
HID Forum

No.21/4, 1st A Main Road,
2nd Cross, Atmananda
Colony, Sultanpalya,
R T Nagar Post, Bengaluru,
Karnataka - 560032

2019-2020 ANNUAL REPORT

www.hidforum.org



ORGANISATIONALPROFILE

Human and Institutional Development Forum (HID Forum) is a not for profit organization located in Bengaluru. Founded in 2002, HID Forum works in south India with a focus in Karnataka and Telangana. HID Forum engages with most marginalised communities such as Dalits, Informal economy workers, other minority communities like Sexuality Minority, Sex Workers, agricultural labourers particularly women from these communities.

HID Forum engages with civil society organisations, informal groups and people's organisations that are headed by and who work with these vulnerable communities.

Purpose

To empower the poor, marginalised and discriminated sections of Indian society to live a life with dignity.

Partners

- Civil society organisations (CSOs) and non-governmental organisations (NGOs) engaged in implementation of development projects.
- Networks and alliances that pursue development objectives at the macro level.
- Informal sector organisations of construction, beedi rolling workers CBOs.

Core areas of engagement

- Building capacities of the organisations of the marginalised to respond to growing vulnerability.
 - Strengthening governance and financial systems of institutions in the development sector.
 - Facilitating gender mainstreaming and institutionalisation.
 - Accompanying partners in planning, monitoring and evaluation processes for sustainable impacts, and to develop context specific theories of change.
 - Strengthening leadership in the delivery of development objectives.
 - Conducting reviews and evaluations of development initiatives, programmes and policies.
 - Conducting research, documentation and knowledge building for the social sector.
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ORGANISATIONAL MODEL

Key thematics

1. Identity, Dignity and Diversity (IDD)
2. Leadership and Organisational Change
3. Deepening Democracy

Strategies

HID Forum adopts multi- pronged strategies in supporting civil society organisations. They include:

1. Community Strengthening
2. Building people's and institutional competencies
3. Research and Knowledge Building

Organisational Model

As small and flat organisation, we work with a large resource pool of close to 60 professionals located across India. Drawing on their expertise and collaboration enables us to have wide geographical and thematic outreach. In the last decade we have been able to engage with about 150 organisations. We have also trained 50 individuals as Organisational Change Facilitators, who are an extension of our resource pool.

ACKNOWLEDGEMENTS

We thank all the partner organisations who trusted in us and collaborated with us.. We also thank many individuals and institutions who enabled us to engage with various partners and communities.

- Misereor / KZE
- Association for India's Development (US)
- Dr. Anuradha Prasad,
- Mr. Gagan Sethi,
- Mr. Haritha Sarma,
- Mr. Dileep Kamat,
- Ms. Srilakshmi Divakar,
- Mr. Bhargava Gadiyaram,
- Dr. Eswara Prasad,
- Ms. Vanya Joseph,
- Ms. Vartika Jaini,
- Ms. Asha George,
- Ms. Vidya Shankar,
- Mr. Shankar Kenchanur,
- Mr. Aditya Prasad,
- Dr. Uma Ramaswamy,
- Dr. Vasavi,
- M/S G. Anantha & Co
- Our Governing Board members,
- Interns and volunteers

We deeply appreciate the contributions of many others for having invested in our growth.

OVERVIEW OF THE YEAR

While the year 2019-20 saw many ups and downs as a nation. Many marginal communities were affected due to the changes. We at HID Forum tried to stay tuned to the needs of our communities and responded to them to our best abilities. While the focus during the first half of the year has been largely on the community engagement and partner organisation strengthening, the second half has been to effectively deal with covid19 lockdown.

Our struggle during this year has been to find the ways to engage with these issues and be responsive. While at one level HID Forum has been able to mobilise, plan and respond to the covid19 and lockdown, the struggle remains on other fronts. Our continued efforts of engaging with the community at multiple layers, be it our programmes or relief work has held the understanding of dignity central to our approach.

We continue our work under key partnerships using multi-pronged strategies that enable us to support our partners to be effective and adaptable and in the process by being adaptable ourselves. HID Forum during this year deepened its engagement with selected cohort of partners in its institutional building efforts and in the Covid19 relief front.

We collaborated with a total of 15 organisations during 2019-20 under various partnerships, some with accompaniment support and others through our strategic partnership with civil society organisations.

LIST OF ORGANISATIONS WE ENGAGED WITH DURING 2019 - 20

| # | Name of the Organisation | Location |
|----|--|-----------------------|
| | I. Limited Partnership | |
| 1 | <i>Thamate</i> | Tumakuru, Karnataka |
| 2 | <i>Safai Karmachari Kavalu Samithi</i> | Karnataka Level |
| 3 | <i>Karnataka Sexuality Minority Forum</i> | Bangalore, Karnataka |
| 4 | <i>Ebenezer</i> | Bidar, Karnataka |
| 5 | <i>HELP</i> | Davanagere, Karnataka |
| 6 | <i>Sahara</i> | Kalburgi, Karnataka |
| 7 | <i>MWF</i> | Delhi |
| 8 | <i>Mehnath Construction Workers' Union</i> | Kalburgi, Karnataka |
| 9 | <i>Neralu Beedi Workers' Union</i> | Davanagere, Karnataka |
| 10 | <i>Swatantra</i> | Bangalore, Karnataka |
| 11 | <i>Navajeevana</i> | Bangalore, Karnataka |
| 12 | <i>Samvada, Baduku Community College</i> | Karnataka |

In working with 15 organisations, 12 were supported under institutional building through accompaniment strategy and we continued our collaboration with 3 organisations as part of the Strategic Partnership to offer different programmes for the sector. Our partner organisations work with Dalits, youth, construction workers, grassroots women's organisations, manual scavengers, sexuality minority, sex workers, youth and vulnerable groups.

Out of the 12-accompaniment support, 11 are from Karnataka and 1 from Delhi. We worked with a range of organisations in terms of nature and size - NGOs, CBOs, People's Organisations. We also engaged with various local grassroots educators to strengthen their work with the marginal communities.

As a part of people and institutional competencies building strategy, we offered diverse learning platforms to various individuals from the sector. We offered the 6th batch of Leadership for Social Transformation in Karnataka. We also initiated a new programme called Mahila Kotte _Aurat ki Majlis, a women's programme aimed at strengthening grassroots women on leadership and self.

Under our strategic partnerships, we have institutional relationship with Trust for Development Services (TfDS) and Group Relations India (GRI). In collaboration with GRI, we offered two Introductory workshops on understanding group relations and unconscious.

In the field of Research and Knowledge building we have developed a position paper on typology. This paper is based on our experience and learnings of working with CBOs. Apart from this, we have a draft report of the livelihood situation of the marginal communities in selected districts in Karnataka paper and in the process of finalisation.

INTERNAL PROCESSES DURING 2019 - 20

HID Forum also undertook evaluation process which gave insights on where we need to focus more on and what our strong points have been. This was a good opportunity to relook at some of our approaches and helped us think through for the coming years.

HID Forum underwent a retreat to relook at the strategic direction of the organization. The retreat helped us to identify and position HID Forum for coming years in the development sector. Future for HID Forum lies in strengthening value based leadership, building vibrant learning organisations and deepening community engagement. We are excited to take this forward with all our partners

The last month of the year was extremely crucial to our work with the covid19 and lockdown. We initiated relief work in collaboration with our partners in 8 districts of Karnataka and raised 45 lakhs toward supporting the vulnerable families. Our team members were also involved in the migrant issues through being in muster centers supporting safe travel of migrants in collaboration with district administration and other civil society organisations.

We have engaged with other civil society organizations to understand the present system them better and we intend to collaborate further.

Following are the internal staff learnings during the year:

In the year 2019-20 the staff of HID Forum accessed several programmes.

| SI No | Name of the event / programme attended | Name of the staff |
|-------|---|-------------------|
| 1 | Listening to the Unconscious (LTTUC) organised by Group Relations India | Venkatesh |
| 2 | Finance, Societies Act, FCRA and related Compliance. - 6 webinars | Remya Prasoon |
| 3 | 3 day Applied Behavioural Sciences Summit on Humanness in organisations and society- Refocus on sensitivity in the digital world Organised by Indian Society for Applied Behavioural Science (ISABS) | Anjali Lal |

| | | |
|---|---|---------------------------|
| 4 | Design thinking – designing organisations Organised by Leadership Academy, Janvikas. | Anjali Lal and Venkatesh. |
|---|---|---------------------------|

During the year our team member Mr. Chandrashekar moved on. We wish him good luck in his teaching endeavour. We are happy that Mr. Sameer has joined HID Forum and we welcome him.

We would like to thank all our partners and well-wishers for making this year meaningful. At the same time, we stand with all our partners and our communities with their struggles.

Team HID Forum

DETAILS OF OUR WORK

Institutional Building and Organisational change

This strategy involves working with partner organizations in identifying change needs and strengthening their effectiveness. The focus of this engagement will be predominantly organizations involved in grass root work. HID Forum will support organisations who are actively involved with Dalits, Informal economy workers, Adivasis and other marginal groups like agricultural labourer, sexuality minority, sex workers, NGOs, CBOs and Networks working with marginal communities for their empowerment.

These are short term partnerships limited to working on specific issues like identity, dignity and diversity.

HID Forum mobilizes resources to the best of its ability for organisations facing resource constraint to undertake institutional building processes. However, some of the partners do have some financial resources to contribute to the programmes.

We supported 12 organisations during 2019-20. They broadly fall under the following organizational types and thematic:

1. Informal economy - largely community based organisations working with beedi workers, construction workers, manual scavengers, sexuality minority.
2. Empowerment focused organisations - working on grassroots women's empowerment.
3. NGOs working for vulnerable communities - organisations working with youth and women.

Institutional building requirement of the organisations:

Most of the organisations we engaged with were small CBOs, few large initiatives, networks and membership-based organisations. The institutional building needs varied from partner to partners based on their lifecycles.

Following is a consolidation of the areas of institutional building needs of the partner organisations:

- Strengthening of CBOs through capacity building for members.
 - Strengthening identity of the organisations – through revisiting vision, mission, values and facilitating strategic planning
 - Enhancing leadership capacities.
 - Capacity building through increasing awareness on labour laws, youth, facilitation competencies.
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HID INTERVENTIONS

Areas of Human and Institutional Development (HID) intervention

Our engagement includes multi-pronged approaches - capacity building, assessments, human resource support and so on. These strategies are deployed based on the specific needs of organisations. In 2019-20, the HID interventions made among our partner organisations can be consolidated as follows:

1. Strengthening civil society organisations and CBOs for effectiveness
 - Institutional Building – identifying the needs of partner organisations and collectively agreeing the areas for strengthening.
 - Co-creating interventions that result in strengthening the partners effectiveness. This also involved establishing OD groups in partner organisations.
Support membership based People's Organisation in membership increasing, leadership building, governance strengthening, planning.
 2. Support in conceptualisation of people's organisations and clarifying the role of CBO and promoting organisation. HID Forum's role was to facilitate the promoting agency to understand its ecosystem.
 3. Providing programmatic support to partners in strengthening their engagements with community.
 4. Capacity Building of individuals and organisations. As part of this strategy, HID Forum offered various programmes in collaboration with strategic partners like unconscious in self and groups, leadership for social transformation, and facilitate access to such programmes by the partners.
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HIGHLIGHTS AND EXPERIENCES

A. Large system: are the CBOs, membership organisations with 150 and more members.

- Our engagement with the CBOs involved capacity building on leadership for executive committees and active members, increasing membership. There were experiences where the CBOs found it difficult to organise regular meetings due to lack of resources.
- While in the process of support, we realised the dependency of both the CBO and promoting agency to do all the work. This needed constant reminding to all members.
- With some CBOs we approached the OD process through the leaders who started it. The OD process require them to take up building secondline which creates various conscious and unconscious resistance to change. While with others developing proposals for funding has helped in asking difficult questions and resulted in thinking about strengthening. In few partners the dependency was quite high and resistance was felt through lack of sponsorship of leaders for interventions.
- The issue of sponsorship and willingness – we have faced situations where the promoting agency is largely dependent on one leaders and the leader's level of sponsorship and willingness has deeply impacted the institutional building of the collective.
- The issue of confrontation and trust has been one of the themes that we experienced during this year. With some leadership members, especially founding leaders there was resistance to engage in a democratic way. Detailed discussions also reached a point of putting on hold the institutional building process and the leadership wanting time to think through. However, we are happy that they do see the importance and have come back expressing their interest to strengthening.
- Participants of Leadership for social transformation programme decided to undertake small exercises on poverty, inequality, with the members. This led to an increased awareness on various inequities in the communities and deliberated on way forward.

B. Small systems:

- Our engagements with small systems involved programmatic support, human resource support, institutional building support, designing and facilitating various capacity building of team.
- We have also collaborated with resource support organisation to help strengthen their partners. This has helped us to reach out to more community-based groups that need such support. Various issues including governance strengthening, partnership conversations, and conflicts were explored.

We offered human resource support to certain partners to strengthen their programmatic interventions. These associates are in many cases facilitating the development of people's organisations. As part of our commitment, we continued 3 human resource supports from the previous year.

- Offered to an individual who works in a partner organisation in Delhi. The organisation has developed and deepened through supporting its programmatic approach. As part of the support, the partner organisation has developed a strong strategic direction for its programmes.
- We offered support to a partner organisation in Kalburgi district. Through this human resource support, the partner successfully initiated the establishment of a people's organisation of construction workers. HID Forum has been co-journeying with the organisation in this intervention. Through the partner organisation, HID Forum played a critical role in helping facilitating the role of promoting agency, and in providing support to the CBO during its early stage.
- The 3rd human resource support was offered to a social worker in Koppal district who works for the cause of Devadasi women. Under the support, she has mobilised Devadasi women from around 15 villages to come together. Our focus in this is to enable the social worker to become a point person in Koppal for engaging with Dalit Devadasi women.

Overall, all our efforts during this year have been towards deepening our work with selected few partners and bring them together as a cohort.

IMPACTS OF INSTITUTIONAL BUILDING PARTNERSHIP

Overall, we collaborated with 12 partners under this strategy. 5 NGOs, 4 CBOs, 2 people's organisations and 1 large membership-based organisation. Most of our work focused on planning, accountability, strengthening the identity, governance, apart from vision, mission, and strategy development. We also provided support in strengthening the programmatic approach of partner organisations.

Following are some major impacts of our work:

Partners were able to reach out to nearly 3000 members through various programmes. We have reached nearly 1,537 members of the community to access their entitlements, provided legal support to 24 members for instances of domestic violence, property disputes, land disputes, accident cases, harassment from husbands, maintenance related cases, divorce cases, cases of sexual offences on children under POSCO and cruelty against wife, and instances of loan surety given by community. Many awareness camps and meetings were conducted in bastis on issues like DV act, safety, women's rights, sexual harassment and steps to be taken, and labour laws.

Another area of engagement with these partners has been to identify active community members to develop from within the community, strengthening the engagement, and organisational programme direction. Discussions with these members have brought in greater ownership and stake in the interventions of the organizations.

The partners and the community members have over the time built a reliable working relationship that enables the community and the partners to collaborate and increase their capacities in facilitating and accessing their entitlements. Our future approach of engagement with select partner organizations intends to focus in the arena of building value- based leadership.

Facilitating the strengthening of 5 NGOs in the areas of systems, structures, governance, strengthening their partners and clear change maps to guide the organisations. The partners now have a greater understanding of change, have developed stronger systems of planning, clearer programmatic approaches.

- Facilitating an institutional building process of CBO with the founding leaders has required constant reiteration of roles they assume. The process has led to a collective understanding of strengthening second line leadership. We believe that this engagement has enabled the CBO to establish itself slowly but firmly as an agent of change working for the workers. This process has led the CBO to think about the nature of its membership, diversity, spread. It has also enabled a deeper understanding of poverty, inequality, and its impact on the community.
- In other instances, repeatedly clarifying roles, has not proved to be a smooth journey. The roles taken up by the three organisations HIDE had to be regularly upheld and the process required better coordination. We hope that this engagement, will enable the three organisations, to steadily establish a space of collaboration and growth and thereby working together to bring about rooted understanding of development perspectives.



STRENGTHENING PEOPLE AND INSTITUTIONAL COMPETENCY

This domain is about creating learning opportunities for people to gain and enhance relevant knowledge, skills and attitudes to perform their roles more effectively. This in turn enables individuals become sources of and resources for change. HID Forum collaborates with other organizations in offering various competency-building programmes.

1. Leadership for social Transformation

- We offered the 6th batch of Leadership for Social Transformation (LfST) in Karnataka. This was a 4 modular programme and a total of 22 participants enrolled for it. 17 of them successfully completed the programme. For the first time we introduced mentoring for the participants by alumni of CLM.

2. Mahila Katta – Auraton kiMajlis (MK-AKM)

HID Forum recognised the need to engage with grassroots women in development sector. As part of its women's empowerment programme, which is aimed at strengthening grassroots women in development sector, HID Forum offered a 4 modular programme called MK-AKM.

After the 2 exploratory meetings with women in the North and South Karnataka, it was realised and reconfirmed by the women that this initiative could be taken forward. So far, we have organised two modules. Given the present context of the pandemic, we have been supporting the cohort through telephonic conversations.

STRATEGIC PARTNERSHIPS

These are institutional partnerships on specific themes with focus on extending HID opportunities for the development sector. In such partnerships the institutions involved, contribute their specific expertise and human and material resources. Specific roles that each organisation will play in every engagement are clearly defined and agreed upon. During the year we offered learning events in collaboration with Group Relations India (GRI).

1. Introductory workshop on understanding unconscious in self and groups

GRI and HID Forum collaborated to offer two introductory workshops on understanding unconscious in individuals and groups. The workshop was designed to offer an introduction to unconscious processes through semi-structured experiential exercises, simple concept sessions on unconscious in individual and groups (overt and covert processes, boundaries and task and basic assumption group) followed by group discussions with guiding questions and sharing in the plenary.

Both workshops in Bengaluru and Dharwad were received well. The first workshop held in Bengaluru had 22 participants (11 women, 6 men and 3 transgender persons) from Bengaluru, Davangere, Chitradurga districts. All of them were from small organisations working with different communities and were a mix of people in leadership positions and community workers. The second workshop in Dharwad had 17 participants (7 women and 10 men) from Kalaburgi, Bidar, Belagavi, Dharwad, Haveri, Raichur, Davangere districts.

RESEARCH AND KNOWLEDGE BUILDING

This enables us to explore themes and methodologies related to institution building processes (such as leadership, gender mainstreaming, Dalit socio economic development and so on) in different contexts. This informs our work and helps develop a knowledge base on HID and helps HID Forum develop responsive strategies to help the communities and organisations.

Research and knowledge building are a theme that cuts across our work. All our research is based on our experiences with grassroots organisations and organisations working with the most vulnerable communities.

- Based on our engagement with our partners we have developed a draft paper on livelihoods analysis of the most vulnerable communities in Davanagere, Kalburgi and Bidar districts. This is an attempt to understand the current livelihoods situation and develop a response.
- Based on the experience and learnings from our engagement with CBOs, we have attempted to develop a typology. This position paper charts the phases of a CBO's life journey on parameters like leadership, membership, culture, activities, structure and stakeholders.



LEARNINGS AND CHALLENGES

- ◆ Our belief to consistently invest in small organisations, CBOs, and platforms with no resources has reflected positively through the passion and eagerness by people who belong to and work with the marginal communities.
 - ◆ Working on the issue of building active community members has given us insights into need for conversations with communities on poverty, inequalities, constitution of India and to further deepen democracy.
 - ◆ We are engaged in strengthening diverse people's organisations like those of construction workers, the sexuality minority community, manual scavengers, Dalits, Adivasis and so on. A challenge for us is to be focused on the different development levels, needs and expectations of these various groups given the programmatic pressures and changes in their contexts.
 - ◆ Our experience has been that many organisations carry strong project identity. While such project identity can be changed, the challenge is the identity of the founding leaders to change. Educating the sponsors and leadership in the organisation is a process.
 - ◆ The role of leaders is at times, unconsciously building a dependency model with the members, thereby creating situations where second line leadership becomes difficult. This in turn has affected the collective processes. A challenge is to engage effectively to develop a collective reading and needs for institutional building. We have faced situations where, when we raised such issues with the leaders, the institutional building process was withdrawn or delayed. We take this as a learning.
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- ◆ With regard to LfST at Karnataka, for the first time we introduced mentoring support for participants. The alumni from the previous batches were introduced as mentors for the 6th batch. The alumni's experience of both being part of LfST and applying in the field has proved to be positive. We believe that by building capacities of mentors on the process of mentorship could benefit the participants more.
- ◆ Mahila Kattay is a new initiative and has been a learning curve. To come to a deeper understanding of self is challenging work. We saw a 50% drop in participation by the end of module 2. This also made us realise that while in the development sector we are often all about action and indeed less focussed self-reflections that the sector requires us to do. Only a balance of the two can help us move forward.
- ◆ With regard to doing relief work at the district levels during the lockdown, the uncertainty of the covid19 virus has affected everyone to some extent, however the vulnerable are in a much more precarious location, be it migrant workers, daily wage worker and the marginalised communities. As we are all unsure of how this is going to unfold, we need to be willing to see how we can support marginalised communities by listening to their needs, their experiences and using their wisdom to create resolutions locally.

OUR PEOPLE

Our Board

HID Forum functions through a collaborative and inclusive culture, with professionals from diverse backgrounds. This enables HID Forum to be responsive, creative and offer the type of support needed in the sector.

Following are the board members of HID Forum:

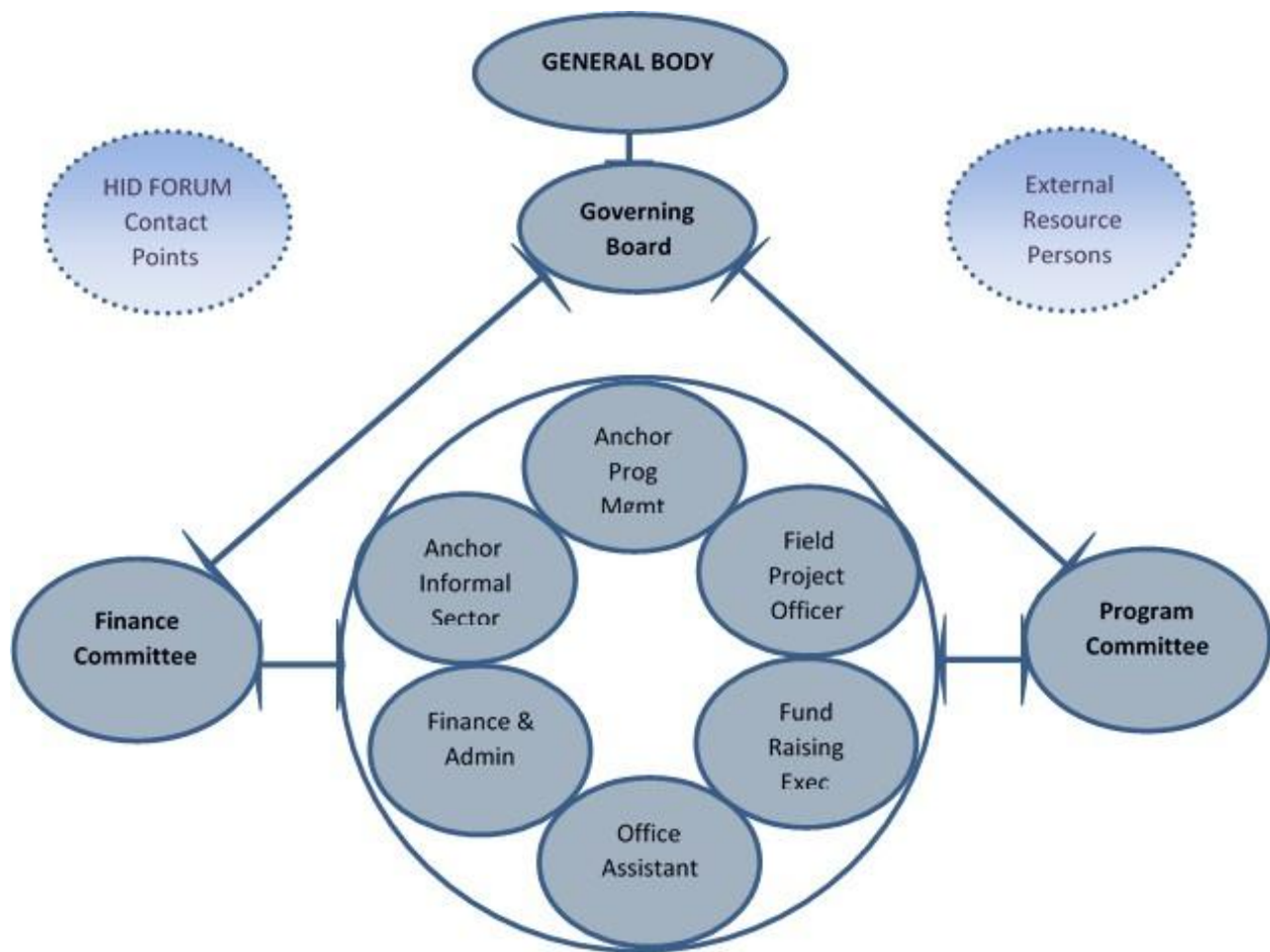
| # | Name | Position | Professional details |
|---|---------------------|------------------|---|
| 1 | Mr. Gagan Sethi | Chair Person | Development educator, with expertise in human and institution development and gender. He co-founded Janvikas and incubated 12 other reputed civil society organizations in India. He is on the governing boards of an impressive number of civil society organizations, facilitating their strategic board governance. |
| 2 | Dr. Anuradha Prasad | Member Secretary | Dr. Anuradha is the founder Director of HID Forum. She is a 'Human Process' professional; and a Professional Coach, Tavistock methodology of understanding unconscious processes. She has held positions of Dean (Social Development) and President of India Society for Applied Behavioural Science (ISABS), and is currently Trustee of Group Relations India (GRI) and the President of Kutch Mahila Vikas Sanghathan. |
| 3 | Ms. Sanmita Kamat | Co-Chairperson | Sanmita comes from a strong corporate background having held various positions in leading corporates like Walmart International, Tata Medical Center, Globus and Westside. She has worked with organisations like CRY as Associate General Manager and ICCO as Head of CSR and Sustainability. |

| | | | |
|---|-----------------------|-----------------------|---|
| 4 | Prof. A. Uday Bhaskar | Co - Member Secretary | Prof Uday holds a Ph.D from IIT - Delhi and Masters degree in PM&IR. He is currently an Associate Professor at the Institute of Management Technology, Ghaziabad. He has been associated with a large number of MDPs for public and private sector clients like GMR Group, EIL, Indian Oil Corp, NTPC, FAB India, Hero Honda, Hindustan Zinc Limited, Indian Economic Service, and more. He has authored many articles in leading journals and conferences. |
| 5 | Prof. Lakshmi Lingam | Member | Professor at the Tata Institute of Social Sciences (TISS) for the past 28 years. She is a teacher, researcher and an activist on gender and human rights. She is on the Curriculum Advisory Boards of several Women Studies Departments in Indian Universities as well as Technical and Ethical Advisory Board member of several NGOs. She was a member of the National Resource Group of the Government of India, Mahila Samakhya program under the Ministry of HRD. |
| 6 | Dr. Rita Naronha | Member | A retired professor, Rita taught social work at the School of Social Work, Roshini Nilaya, Mangalore, Karnataka. She has held board positions in the Centre for Development Studies and Education, KROSS and other institutions. |
| 7 | Ms. Shwetha Kumar | Member | Shweta is a HR professional with 19 years of experience in HR Consulting and HR Management. She has worked across different countries, industries and organizations. She is passionate about the infinite potential of human transformation and her defining personal values are authenticity and a never-ending pursuit of excellence. |

Our Team

| Sl No | Name | Position |
|--------------|-------------------|---|
| 1 | Anjali Lal | Anchor – Informal Sector |
| 2 | Chandrashekar H.R | Field Programme Officer |
| 3 | Manjula | Office Assistant |
| 4 | Remya V Prasoon | Finance and Administration Executive |
| 5 | Sameer Ahmed | Fundraising and Digital Marketing Executive |
| 6 | Venkatesh Prasad | Anchor Programme Management |

STRUCTURE AND MANAGEMENT



IDENTITY AND CREDIBILITY NORMS

Mission

“HID Forum creates & facilitates spaces for individuals and institutions to learn & grow together; accompanies civil society organisations, builds competencies and supports systemic change through grassroots and policy level interventions”.

“To strengthen the most marginal and vulnerable communities who are on the fringes of development. This is achieved through engagement on issues of identity, dignity and diversity”.

We have made the forum an exciting place to be associated with. There is passion for excellence and a culture of mutual appreciation with minimal hierarchy and a tremendous sense of ownership

- ♦ **HID Forum is registered as a Society with The Registrar of Societies, Bengaluru**
- ♦ **Registration No. 326/02-03 dated. 18.07.2002**
- ♦ **MOA available on request**
- ♦ **HID Forum is registered under Section 12A of the Income Tax Act, 1961 – Registration No. DIT (E)/12A/Vol.I/H-379/02-03**
- ♦ **HID Forum is recognized under Section 80G of the Income Tax Act, 1961, DIT(E)/BLR/80G@/167/AAATH2780G/W-1/2007-08 for the period from 01.04.2007 – 31.03.2010**
- ♦ **HID Forum has been allotted Permanent Account No. AAATH2780G by Income Tax Dept HID**
- ♦ **Forum has been allotted Tax Deduction Account No. BLRH017870 by Income-Tax Officer, TDS, Bengaluru**
- ♦ **HID Forum is registered under section 6 (1) (a) of the Foreign Contribution (Regulation) Act, 1976 - FCRA No.094421188 dated. 21.09.2005 Renewal of Registration no. 094421188 for 5 years with effect from 01.11.2016.**

Visitors are welcome to the addresses given on the “contact us” link on our website:

www.hidforum.org

Name & Address of Main Bankers: IDBI
Bank Ltd.,

IDBI House, 58 Mission Road Bengaluru
– 560 027

Ph: 080 22279576-79, Fax: 080 22276364

GOVERNANCE INFORMATION

Details of Governing Board members 2019-20

| # | Name | Age | Sex | Position on Board | Area of competency | Meetings attended |
|---|---------------------|-----|--------|-----------------------|---|-------------------|
| 1 | Mr. Gagan Sethi | 65 | Male | Chairperson | Governance and Organisational development | 1 |
| 2 | Dr. Anuradha Prasad | 64 | Female | Member Secretary | Organisational Development and gender mainstreaming | 1 |
| 3 | Dr. Rita Noronha | 71 | Female | Member | Social work. Teaching & Research | 1 |
| 4 | Ms. Sanmita Kamat | 44 | Female | Co-Chairperson Member | CSR and Sustainability | 1 |
| 5 | Dr. A Uday Bhaskar | 45 | Male | Co Member Secretary | Human Resource Management | 1 |
| 6 | Dr. Lakshmi Lingam | 62 | Female | Member | Gender, Research and Teaching | 0 |
| 7 | Ms. Shwetha Kumar | 43 | Female | Member | Human Resource Development and Management | 0 |

- The HID Forum Board met once in the fiscal year 2019-20 on 13th July 2019.
- Minutes of the Board Meeting are documented and circulated.
- A Board Rotation Policy exists and is practiced.
- The Board approves programmes, budgets, annual activity reports and audited financial statements. The Board ensures the organization's compliance with laws and regulations.

Accountability and Transparency

- No remuneration, sitting fees or any other form of compensation has been paid since inception of the Forum to any Board member.
- No honorariums paid for consultancy services of Board Members.
- Total reimbursements made to all Board Members during the year: Rs.33,549/- towards their travel and stay for board meetings.
- Total cost of national Air travel by all Board Members during the year: Rs.51,359/- No other cost of international travel by all Board Member during the year.

STAFF DETAILS

Staff Details (as on March 31, 2020)

| Gender | Paid Full time | Paid Part time | External Resource persons | Unpaid Volunteers |
|---------------|-----------------------|-----------------------|----------------------------------|--------------------------|
| Male | 2 | 1 | 3 | 1 |
| Female | 3 | 0 | 1 | 0 |

Distribution of staff according to salary levels (as at March 31, 2020)

| Slab of Gross Salary(in Rs.)Plus benefits paid to staff | Male | Female | Total |
|--|-------------|---------------|--------------|
| <5000 | 0 | 0 | 0 |
| 5,000 – 10,000 | 0 | 1 | 1 |
| 10,000 – 25,000 | 2 | 0 | 1 |
| 25,000 – 50,000 | 0 | 1 | 1 |
| 50,000 – 1,00,000 | 1 | 1 | 2 |
| 1,00,000 > | 0 | 0 | 0 |
| Total | 3 | 3 | 6 |

Total cost of international travel by all staff during the year: - Nil.