production

We build immersive & interactive performance based experiences in multiple formats, celebrating stories from all walks of life.

5

Social Art & C4D

We craft communication with participation from various stakeholders. When message receivers become message carriers, it results in sustained behaviour shifts.

COMMUNICATION BY SBOX FOR THE RAKSHIN PROJECT

SBOX

Sakshi
EQUALITY IS INCLUSIVENESS
Starting 36 Years

CYBER HARASSMENT

An SBOX Production in collaboration with
3 Peepul Productions & Geet Theatre for
The Rakshin Project by Sakshi

Peepul PRODUCTIONS Geet Theatre

#BE_BEKHAUF: SAKSHI'S CAMPAIGN FOR SAFE DIGITAL SPACES FOR ALL

The internet has revolutionized the way we connect, express our views, and communicate with each other, but it has also given rise to cyber harassment and online abuse, making it a vulnerable space, especially for women and children.

We need to change this.

As per **National Crime Records Bureau**, in **2022**, there was a **36% increase** in cyberstalking and cyberbullying cases in India. Women, children, and people from **LGBTQIA+ communities** faced a disproportionate range of this online abuse.

With a majority of them hesitating to report, the on-ground reality is even more alarming, making it all the more important to take action and create a culture of zero-tolerance towards cyber harassment.

Sakshi's **#Be_Bekhauf** campaign addressed this issue by promoting awareness and action against cyber harassment and encouraging bystander intervention. The campaign envisioned promoting a safe digital space for all by engaging in discussions with diverse groups of people and getting to know their experiences and insights related to navigating online spaces.

BE BEKHAUF

FILM

Be Bekhauf Film is an awareness-building tool conceptualized and launched by Sakshi in collaboration with 3Peepul Productions in 2023 to bring changemakers, influencers, and survivors closer to larger virtual audiences.

The #Be_Bekhauf Baatein, a series of interviews, aimed at **raising awareness against cyber harassment and creating safe digital spaces for all**. It allowed us to be a bridge between individuals with inspiring stories to tell and listeners looking to make an impact.

It was a call to action for people to collectively speak up against all forms of online abuse and to stand with those who are being targeted.

I believe it is really important to set boundaries because certain people or comments can effect you, that trick is to not engage but if it still continues then you should not hesitate to report and complaint about it.

I was badly trolled online..... and that is the reality and that's what it is. You cannot turn a blind eye, no matter how strong you are or how protected you are. It does get to you and then you are left hanging.

PAVLEEN GUJRAL
ACTOR/INFLUENCER

COMMUNICATION BY SBOX FOR OTHER ORGANISATIONS

Given, **SBOX's expertise** in communication for **social impact**, **Ryan International** showed trust to curate **Audio Visual Material**

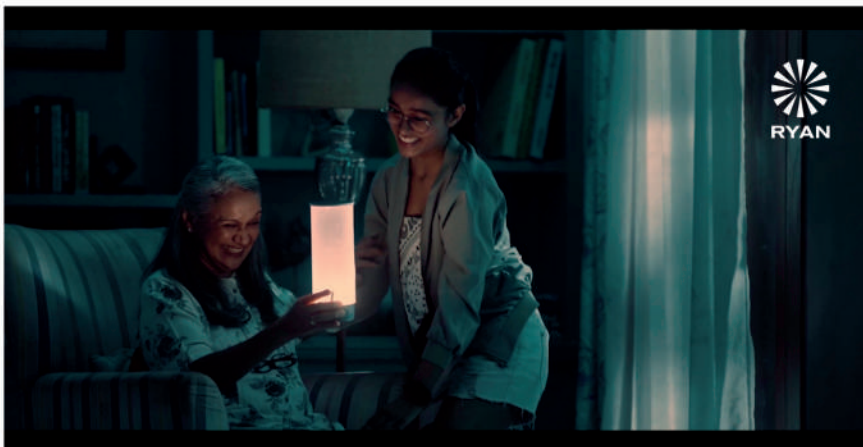
for a Creative and Immersive experience for the learner. **SBOX** made a total of five films for **Ryan International**.



“

"This audio-visual material contributed to greater engagement than we've ever had." Suchiraa Rao

”



 [Click to play the video clips](#)

COMMUNITY BUILDING

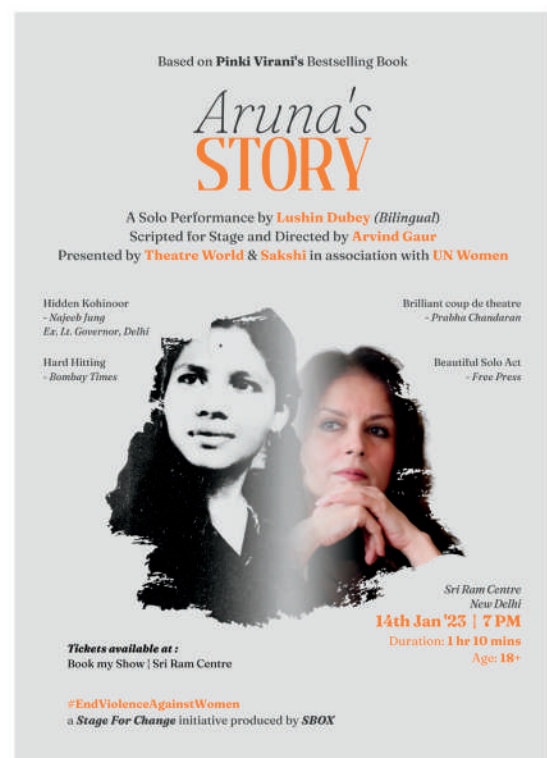
STAGE for Change.

In solidarity with #16DaysOfActivism to end Violence Against Women & Girls (VAWG), Sakshi under its Stage for Change initiative staged "Ghat Ghat Mein Panchi Bolta Hai", a series of interconnected letters in the form of monologues by 9 characters, set in one triggering night.

Performed by the stellar ensemble cast which included Sandip Soparrkar, Swaroopa Ghosh, Padma Damodaran, Ahsaas Channa, Tanranjiti Kaur, Indu Sharma, Shruti Mishra, Harvinder Kaur, Mahima Mishra & Satchit Puranik, the **play sought to examine unspoken and unaddressed truths which inform all our actions and reactions, until we drift away into our cages of denial, silence, shame, and the fear of stigma.**

Packed at its full capacity, the New Delhi based performance centre, The Sri Ram Centre of Performing Arts, was brimming with audiences at the staging of 'Aruna's Story' on Saturday.

The play presented by Sakshi and Theatre World as a Stage for Change initiative under SBox by Sakshi was based on Pinki Virani's book, "Aruna's Story: the true account of a sexual assault at workplace, the worst form of workplace sexual harassment and its aftermath". It showcased the poignant life story of Aruna Shanbaug, through a solo performance by theater stalwart Lushin Dubey. Scripted for stage and directed by the very talented Shri Arvind Gaur.



COMMUNITY BUILDING

Sakshi
EQUALITY IS INCLUSIVENESS



STAGE for Change.

Tailor made for **Midland Credit Management Pvt. Ltd**, Sakshi used its own people **leaders and senior leadership to sing, act and dance**. To drive home the message of **Diversity, Equity and Inclusion** to their employees the series of **4 skits** were showcased in **MCM's Annual Townhall** and **Synergy Team Offsite**.



Designed and implemented by **SBOX** by Sakshi for **CARE India**, Turn IN the light event was a **theatrical experience** made to **celebrate International Women's Day**.

The event focused on creating a level **playing field for coworkers** that would enable them to thrive on the personal and professional front by **encouraging active partnerships** amongst individuals.

AWARDS & RECOGNITION

"GreatNonprofits focuses on helping people make great giving decisions through socially sourced feedback and reviews"

Bill Gates | Bill & Melinda Gates Foundation

Sakshi was amongst one of the winners of the **"2022 Top-Rated Nonprofit"** by GreatNonprofits, the leading provider of user reviews of charities and nonprofits globally.

"Sakshi is a great example of a nonprofit making a real difference in their community, **Their award is well-deserved recognition not only of their work but the tremendous support they receive, as shown by the many outstanding reviews they have received from people who have direct experience working with Sakshi.**" Perla Ni, CEO, Great Nonprofits.



Great Non-Profits

Top Rated Non-Profit

2021



Indian CSR Awards is a flagship initiative by Brand Honchos, A power packed conference, Exhibition, Award and Networking event organized to address the various key issues with respect to CSR in India among the Indian CSR Fraternity and at the same time to acknowledge, appreciate and felicitate those Individuals, Organizations, CSR Heads, Social Workers who are bringing pride, glory to the Nation through their contribution towards humanity and nation building.



Sakshi was honoured as one of the Top Thirty Most Trusted NGOs of India for its efforts to prevent gender based violence.

PARTNERSHIPS



**End Violence
Against Children**

In September 2020, Sakshi entered into a partnership with The Global Partnership to End Violence Against Children which was launched in July 2016 by the UN Secretary-General.

The End Violence Partnership is a global entity focused solely on Sustainable Development Goal 16.2: ending all forms of violence against children giving the systemic approach of Sakshi a global platform to effect change in collaboration with like-minded organizations. With this partnership, the organisation looks to join an international community in the movement against abuse against children and help create the much-needed dialogue on the need to acknowledge children as a vulnerable population who need special care and attention.



give
INDIA

In early 2020, Sakshi was verified as a partner by GiveIndia - the most trusted platform for giving in India, with more than 2000 verified Indian Registered NGO partners.



benevity

In order to drive employee engagement and corporate giving, Sakshi partnered with Benevity, a Calgary-based global platform for purpose-driven corporate activities.



With the onset of the pandemic, technology became a necessary component. To this effect, we partnered with Nasscom Foundation's Big Tech programme which has enabled access to several technology solutions for us.



The first place to find NGOs in India

In 2020, Sakshi applied for and received the transparency key from GuideStar, India's leading certification program for legal and financial compliance for non-profits with over 8500 verified NGOs

TECHNOLOGY GRANTS



GRANTS & FUNDING



GRANTS & FUNDING



GRANTS/FUNDING/DONATIONS	AMOUNT
1.IDH (WSAF)	94386843
2.CNH International.....	7904000
3.Redbull.....	850000
4.Saathire.....	52278
5.Ethical Tea Partnership.....	500000
6.Digital Ocean.....	767700
7.Ashana Singh.....	488000
8.Sunil Malkani.....	224000
9.Give India.....	377330
10. TRST	320000
11. Girish Menon.....	1000000
12.Others.....	194478
13.Vedanta Medical Research.....	536300
14. Saint Gobain.....	43000
15.Midland Credit Management.....	200000
16.Catalyst for Social Action.....	300000
17.Care India Solutions.....	572700
18.Ryan International.....	2814100
19.Mygen.....	8000
20.Girl Effect Enterprise.....	458247
TOTAL	26342020

SOCIAL MEDIA

Sakshi's Social Media platforms saw a **100% Growth** in Following, Viewership & Engagement Rate during 2022-2023 as compared to the previous year.

PLATFORM	APR'22	MAR'23
Sakshi Instagram	1500	1873
TRP Instagram	683	1098
Sakshi Facebook	1562	1800
TRP Facebook	543	597
LinkedIn	585	3279
Total	6752	8647

PRESS COVERAGE

In the year 2020-2021, Sakshi's work featured on a record-breaking **64 Platforms & Publications**

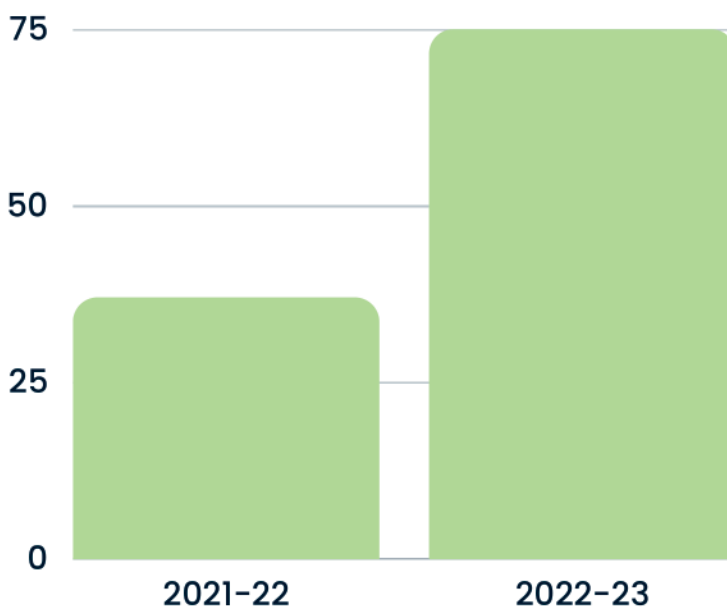


HR AND MORE

Growth strength

Sakshi team has grown significantly with people having unique skills sets working towards project objectives.

We have had a **growth of 50%** in terms of people strength including remote workers and ground support.



Systems and Processes:

Sakshi has **successfully implemented HRM system** to manage the work flow and productivity of employees with respect to dedicated time to achieve timely deliveries. The new **HRM** allows us to have a close monitor and evaluation of our employee remotely as well with a centralised access.

Internal Communication Systems: We have implemented the use of SLACK as our official communication platform. It allows all employees on ground or working remotely be available on a single platform for better flow of communication internally, helping to take quick decision and actions.

Task Management process: The HR team has designed a task management process that help team members to coordinate with each other and have a better **teamwork environment** and gives a clear vision of how all employees are engaged with the organisation.

Recruitment process: Sakshi has a well-defined recruitment process in place to help in the search for talent, selection and onboarding of new members.

Employee Engagement

Sakshi provides a safe working space for all its employees. To encourage employees motivation , satisfaction and mental well being , we conduct various employee engagement initiatives such as team building exercises , Fun Friday, Trivia sessions and recognition , Wellness Session by guest speakers and other regular engagements help to promote a healthy workplace environment.

One on One sessions with employees are also conducted on regular basis for mapping employee well being .



THE LEADERSHIP TEAM



Smita Bharti
(Executive Director)



Deepak Gujrati
(Director - Finance, HR
and Administration)



Natashja Rathore
(Director
Communications)



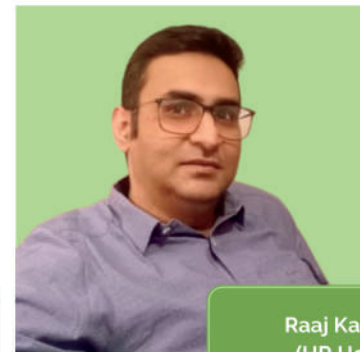
Dr. Aditi Kishore
(Team Lead Sustainability/
Project Head WSAF)



Sumbul Dawood
(Senior Manager -
Operations TRP)



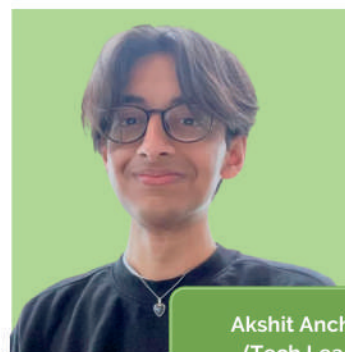
Ramya Nisal
(Programme head -
TRP/ Senior Trainer)



Raaj Kanjilal
(HR Head)



Michelle Liliyan Harry
(Senior Manager - Operations
and Sustainability/ Project
Controller WSAF)



Akshit Anchan
(Tech Lead)



Swargesh Sannaki
(Manager - MIS/ Senior
Co-host)

THE YEAR AHEAD



The year ahead beckons us to forge ahead with confidence and zeal to take surefooted steps toward realizing our vision of ending gender-based violence.

We shall continue to work toward interrupting the cycle of violence and creating safe spaces for women, children, and other marginalized groups.

In the coming year, we intend to consolidate our learnings and broaden the scale of work by reaching out to a wider audience through our flagship program, The Rakshin Project by Sakshi.

We are intending to reach out to specific groups of stakeholders for this purpose, like Aanganwadi workers and the medical fraternity, who also are an important part of the child's trusted circle.

Compliance with POCSO Act and POSH law is the need of the hour and has been time and again flagged.

In the coming year, we will be looking at new strategies and campaigns to create a public discourse around compliance.

This will be in continuation with our work around capacity building for compliance, like creating skill-built Internal Committees and local committees and training of third-party members, amongst others.

Our belief in the strength of collective action at all levels motivates us to seek partnerships with other stakeholders who share our vision of ending gender-based violence.

We believe in our audacious goal.
We are committed to our actions.

