



Diversity and Inclusion Policy

National Foundation for India (NFI) respects and promotes plurality and diversity in terms of gender justice, ethnicity and identity. Inclusion is one of our key thematic areas, and an organizational principle, including all forms of social, economic and regional diversity and inclusion. Our priority is to promote a special focus on those marginalized and discriminated against on the grounds of gender and sexuality, class, caste, religion, location, ability and age.

Internally NFI upholds diversity and inclusion by having more women both in the Board and operations; we choose to have Board members and programme staff from different religious, regional and ethnic backgrounds. Our HR policies and staff rules are respectful of gender equity, religious and ethnic diversity. We have tried to decentralize and share leadership within the organization by creating a senior team that works with the Executive Director in all the key decisions, as well as made all financial information absolutely transparent to the programme team. Team members are encouraged to play facilitation roles among peers towards enhancing confidence in leadership roles.

Our grantee partners represent not-for-profit secular organizations across regions, geo-political, linguistic, religious, ethnic and gender identities. Our grant making specifically supports grassroots NGOs with secular and plural leanings: we support partners who work with the last mile communities of indigenous and non-indigenous tribes in most difficult to reach regions of the country, partners working on the issues faced by religious minorities, partners who work amongst the disadvantaged castes and social groups, and with partners who are gender diverse and gender aware. We encourage working through capacity-building, mobilizing and empowerment approaches that enhance leadership and participation in accessing rights. We have supported campaigns and advocacy groups towards upholding the rights of the most marginalized. We also commission research, films and publications, as well as organise cultural and academic events around issues of marginalised communities.

Our work so far has included promoting the SDG slogan of Leave no one Behind with governments, CSOs and youth collectives; as well as economic inclusion and livelihoods security programme in tribal areas of Orissa and Chhattisgarh as well as remote areas in Assam, NFI has been promoting the visibility of the North-east states, fostering dialogue, leadership awards for community activists and youth working for peace; and consistently provided support to platforms that promote citizen dialogue on difficult issues.

We aspire to be role models on Inclusion and Diversity since it is part of our mission statement. We feel that diagnostic and audit exercises will help us to strengthen our practices upholding these aspects, and identify challenges while indicating how we could address them.