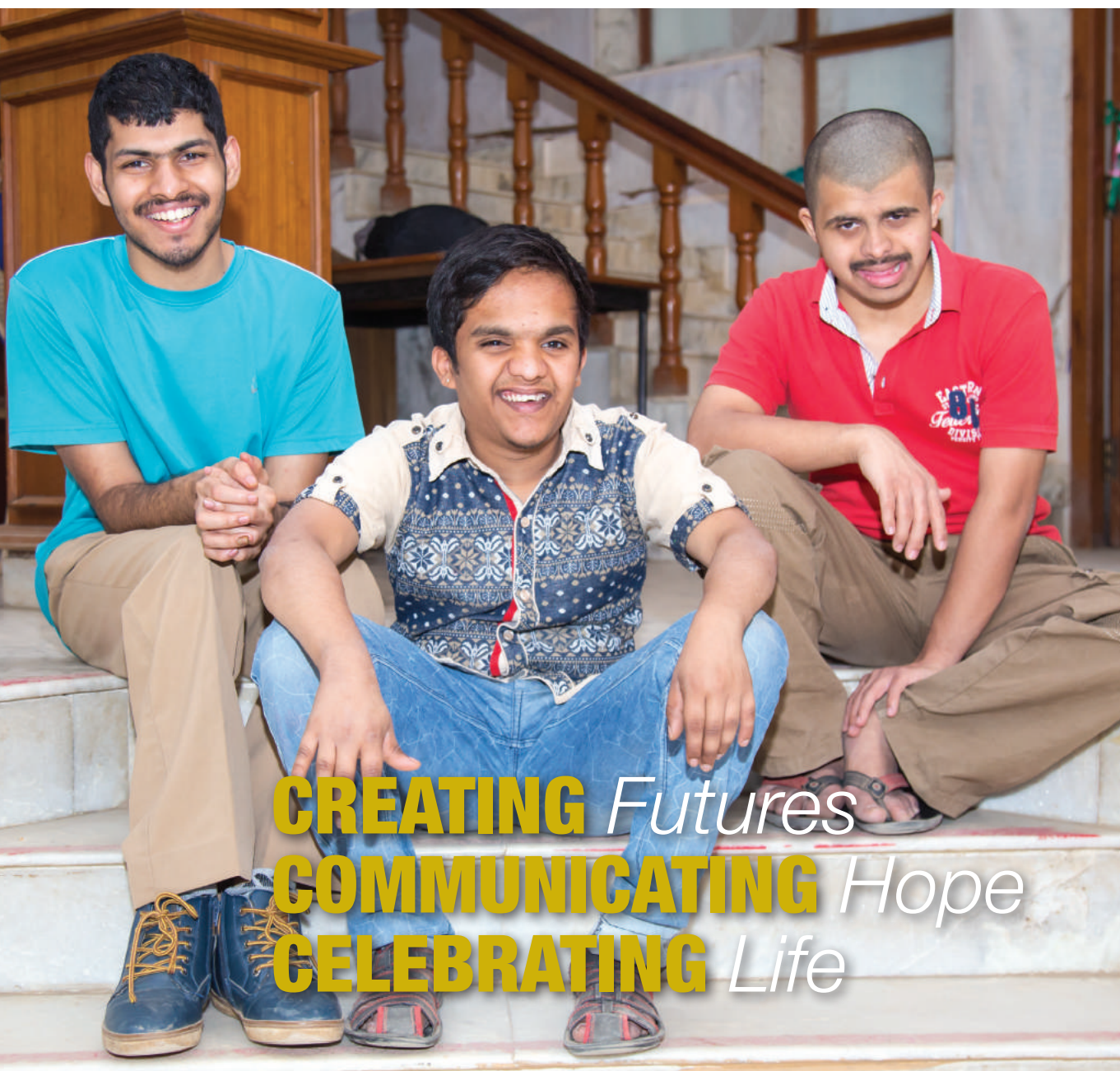


Annual Report 2020



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## From the CEO's desk ....

**T**he year 2019-20 has been a good year for Diya and all its stake holders. It began with a wonderful celebration of our 20th Anniversary, showcasing the skills and abilities of our adults with special needs in welcoming and seating guests, bussing the tables and looking after their needs, introducing our chief guest to providing entertainment. They took care of it all. A beautiful testimony to our work and their potential!

In the coming year, we look forward to building up Diya's involvement in the Community at large. We hope to create partners to provide 'hands-on' training and internships that could result in building awareness, changing mindsets and creating job opportunities. This model will benefit a larger number of adults with intellectual disabilities. We would also like to create and build small pockets of workstations/production units as future self employment opportunities. One of our objectives is to work with like-minded NGOs in building trainer capacity and sharing the Diya training module.

Our dreams are big and the pandemic has already thrown many challenges our way. In the past few months Diya has had to grow and evolve in ways we never thought possible. Switching to an online training program has been a learning experience for all of us. We were given a chance to truly see how our beneficiaries can grow even in the face of adversity. Families have discovered new skills and strengths in their children; adults with special needs have discovered their place of importance and role in the family; trainers have thought out of the box to bring creativity and innovativeness into their training methods and the Organization has thought of new methods to deliver the program and provide support with technology assistance and daily provisions to needy families.

Dear well-wishers and benefactors, we need your support now more than ever before to keep our program going and our dreams alive. Thank you for being with us these past 21 years and we pray that you will continue to be with us in these challenging times ahead.

# ABOUT DIYA

**D**iya Foundation (DIYA) is a Vocational Training Center in Bangalore providing vocational education in life skills and employability skills to differently abled individuals. Founded in 1999, DIYA is a registered charitable Trust.

Adults with intellectual challenges have a huge potential to be self-dependent and productive provided their training is structured and systematic.

At DIYA, the life centered career education curriculum that we follow, addresses a person centered development as per their strengths and interests and provides an easy transition from work to life goals and life security. The very existence of our foundation is our belief that each one can be trained and has the potential to work.

## MISSION

To enrich the quality of life and bring dignity to differently abled adults by training them in life skills and vocational skills, building support systems and enhancing awareness in the community.

## VISION

To see individuals with a disability and their families alive with dignity and pride in the present and operating with love, respect and confidence in the future.

## VALUES

Acceptance, Caring, Creative, Inspiring, Positive, Respect



## OUR PROJECTS

### A PERSON CENTERED VOCATIONAL TRAINING PROGRAM

## Training in Life Skills



### Diya's Trainees learn to manage

- » personal finances,
- » household management,
- » personal needs,
- » family responsibilities,
- » food preparation and
- » leisure activities.





# Training in Employability Skills



**Diya helps open the door to employment possibilities and choices for our Trainees by teaching them**

- » appropriate work habits,
- » how to seek and maintain employment,
- » physical/manual skills, and
- » specific job competencies.



# Training in Inter Personal Skills

**We help our Trainees to develop**

- » self awareness,
- » self confidence,
- » socially responsible behaviour,
- » good interpersonal skills,
- » independence,
- » decision making and
- » good communication skills.





# EVENTS

## 2019

## 2020



### 20<sup>th</sup> Anniversary Celebrations

TCS 10K 2019

Annual Christmas Get together



**“Let us use this time (the pandemic) as a catalyst for change and work together to ensure that all persons with disabilities enjoy the full range of human rights.”**

*Eric Falt in The Hindu  
Director, UNESCO New Delhi*







**Independence  
Day**

**Walk for  
inclusion**

**Quizabled  
2019**

**Hydroponics  
project at  
Diya**



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**30,000**

Less-educated youth  
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since 2013

**466**

BRIDGE Centers  
across India including  
PU colleges, higher  
secondary schools,  
MSW colleges and  
universities

**750**

Trainers trained  
through Bosch  
'Train the Trainer'  
(TTT) program

**3**

State Governments  
in Public-Private  
Partnership (PPP)  
leading to  
upgradation of  
88 Government ITIs

**5**

Awards  
bestowed  
upon BRIDGE  
including FICCI  
CSR and NHRD  
awards

**BRIDGE: "Eliminating Unemployment-One Youth a Time"**



To enroll, call 1800 4191 099 (Toll free) To know more, email [csr@in.bosch.com](mailto:csr@in.bosch.com)



## A Helping Hand from Rajeshwari

**E**ach of the Trainers at Diya play a crucial role in shaping the future of those under their care, and Rajeshwari's story is no exception. She joined Diya a year and a half ago. After an initial assessment of her needs, goals were set for training in Personal grooming and Household Management. Keeping herself healthy and fit with light exercises was also a priority. It didn't take long for her Trainer to discover that with a little bit of encouragement, simple instructions, and consistent hands-on-training, Rajeshwari was able to learn well and also encourage and teach her peers who were slow at their tasks.

She learnt to cook a simple balanced meal, serve herself and her friends at Diya some rice, sambhar, a vegetable and a salad. From identifying the ingredients for the meal, washing and cutting the vegetables, lighting the stove to cleaning up the food preparation area, she began doing it all not just in Diya, but even at home.

The difference now is a happy, well-groomed young lady, with a bounce in her steps who enters Diya every morning, never forgetting to salute as she passes by and willingly lending a helping hand to someone who is struggling to climb the stairs or carry a lunch bag. Her brother is proud to see a happier, healthier more active sister at home.

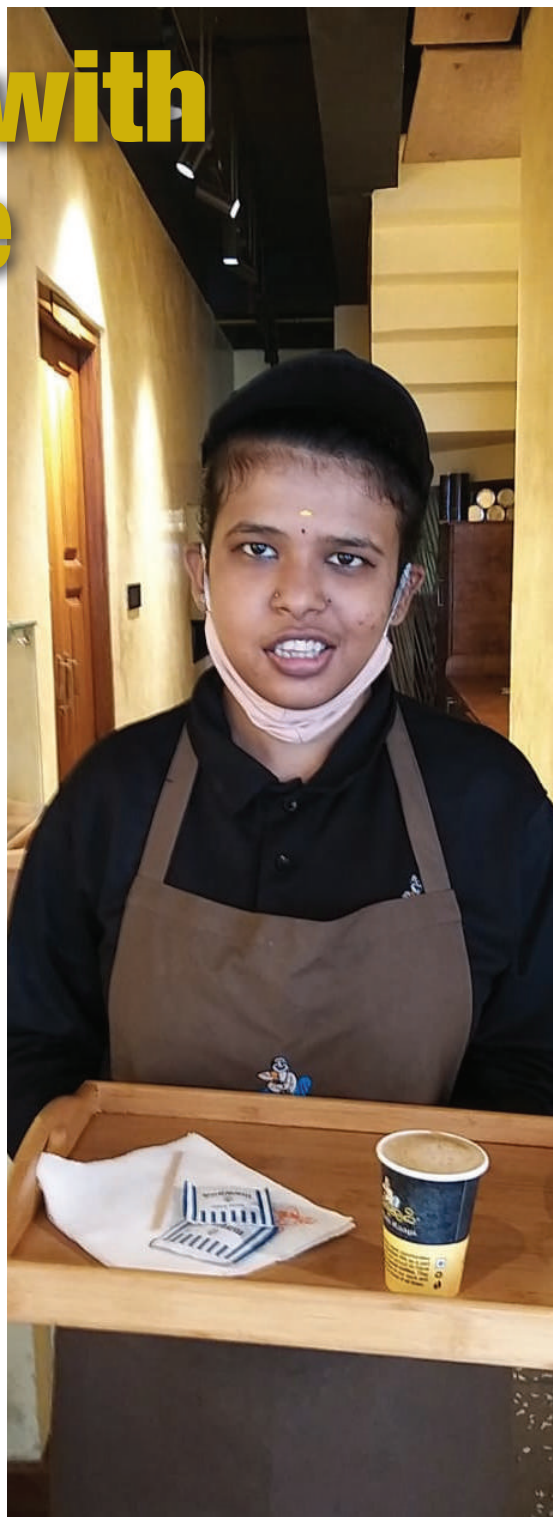


# Brimming with Confidence

**D**iya's Employment Training Program, has been instrumental in preparing **Bhuvaneshwari S R**, for an independent and productive life. She joined Diya in 2018 after studying till the 9<sup>th</sup> grade. A versatile learner, she picked up skills at a fast pace. She was trained to travel by bus and manage household chores like cooking and cleaning. Trainers prepared her to lean less on the support of an over protective family. Being a great listener, she followed every instruction and in a short span of time learnt about the need to work and earn, maintain a personal budget for her expenses, relate with her peers in a cordial manner, take on leadership roles and be assertive when needed.

In 2019, a 3 month internship at **Hatti Kaapi, Indiranagar**, landed her a job at the outlet where she now prepares tables for customers, serves them coffee and snacks and even parcels Swiggy and Zomato orders, all of this with a smile on her face and confidence in her gait. Her colleagues say she is friendly and helpful and her Manager, Mr Manjunath, finds her work commendable. Since joining Diya, her confidence has grown and she now gets invited to participate in fashion shows, showcasing 'Ability in Disability'.

Her mother says, "We are happy that she is independent and can earn."





## The Impact - YEAR IN REVIEW 2019-20

### TRAINING:

- » 45 Trainees
- » 1600 hours of Life Skills training
- » 10 Outdoor Exposure visits arranged for Trainees
- » 8 Internship opportunities for Trainees
- » 7 Job Placements secured

### SENSITIZATION /AWARENESS:

- » 30 Orientation/Sensitization sessions for over 350 people
- » 44 College Internships from 15 institutions
- » 350 Corporate Volunteer Engagement from 9 Corporate Companies
- » 7 Staff Capacity Enhancement Sessions
- » 3 Parent Capacity Enhancement Sessions







- » Creative painting
- » Leadership & Voting Rights
- » Animal assisted pet therapy
- » Career readiness
- » Hydroponics
- » Mock interview & work behaviour
- » Traffic Safety & rules
- » Tea Party
- » Greeting cards for christmas
- » Making Paper Bag
- » Understanding Google maps





# Thank you dear supporters for all your love and support!

## EMPLOYEE ENGAGEMENTS

ANZ, CISCO, Groupon,  
Goldman Sachs, Wells Fargo,  
Toyota, Deloitte, Intel, IQVIA



**THE BANGALORE CHORUS** curated a musical titled ‘The Big Bang 2019’ in aid of Diya Foundation in October 2019. Their untiring efforts and willing spirits helped raise a total of 17,39,000/-. Team Diya remains indebted to Maya Mascarenhas and her team for their contribution to our cause.

## DONORS

- » Bloom Energy
- » CGI
- » Concern India Foundation
- » Deloitte
- » Group On
- » Intel
- » International Trimmings and Labels Ltd
- » NUWARE
- » Thamboochetty Foundation
- » THOUGHTWORKS
- » Wellsfargo
- » Woodapple
- » Shamdassani Foundation





# A New-found Voice for Hemalatha

Cheerful, helpful and a quick learner, Hemalatha, joined Diya, eager to learn new things and make new friends. Learning safety rules on the road and at home, using basic appliances to cook, wash and clean, understanding the value and use of money, ironing and folding clothes, making dosas, are a few of the lessons, activities and skills that she picked up last year. Through sponsored therapeutic

interventions at Diya, Hemalatha has shown significant improvement in oral-motor functioning and increased self-awareness. She has also been training on the Avaz App, an augmentative and alternative communication app that empowers people having speech-related difficulties with a voice of their own. We are now witness to a much more confident individual, ready to take on greater challenges in the year ahead.

# Governance

**Diya is a Tier I partner of Give India and accredited for desirable norms by Credibility Alliance.**

## Registrations

Diya Foundation is a Registered Trust under Income Tax Act of 1961 (Reg. # 386/98-99 dated 23rd March 1999)

Diya is registered u/s 51,52 of Persons with Disabilities Act, 1995 (Reg.# 87 dated 23rd March 2011)

Diya is registered with Income Tax Dept. u/s 12A (Reg. # Trust/718/10A/2000-2001).

Income Tax Permanent A/c #: AAATD3446M

Diya is registered under the Foreign Contribution Regulation Act of 2010 (Reg. #094421612 )

TRUSTEES	AREA OF COMPETENCY	BOARD MEETINGS ATTENDED
Marguerita Lobo - Managing Trustee	Training Program Development	4
Gerald D'Souza - Secretary	Human Resources	4
Col. Michael Angelo - Trustee	Administration	4

ADVISORY BOARD	N E Kumaraswamy	Resource Mobilisation
	Harish Devarajan	Board Governance
	John Mathew	Finance Advisor

No remuneration given to any Trustee. The Diya Foundation Board met four times in FY 2019-2020 on April 15, 2019; July 12, 2019, October 25, 2019 and January 24, 2020. Minutes of the meetings were documented and circulated. The Board approves programmes, budgets, annual activity reports and audited financial statements. It ensures the Organization's compliance with laws and regulations.

STAFF SALARIES	MALE	FEMALE	TOTAL
5000-10000	1	1	2
10000-25000	3	6	9
25000-35000	0	4	4
35000-45000		2	2
Total	4	13	17

## Gross Salary plus benefits

CEO's remuneration : ₹ 38000/-

Remuneration of Highest paid Staff: ₹ 35000/-

Remuneration of Lowest paid Staff: ₹ 5000/-

National or International travel by Staff/Trustees – NIL

## Bankers

State Bank of India, Richards Town Branch, Bangalore 560005

A/C No. 30867158934 IFSC #: SBIN0002263

Canara Bank, D'Costa Square Branch, Bangalore 560005

A/c No. 0432101020557

ICICI Bank, Cox Town, #55, Coles Road, Frazer Town, Bangalore 560005

A/c No.025201001540

## Auditors

Simon Rodrigues and Associates, Chartered Accountants, Bangalore 560084.

## Cheques to be drawn in favour of 'Diya Foundation'

Online Transfers: A/c Name: Diya Foundation, A/c # 30867158934, IFSC #: SBIN0002263, State Bank of India, Richards Town Branch, Bangalore 560005.



Balance sheet as on 31 st March 2020				
Particulars	2019-20 Rs.(Lakh)	%	2018-19 Rs.(Lakh)	%
<b>Assets</b>				
Fixed Assets	7.00	4	5.00	3
Investments	142.00	72	95.00	60
Current Assets	47.00	24	59.00	37
Income and Expenditure A/c-> Deficit				
<b>Total</b>	<b>196.00</b>	<b>100</b>	<b>159.00</b>	<b>100</b>

<b>Liabilities</b>				
Corpus/Endowment/ Building Fund	114.00	58	95.00	60
General fund	45.00	23	33.00	21
Current Liabilities and Provisions	8.00	4	19.00	12
Income and Expenditure A/c-> Surplus	17.00	9	12.00	7
Unspent Funds carried forward	12.00	6		
<b>Total</b>	<b>196.00</b>	<b>100</b>	<b>159.00</b>	<b>100</b>

Income and Expenditure Account for the year ending 31st March 2020				
Particulars	2019-20 Rs.(Lakh)	%	2018-19 Rs.(Lakh)	%
<b>Income</b>				
Self Generated	4.00	4	13.00	18
Donation Received	99.00	96	58.00	82
<b>Total</b>	<b>103.00</b>	<b>100</b>	<b>71.00</b>	<b>100</b>

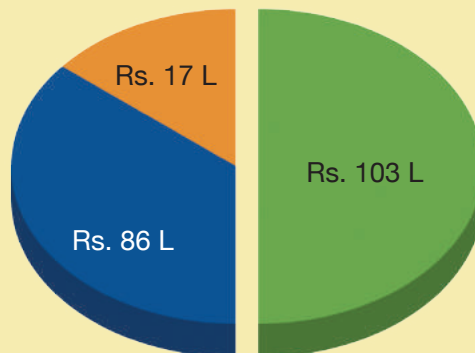
<b>Expenditure</b>				
Programmes/Activities	63.00	61	49.00	69
Public Education for Fund Raising	2.00	2	2.00	3
Management Cost	9.00	9	8.00	11
Excess of Income over Expenditure	17.00	29	12.00	17
Unspent Funds carried forward	12.00			
<b>Total</b>	<b>103.00</b>	<b>100</b>	<b>71.00</b>	<b>100</b>

Receipts and Payments Account for the year ending 31st March 2020				
Particulars	2019-20 Rs.(Lakh)	%	2018-19 Rs.(Lakh)	%
<b>Receipts</b>				
Opening Balance - Cash & Bank	43.00	26	28.00	24
Donation Received/Internal Revenue	99.00	59	71.00	58
Corpus/Endowment Fund	21.00	13	5.00	6
Other Income	1.00	0	13.00	11
Interest Income	4.00	2		
Investment Matured	1.00		2.00	2
<b>Total</b>	<b>169.00</b>	<b>100</b>	<b>119.00</b>	<b>100</b>
<b>Payments</b>				
Direct Expenses	64.00	38	50.00	42
Indirect Expenses	23.00	14	17.00	14
Capital Expenditure	3.00	2	2.00	2
Investments made	48.00	28	7.00	6
Closing Balance - Cash and Bank	31.00	18	43.00	36
<b>Total</b>	<b>169.00</b>	<b>100</b>	<b>119.00</b>	<b>100</b>

# Financial Review

Abridged financial statement FY  
2019-20

Income and Expenditure



● Income ● Expenditure ● Surplus

The complete audited statement of accounts is available on request

All contributions to Diya Foundation are exempt from Income tax u/s 80G vide DIT(E)BLR/80G(R)/121 AAATD3446M/X-441/2011-12 w.e.f. 01-04-2011. As required by the Finance Act 2020 for all NGOs, Diya will be applying for renewal in Q4 2020.

Signed for Diya Foundation:

Marguerita Lobo  
Managing Trustee

Audited and signed for  
Simon Rodrigues & Associates  
(Chartered Accountants) by:

Simon A. Rodrigues

# STUDIO C CUBED

**O**n Tuesday, March 10, 2020, eight of Diya's very talented men and women, embarked on a new journey of creating their very own digitization workstation – STUDIO C CUBED after a 3 ½ year training program with AIMS MEDIA PVT LTD that skilled them in Multimedia and introduced them to a whole new world of digitization and creativity.



## PREVENTION OF SEXUAL HARASSMENT POLICY (POSH) AT WORKPLACE

In 2019, Diya Foundation implemented its PREVENTION OF SEXUAL HARASSMENT POLICY (POSH) AT WORKPLACE with the aim to clarify its stand against sexual harassment and to provide a mechanism to address any incidents of sexual harassment in a prompt, fair and transparent manner.

The Posh Committee members are –  
Mrs Maria Santamaria (Chairperson)

Mrs Shirley Metline  
Dr Babita Gupta  
Mrs Neeth D'Souza (External Member)  
Mr Arun Kumar

An awareness session on the topic was conducted by the Committee for Diya's Staff and direct Vendors on 7<sup>th</sup> Sep 2019. Three Committee meetings were held during the year.



# Shinu Says Yes!

Shy, anxious, frightened! That was Shinu when he joined Diya in Oct 2018. New faces and loud voices added to the anxiety. Being a Keralite, he looked for a Malayalee to comfort him. Any activity assigned was met with a firm 'NO'. Anger and sulking had to be managed. An exercise regimen to increase fitness was also a pressing need.

An initial need based assessment led to a customized training program for Shinu. It included goals for training in money skills, personal grooming and household management. Sessions with Diya's Rehabilitation Psychologist, Dr Babita, to help him deal with anxiety issues and enhance his interpersonal skills was planned. Regular fitness sessions at MultiFit Gym were organized.

A lot changed as the months rolled by. With a calculator, Shinu began managing sales at Diya's tuck shop in the afternoons, every item within Rs 30/-. He was slowly learning to listen to his Trainers, take on tasks and complete them willingly, help his mother with household chores, and build up confidence to shop for milk and vegetables.

Shinu's training is a work in progress but nowadays his response is more "yes!" than "no!" We look forward to the best for him in the days to come.



## Workplace Culture



### # 1 Mission Oriented

Employees are hired based on their passion and are relied upon to maintain that passion throughout the course of their employment.

### # 2 Innovative

There exists an Innovative Culture where the team is given the space to voice new ideas and is encouraged to be creative and self expressed.

### # 3 Empowerment

No employee feels undervalued. Regardless of position or rank, each employee feels they are key and of valued importance and vital to the training program.

### # 4 Customer Service Excellence

Ensuring that all stakeholders (Trainees and their families) are satisfied and content with the service provided.

### # 5 TASK ORIENTED

Employees work well with one another in small collaborative teams where all issues are tackled, responsibilities coordinated and goals met on a quarterly basis.

### Contact Diya Foundation

Maria S. Santamaria, CEO & Founder  
#112/147, Chikkatayappa Reddy Layout  
Chelkere, Kalyan Nagar, Bangalore 560043

**Tel:** 080 25430040

**Mobile:** +91 9880052833

**E-mail:** [diyafoundation@gmail.com](mailto:diyafoundation@gmail.com),  
[maria@diyafoundation-india.org](mailto:maria@diyafoundation-india.org)

**Website:** [www.diyafoundation-india.org](http://www.diyafoundation-india.org)  
<https://www.facebook.com/DIYA-foundation/>



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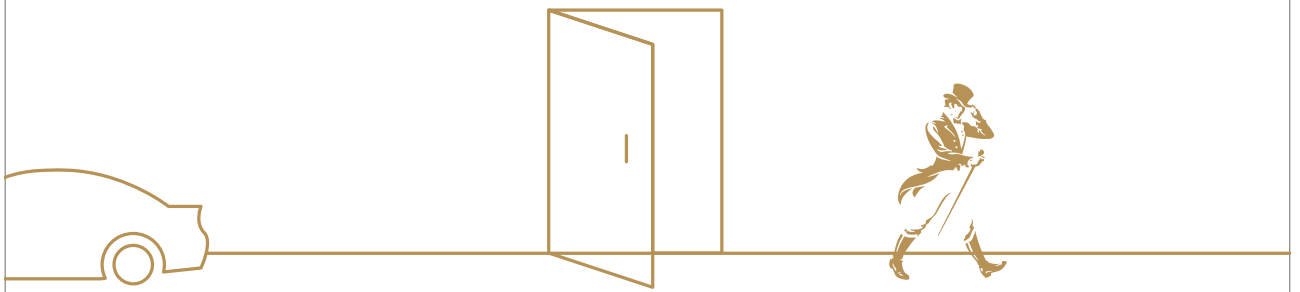
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DON'T DRIVE.**



**JOHNNIE WALKER.**  
***THE JOURNEY***