diya foundation ®













25 YEARS

Annual Report 2023-2024

Message From CEO



25 years ago when I started Diya, I had a dream for individuals with intellectual disabilities to be self-sufficient. We started as a Sheltered Workshop but today we see our individuals in inclusive environments earning and giving back, able to hold their own as contributors. The future that we envisaged of communicating hope, creating futures and celebrating life is slowly but surely coming true.

March 22, 2024 marked the completion of 25 years of Diya's journey which was celebrated on March 23, 2024 at the Konkan Bhavan, Chelekere, Kalyan Nagar, Bengaluru, India.

It turned out to be a perfect start to a lovely evening with our Chief Guest His Grace Dr. Peter Machado, our Board Members, Donors, Friends, Family, Staff and Beneficiaries with their families. The evening program went like clockwork starting with the hymn 'Thank you Lord for your blessings' sung with heartfelt gusto by our students. It was an evening of celebration, harmony and wonderful memories.

It was also a very emotional evening acknowledging and celebrating the accomplishment of our achievements of meeting our Vision of 2025 in training 500 adults and providing internships and employment opportunities to about 73 adults.

I am immensely proud of my Board, staff team and our parents for what we have achieved together over these past 25 years. I am also very grateful to all our partners and collaborators who work patiently with us to make the journey of transformation and acceptance a huge success. Most importantly, I am very proud of every beneficiary of mine for their willingness to learn, their courage and bravery to overcome their fears and anxieties and stretch beyond their comfort zones in order to get and keep a job. They are my true inspiration and my role models! They give context to my life and I thank God each day for every one of them.

To God be the Glory!

Maria S. Santamaria
CEO & Founder



Vision

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

Mission

To enrich the quality of life and bring dignity to individuals with disabilities by educating them in life skills and employability skills towards self-dependence, building support systems and enhancing awareness in the community.

Going Down Memory Lane

Diya started with hardly any funds. It was family, friends and our community that rallied round to help us sustain ourselves.

Since its inception in the modest confines of Ascension Church's basement, Diya has evolved into an instrument of hope and empowerment to individuals with intellectual disabilities. What started with three trainees has grown into a programme that mentors over 100+ young adults annually, encouraging them towards self-sufficiency and professional readiness.

Over the past 25 years, Diya's impact has been reflective, impacting the lives of more than 448 adults with intellectual challenges. Our efforts have been encouraged by collaboration with other like minded NGOs and corporates, all united in our mission to foster a more inclusive and supportive work environment.



1999 - 2005 The Early Days

Diya Foundation's journey began in 1999 in Bangalore, with the vision of creating a nurturing space for individuals with intellectual challenges. It started as a sheltered workshop, offering a safe haven where these individuals could learn essential life skills amidst an atmosphere of positivity and acceptance. The training programs initially focused on tasks like cleaning, cooking and crafting handmade products.






Over the years, Diya Foundation has cherished countless heartwarming moments that reflect the spirit of its mission. From the shared joy of beneficiaries volunteering to stay late to complete orders, to the sense of camaraderie during peak production times, the organization has fostered a sense of belonging and purpose among its members. Additionally, memories of families coming together to prepare for the annual Charity Bazaar, where their handmade products would raise vital funds, stand as testaments to the impact and resilience of the community. The first major fundraiser was at one such Bazar - a guess- the-weight-of-the-cake contest - which raised Rs.1 lakh.

Social Scaling

2006 - 2012

Through the activities in the Sheltered Workshop and the success in sale of products, production and manufacturing in 2012 the early beginnings of Diya Innovations began to emerge as a means to providing sustainable employment and a different path from sheltered employment. The journey towards supported employment reached new heights with the establishment of our chocolate and candle units guided by the invaluable mentorship of Amy D'Souza. Diya is deeply grateful for her contributions.





A significant milestone came with an order from the Himalaya Drug Company, which strengthened our candle unit. Led by our Master Trainer Sendhil Kumar the unit gained invaluable experience in handling large orders from planning delivery schedules to overcoming procurement challenges. The dedication of our beneficiaries was remarkable, with some even reluctant to leave at the end of the day, driven by their commitment to timely deliveries. Additionally, the Cecilian Choir organized a successful fundraiser providing essential funds for materials to fulfil bulk orders.

Establishing credibility was crucial for accessing CSR funds, leading us to obtain accreditation from Credibility Alliance and recognition of GiveIndia as a Tier I NGO.

A fruitful collaboration with AMBA in Bangalore introduced our candidates to innovative teaching methodologies, including IT-based training for back-office data entry tasks. The candidates quickly adapted and enjoyed digitizing forms for Tata Docomo, earning stipends for each task completed. This venture opened up new possibilities in the digital realm, marking a significant step forward in our journey.

2013 - 2017

Social Innovation

By 2012, the training unit had built capacities to function like a well oiled production unit. Orders increased and the volume of production quadrupled. It was time to turn it into a sustainable social enterprise. The social business was branched off, to flourish on its own.





A social business determined to make it on it's own

In 2013, Diya Innovations was born as a private limited company - a 'Social Enterprise', with a bold mission to demonstrate the competitiveness of an inclusive employer with a team of artisans with disabilities in the corporate gifting sector.



Over the next decade, our small team of artisans faced numerous challenges head-on, emerging victorious at every turn.

We proudly served over 400 companies, both domestically and internationally, delivering over 400,000 gifts and creating more than 40,000 livelihood days for artisans with disabilities.

We celebrate the invaluable contributions of our artisans with disabilities, who form an integral part of our work community. Embracing inclusivity has led to numerous benefits:

• **Innovative Solutions/Universal Design**: Processes are simplified and streamlined, resulting in ease and accuracy in the production line.

• **Meaningful Inclusion**: Everyone feels part of a bigger cause, a cause that celebrates diversity and makes a difference. Vendors and clients are not just business partners, they support and share the vision of making a meaningful difference in opening minds and hearts to new perspectives and possibilities.

• **Reduced biases and stereotypes**: Working with people with disabilities presents a learning opportunity that shows that everyone has something valuable and unique to offer. They encourage the artisans to discover, hone and improve their strengths in the process. The hope is that it makes everyone more compassionate and empathetic in situations and interactions in all spheres of life.





Looking ahead, the future of Diya Innovations is bright, promising further expansion and increased employment opportunities for individuals with intellectual challenges. Our journey exemplifies how a for-profit social enterprise can drive positive change, showcasing the transformative power of compassion and inclusivity in the corporate world.

Feature

Carolyn

Our Chocophile and the beginning of the Chocolyn brand



Carolyn, one of Diya's first three students, lit up the classroom with the most beautiful and, shy smile during her days there. Adorned in carefully coordinated attire and accessories, she would eagerly await the autorickshaw, anticipating the day's adventures.

Cherished memories of Carolyn revolve around her love for food and sweets. On her own birthday, she'd politely decline every Diya product suggestion, but her entire face would light up with joy at the mere mention of a Cadbury chocolate.

Carolyn's diligence shone through her work. She excelled at sanding the recycled rolls, transforming them into creative pen stands. Her tasks included meticulously smoothening and filing these rolls, as well as applying the base coat of paint for decoupage work. She approached each responsibility with enthusiasm and found joy in her craft.



Carolyn passed away in 2007. In her memory, the 'Chocolyn' Chocolate Project was established at Diya, funded by the donations that her family sought from friends and family who attended her funeral. Her family's unwavering support during Diya's times of need will forever remain etched in our hearts.

Feature

Bhuvana

Assistant,
Paper Unit - Making Bags and Building Bonds



As a founder employee of Diya Innovations, Bhuvana showcases exemplary qualities that contribute to the company's success and a positive work environment. In her professional life, she stands out as an expert in bag making, be it paper or assisting with cloth bags. Her ability to focus on tasks for extended periods, coupled with her self motivation, ensures that she consistently delivers high-quality work within the stipulated time.

The fact that she takes great pride in reporting back on completed assignments speaks volumes about her commitment and dedication. She is kind and caring with her colleagues and always has a smile and a kind word for them.

Outside the workplace, Bhuvana extends her caring and empathetic nature to her family. She plays a crucial role in caring for her visually impaired mother and supports her sister-in-law with household chores. Despite being busy throughout the day, she maintains a positive attitude, always wearing a smile and never hesitating to take on additional responsibilities. Bhuvana's commitment to personal growth is evident in her health-conscious lifestyle. Over the past few years, she has incorporated weekly walks with the team and a balanced diet into her routine, showcasing a proactive approach to taking care of herself. She is devout and finds joy in prayer and listening to religious sermons.

Feature

Mohan

Assistant,
Wood Unit : A Swiss Army knife of skills & talents



Mohan is full of life, always cheerful and willing to lend a helping hand to anyone in need. He is happiest being surrounded by people, which is why he loves coming to Diya. He has made many good friends here over the years. His journey in Diya helped him get a clear understanding of his strengths and responsibilities. His punctuality, versatility and enthusiasm to pitch in anywhere, anytime, resulted in a paid internship at Diya Innovations where he is currently employed.

He is proud to be a contributing member here, quick and nimble, completing his assigned tasks on time, still having plenty of energy left to joke around with friends after work. Over time he has learned to assemble and set up the work stations for the master carpenter. He is a competent and reliable assistant in the screen printing division too, with a knowledge of the set up and all the materials needed.

Mohan's contribution to the family income is vital. He never misses a day of work. He loves the outdoors, long walks and is constantly on the move, within the building, or doing small purchases from the stores close by. He travels independently and is very self dependent.

Feature

Mainstream Employment

Nigel

Ex-Associate Housekeeping,
Sodexo@Hindustan Unilever's Limited



Diya Foundation's success with supported employment inspired our desire to push limits. We identified an opportunity to mainstream employment, challenging preconceived notions about their skills.

Our objective was to demonstrate their potential, sharpened via adequate training, for specific professional responsibilities in the Hospitality space. The opportunity arose in 2012 with an invitation to Hindustan Unilever's Bangalore campus. Nigel impressed with his mental presence during the interview.

Nigel's unanticipated gesture of straightening chairs, demonstrating a good eye for detail and comprehension, piqued the interest of prospective employers. Similarly, in the cafe, he diligently wiped a table, demonstrating his commitment to maintaining a clean atmosphere. These unplanned events spoke loudly about his ability and eye for detail, resulting in an employment offer. Nigel, a valued employee at HUL, gave back to Diya Foundation, demonstrating the transforming potential of inclusive workplaces. He is now leading a relaxed and happy retired life.

The first two mainstream employment placement – Hindustan Unilever Limited

Feature

Charles

Housekeeping Associate, Sodexo@Hindustan Unilevers Limited



Meet Charles, a 31-year-old who was trained by Diya Foundation. His first stint in mainstream employment was at RMZ's housekeeping department 9 years ago. For the last eight years, he has been working with Sodexo at the Unilever campus in Bangalore.

He has received recognition and numerous rewards for his outstanding performance. His work responsibilities include keeping the upper basement, security cabin, changing room and other office spaces clean and tidy. He also helps with the cafeteria set ups and joins in their events. His outgoing personality makes him popular with his coworkers. His punctuality, honesty and hard work is appreciated by his supervisors.



The Big Bang 2019

The Big Bang 2019 - From Bollywood to Hollywood staged by The Bangalore Chorus in October 2019 raised much needed funds of around 10 lakhs towards Diya's Land and Building Corpus. We will be eternally grateful for their support in building this Corpus.

#MISSION 1000 – Dreams and Teams Work together

Diya Foundation is one of the Founding Members of DNA. In 2018 a campaign owned by companies, driven by Disabilities NGO Alliance (DNA) and led by Enable India, opened up the market for opportunities for persons with developmental disabilities for the first time. The campaign was called #Mission1000 with the intent to create 1000 opportunities for persons with developmental disabilities, impact 1000 lives of employers and staff at companies in 1000 days. True to its purpose, the campaign was successful in creating more than 2000+ opportunities (training, internship, and employment) in a variety of sectors with job roles that include office administration, café management, car washing, editorial data specialist, associate technical specialist, project coordinator, etc, in sectors like BFSI, F&B, Hospitality, Retail, Manufacturing, IT & Digitization, ITES, Mass Media and Non-Profits. The stellar results were the fruits of the coordinated efforts of social organisations based in Bangalore, acting as a collective with a common vision.

The opportunities created were catered to by the collective of NGOs in the Mission1000 collective. Understanding the job role to the level of micro tasks is crucial specifically in case of internship and employment opportunities. This is followed by training the talent pool formed of the candidates/students in NGOs on those job tasks by a job coach, usually a trainer from the NGO. They also sensitise the team at the company and build their capacity to understand the strengths and support needs of the candidates. This equips the team and the candidate both, to work together with help of workplace solutions. The job coach gradually fades out as the team gains confidence in the candidate and the candidate gets comfortable with the role.

Diya trainees have had successful internships and permanent employment through this initiative, in the hospitality, IT, facility management and retail sectors.



Feature

Bhuvaneshwari

Guest Service Assistant,
Taj Vivanta : Serving smiles with every cup



In her early education journey, Bhuvaneshwari encountered significant challenges due to a lack of inclusivity and understanding of intellectual disabilities in public institutions. However, her journey took a transformative turn when she joined Diya.

The trainers at Diya fostered a nurturing environment where she felt accepted and at home. Engaging actively in tasks like cooking and cleaning, Bhuvaneshwari demonstrated her positive qualities, leading to the beginning of her employability journey. Subsequently, through the Mission 1000 initiative Bhuvaneshwari secured a position at Hatti Kaapi, a Bangalore coffee shop franchise. Her newfound self-dependence allowed her to acquire ancillary management and billing skills. Colleagues warmly embraced her, creating a supportive workplace. Even her extended family's preconceptions shifted as they witnessed her capabilities and refined demeanour. Bhuvaneshwari's empathetic nature and ability to connect with others have made her a valuable Guest Service Assistant at a Taj Hotel in Bangalore, where she continues to receive compliments on her impeccable work.

Feature

Pruthvi

Associate Housekeeping, ANZ



Pruthvi's journey at Diya began with a quiet demeanor, barely speaking and avoiding group interactions, especially with girls.

Through the Mission 1000 initiative, his passion for machines paved a unique path for him resulting in a job in the paper shredding room of an international bank, where his disinterest in reading became an asset as he meticulously shredded documents.

This role suited Pruthvi perfectly, allowing him to work independently while meeting critical security needs for the company. His placement coincided with his father's departure from work, thrusting Pruthvi into the role of the family's primary provider. Since joining in 2019, he has grown significantly over the five years. From a shy, one-word responder he has developed into a confident communicator capable of articulating ideas and interacting with others responsively.

His initial salary was earmarked for buying his mother a cellphone, a testament to his newfound responsibility and dedication to family.

Feature

Mark

Box Packer,
Smoor Chocolates: Choco-Cookie Box Master



Mark, a multilingual young man, is a gentle soul. His polite and respectful nature, commitment to learning and working hard, meticulousness and self discipline make him a valuable addition to any task force. Mark has the coveted ability to learn different skills and tasks with minimal guidance through visual learning. Independent in all his daily living activities, he is a great support to his family when performing daily chores such as washing dishes, watering plants, drying and ironing clothes.

Mark brings all the above skills and strengths to everything he does, be it an internship in the Diya Innovations Chocolate Department or at SMOOR Chocolates where he assembles chocolates and cookies meticulously into their boxes. He is delighted with his job and looks forward to going in everyday.

Feature

Preethi

Food Counter Assistant,
INOX: The Popcorn Engineer



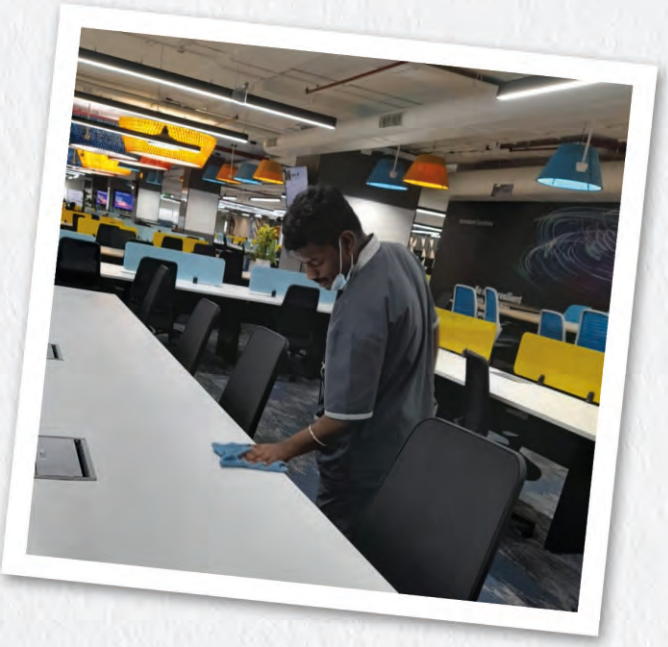
Preethi exudes confidence and competence every day at her new job at INOX cinemas. Making popcorn and sandwiches to order at the cinema is exciting and gives her the opportunity to demonstrate her drive and motivation. Her boundless energy keeps her in good stead as she has a long day of servicing orders from moviegoers. She travels independently to work and has seamlessly fit into the team.

During her Employability Training Programme at Diya, she quickly absorbed every skill she was trained in and enthusiastically participated in all the cultural events. She learned to be professional at the workplace and have professional conversations with her co-workers. She demonstrated her independence by successfully staying at Diya's Meraki Assisted Living Programme, while being a big help to Shirley, the trainer in-charge.

Feature

Shafiq

Housekeeping Assistant,
DTSS: Sparkle Specialist



Shafiq has a dream of working hard and supporting himself. He joined Diya, where he explored his passions and learned new skills. He mastered papier mache, housekeeping, gardening and product assembly. He also improved his daily living skills through Diya's Meraki Assisted Living Programme. This training boosted his confidence and prepared him for work.

He gained valuable experience from various internships, including car washing at Allegis in 2018.

His supervisor was impressed by his progress and offered him another internship at a SHELL petrol pump. He learned how to present himself professionally and interact with others. He overcame his fears and challenges and excelled in housekeeping and developed both physical and social skills. Now, Shafiq works at Accenture (via DTSS contract) in the Housekeeping Department. His colleagues admire his punctuality, loyalty and friendliness.

Shafiq loves his family and spends quality time with them. He recently bought them a TV with his own money. His story is inspiring, and a testament of how to turn obstacles into opportunities.

Feature

Sharan

Warehouse Assistant,
Amazon: Champion of Efficiency



Sharan came to Diya in 2021 with some prior computer training, eager to explore new horizons. He participated and completed the Employability Training Programme showcasing his ability to learn quickly. As an intern, a consistently punctual, well-groomed, and sociable Sharan impressed the team at Amazon, which allowed him to quickly secure a permanent position.

Sharan plays a crucial role in the efficient Amazon delivery system. His meticulous sorting of packages by area code ensures smooth progress in the process. He fearlessly tackles challenges at the workplace and is diligent at his job. With his income, he is now able to not only support himself, but his mother as well. His perseverance and good work earned him an award at Amazon in 2023. It wasn't always this way. People around him once dismissed him as incompetent, and their words weighed him down. With resolve and relentless effort, he transformed his narrative. He now stands tall—a testament to resilience and the power of hard work.

Feature

Syed

Candidate, Diya Foundation



Syed's involvement in the retail batch training has led to significant personal progress, particularly in his interactions with peers and supervisors. His relationships have improved dramatically due to effective communication and feedback acceptance training. He now engages constructively with others, carefully giving and receiving feedback while maintaining appropriate conversational boundaries to create a welcoming environment.

Syed is set to begin his internship shortly, and his journey of personal growth has been impressive. He has also made notable progress in managing his behavior and controlling his reactions, reflecting his dedication to personal development and preparation for the next steps in his career.

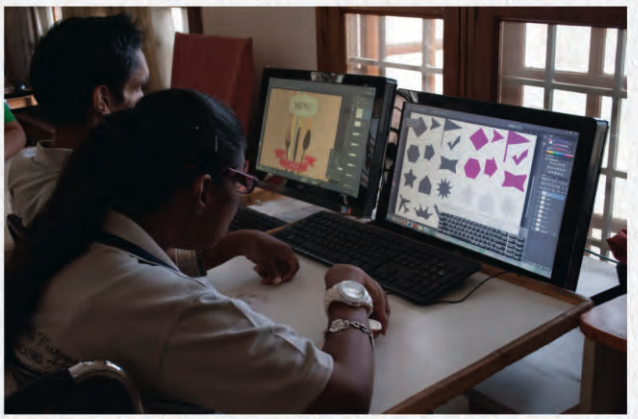
2018 - 2023

In Fourth Gear Towards The Tech Age

Entering the Sphere of Tech - A timely collaboration with AIMS Media, New Delhi saw Diya's trainees learn a variety of new skills that would hold them in good stead for the future. AIMS Media brought their curriculum, lesson plans, activities and hands-on projects to teach the group of 8 eager learners how to work on Photoshop. Over a 2 year course their photo editing, cropping and video editing skills were honed. They also learned that with good teaching and clear guidance they could master a difficult skill. It boosted their confidence and self esteem. These 8 beneficiaries, with their enhanced skills, decided to start a workstation for outsourced jobs. They even designed their own logo and name.

Studio C Cubed was inaugurated on March 10, 2020. The unit was soon creating and editing videos, posters for Diya's social media, content for Jigyasa - an educational awareness pamphlet and proofreading books that are digitized for the visually impaired.

March 2020, the COVID Pandemic brought in a lock down. Everything came to a standstill. By April, Diya Foundation took its training program online into the homes of our young adults. Parents participated in the training and supported the students in learning. This collaboration brought in faster progress.
Collaborations through Mission1000 and partners like Thomson Reuters took IT/ITeS training to the next level and many of our young adult students received an opportunity for a work from home internship in the IT/ITeS sector.





Feature

Pavithra

Data Assistant,
Thomson Reuters: Data Diva



Pavithra is a young woman who values her independence and her family. She has developed various skills in computers, multimedia, safety, personal finance and cooking that reflect her personality and ambitions.

She joined Diya in 2015, where she learned how to be self-reliant and supportive of her family.

She completed the AIMS Media programme on Photoshop and Multimedia and was chosen for an advanced Employability Training Programme, where she acquired digitization skills. She was an essential part of the launch of Studio C Cubed where she helped with creating the marketing material.

Pavithra now works full time at Thomson Reuters, collecting pertinent information as per instructions on 'confidential' issues. She is tightlipped if probed about the specifics of the information she helps collect! Diya is very proud of her accomplishments, her maturity, work ethics and growth. She shows her love and gratitude to her friends and family by making personalized greeting cards with Photoshop and buying thoughtful gifts for them. She is also a valued donor to the Foundation.

Feature

Tony

Technology Operations Associate,
Wells Fargo : Operations Ninja!



Tony has progressed much in his employment journey. He was interested in an IT career, so like many others he enrolled in the AIMS Multimedia Course to build his skills. Simultaneously he worked on his typing and proofreading by completing outsourced work received under Jigyasa and Saksham (graphic designing and proofreading respectively). His trainer was impressed by his attention to detail and commitment. Life skills training enhanced his social aptitude, adaptability and work ethics. His hard work paid off as he secured an internship at Wells Fargo. Here too, he performed consistently well which led to him securing a full time position as a Technology Operations Associate. Praised for his sociable nature, effective communication and strong teamwork, Tony is respected and admired at his workplace. His positive and patient demeanour comes forth in team work settings.

Feature

Siva

Desk Researcher,
KREA: The Crooning Researcher



Siva radiates self-confidence with her lively personality, her smile, and her lovely voice. She is a popular and respected member of her residential community. Her mother has always supported and inspired her, giving her the confidence to pursue her dreams. When her mother learned that Siva could make snacks for large groups of people at Diya, she trusted her daughter to use the kitchen at home. She also encouraged her to follow her passion for singing, which helped her find acceptance in a diverse world.

At Diya, Siva trained in Photoshop, multimedia and data entry which opened up opportunities in the corporate sector. An event at Diya is incomplete without a singing performance by Siva. She has been working with KREA for the past 2 years, where she demonstrates her independence, self-management and discipline. She works from home with a strict routine and takes pride in her achievements.

Impact 1999-2024

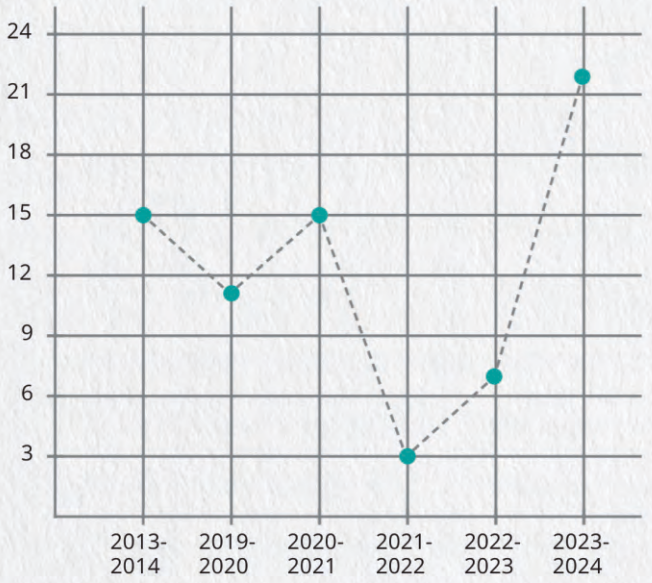


448

Students trained in the past 25 years

73

Students employed in the past 10 years



Total Employed	**73**

Feature

Sonia

Hospitality Candidate,
Keys Select by The Lemon Tree Hotel



Sonia has significantly enhanced her social skills; initially, she had a basic grasp of navigating social interactions, maintaining personal hygiene, and completing tasks meticulously. Despite her high motivation, she struggled with working independently. The training and counseling at Diya transformed her understanding of emotional and behavioral regulation, refining her communication skills and strengthening her relationships with peers.

Sonia's progress in self-grooming, along with her determination to achieve her goals, is evident in her improved task performance. Noteworthy improvements include her consistent attendance, culinary skills, body language, and adherence to personal safety and boundaries.



Creating Futures

Vocational Training (F.Y. '23-'24)

A cornerstone of Diya's mission, the vocational training program teaches candidates skills and trades which are stepping stones into the workforce. Through this program, candidates find internships and full-time employment opportunities suitable to their skill-set.

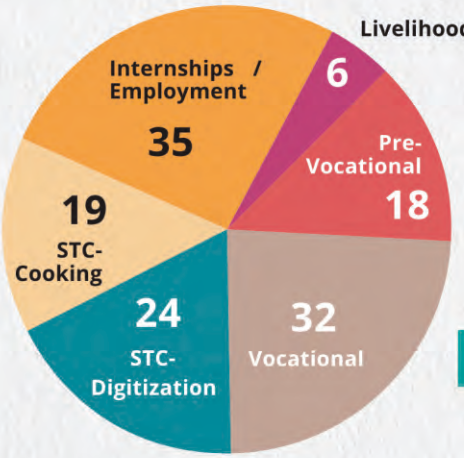
Domain Training & Employability Skills Training

After training in **life skills**, candidates are exposed to Employability skills training and domain training. Crucial soft skills like active listening, effective communication, problem-solving, understanding process and quality are taught. For all round development, projects like Financial literacy, Balanced Meals, Fitness and POSH training are given for candidates to gain the confidence and knowledge to manage their life effectively. Through these, candidates learn essential skills like budgeting, meal planning, time management and personal management.

These **domain skills** translate seamlessly into numerous career paths. Our graduates are prepared to excel in a variety of industries, including Hospitality, Retail, IT, & Clerical positions. Imagine a Diya graduate confidently understanding their finances, planning simple healthy meals for themselves, keeping a clean and organized workspace in addition to understanding their strengths and skills related to job tasks that they are confident at – these are some of the skills honed within our program.

Total Impact - 2023-24

Training



Total 134

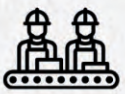
Domain Training



Livelihood - 12



Hospitality - 22



Production Manufacturing - 16



IT/Off Assistant - 21



Retail - 2

Total (Over past 10 years)

Feature

Jim Eliot

Candidate Under Training

Jim Eliot has shown incredible strides in attaining skills towards self dependence and employment. Through training in hospitality, she has improved at various tasks from sweeping and mopping to dusting furniture, laundering, and dishwashing. Her skills also extend to culinary prep work, adeptly cooking rice, crafting sandwiches, and keeping the kitchen orderly.



Jim is also a dedicated yoga practitioner, motivating her family to participate. She has embraced self-grooming with vigour. With sustained encouragement and support, Jim Eliot marches forward with confidence, increasingly immersed in the activities of her daily life whilst preparing and getting work ready for the future.

Feature

Neethu

Candidate, Diya Foundation



Neethu's quiet strength has always stood out amidst the vibrant personalities around her. Initially overshadowed in social settings, her journey towards self-assurance marked a significant increase in her self-confidence. Once hesitant to step forward or take on responsibilities, Neethu gradually found her voice and courage. With each passing day, she embraced opportunities with newfound purpose and determination, becoming a catalyst for positive change. Her once-shy demeanor transformed into a confident presence, earning respect from peers and mentors alike.

Neethu's social circle expanded as she actively sought connections, no longer confined by self-doubt, Neethu confidently engages in conversations, meeting others' gazes with assurance, and speaking her mind with clarity.

She has made significant progress in cooking, now actively helping by cutting vegetables, donning leaves, peeling, and grating as well as doing chores like sweeping, wiping, and painting on her own initiative without any prompting. She has created beautiful paintings, mandala art, and coasters, showcasing her creativity and growing confidence.

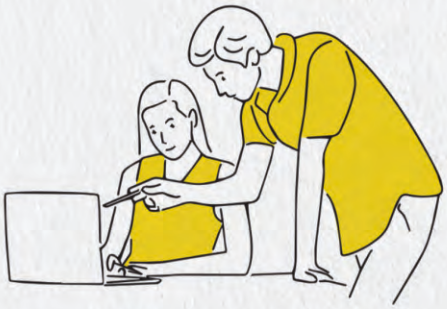
Short Term Courses

Additionally, our short-term courses in cooking, digitization, and financial literacy offer online training options, making them even more accessible for young adults.



Cooking Skills:

Candidates acquired practical kitchen skills to prepare simple and nutritious meals, enhancing their employability in the hospitality sector. This initiative impacted 19 candidates in 2023-2024.



Financial Literacy:

With support from ThoughtWorks, and CGI, candidates received a monthly stipend, fostering financial independence. They underwent training in financial planning, banking, and budget management. This effort benefited 20 candidates in 2023-2024.



Digitization Training:

Studio C Cubed, a digitization workstation is two pronged;
1. It provided basic computer training via the Digitization short term course impacting around 15 adults through 3 batches in the year. Upon completion, candidates either join Studio C Cubed or explore placements in multinational corporations and
2. It provided sheltered employment to 10 adults who earn by proofreading books that are digitized for the visually impaired.

Feature

Akbar

Candidate, Diya Foundation



Akbar's journey at Diya began with his interest in the Hospitality domain, learning housekeeping and F&B service tasks. Though new to him, he was determined to learn. Akbar displayed incredible improvement in strength, stamina, communication skills, and confidence whilst accessing services like fitness, balanced nutritious meals and financial literacy. Additionally, he has significantly enhanced his personal social skills, maintaining appropriate work behavior. Akbar is adept at following instructions and executing tasks with precision. He shows great promise as he starts his onsite internship at INOX in the Community.

Internships & Employments

Diya Foundation offers a comprehensive suite of employment programs, equipping individuals with marketable skills for competitive employment

Supported Employment Program

Individuals (graduated students) are employed by Diya Innovations Pvt Ltd., a social enterprise and sister branch to Diya Foundation.

Self-employment Program

Individuals learn skills and are employed in family businesses.

Sheltered Employment Program

Individuals learn information technology and domain skills through outsourced work opportunities in Diya's digitization unit - Studio C Cubed.

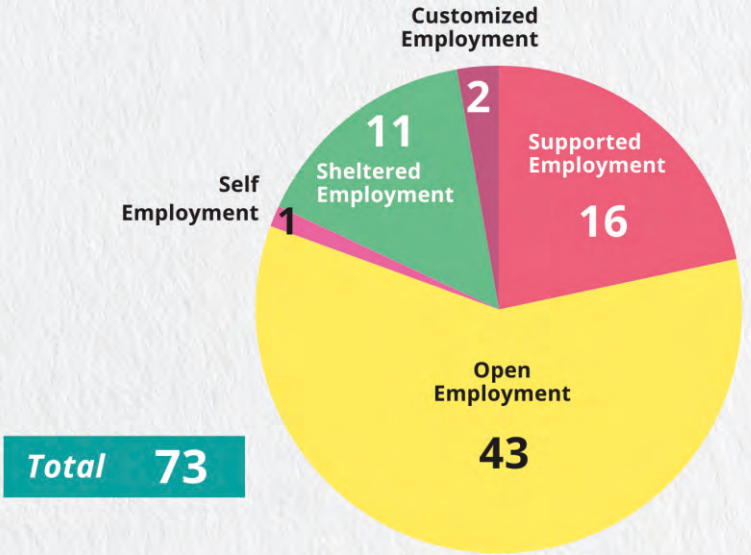
Competitive Employment Program

Through a tailored domain skills training program, individuals learn essential skills to compete for placements in different sectors at multinational companies like Wells Fargo, Thomson Reuters, VISA and many more.

Total Opportunities for 2023-24



Domain



Feature

Ashwini

Associate Housekeeping, Concentrix



Ashwini's evolution into a compassionate leader exemplifies the profound impact of community and responsibility in the assisted living training program. Initially hesitant, she joined the Diya training program with concerns of her own. Despite her initial reluctance, Ashwini committed herself to the program attending counseling sessions dutifully while increasing other life skills. Over time, she found herself increasingly engaged in group dynamics, gradually fostering a sense of belonging and purpose.
Her growth took a remarkable turn when she secured employment in a Corporate set up.

This newfound responsibility not only boosted her confidence but also allowed her to actively support and encourage her peers whilst continuing in the Assisted Living training program. Demonstrating maturity and empathy, Ashwini became a pillar of support, particularly when one of her peers contemplated leaving the facility. Sensing her distress, she intervened with compassion, articulating the significance of their collective journey. Her heartfelt persuasion resonated, leading to a pivotal change of heart and fostering a harmonious atmosphere within the home for the ensuing days.

Pre-Vocational Training

18 Candidates (3 New and 15 Older) trained in the Pre-Vocational Training Program

Started in 2023, the pre-vocational training program is dedicated to developing basic skills among people aged 15 to 17 years, notably those with intellectual disabilities. The primary goal is to prepare teenagers for workforce integration by improving their daily living skills and personal social abilities.

The program places a significant emphasis on leveraging existing strengths while introducing novel skills to broaden their roles within various contexts such as home, workplace, and the community. Diya's training curriculum encompasses:

Daily Living Skills Training

It focuses on instilling independence by immersing candidates in practical life scenarios within a community setting. Through person-centered learning approaches, candidates receive tailored instruction in areas such as personal care, household management, and financial literacy, tailored to their individual requirements.

Personal Social Skills Development

Candidates undergo rigorous training to cultivate active listening, effective communication, and problem-solving abilities essential for navigating social interactions both informally and in professional settings. The overarching goal is to equip candidates with versatile skill sets enabling them to comprehend and engage in diverse social dynamics.

Feature

Rohith

Candidate, Diya Foundation



Rohith’s path reflects his extraordinary improvement and dedication. He succeeds in planning and delegating tasks while working successfully with team members. His skill with the kantha stitch comes through as he creates a tote bag, mastering skills such as the reverse stitch. Rohith's zest for studying is contagious, and his confidence has increased dramatically.

He shows effort and independence in his work, addressing assignments systematically despite occasional interruptions. His strong awareness of people and cordial greetings demonstrate his excellent interaction with peers. Rohith’s passion and skill improvement continue to drive his achievement.

Assisted Living

Meraki endeavors to enable self dependence among individuals with intellectual challenges by fostering communal living arrangements. Generously supported by the Rotary Cantonment, our initiative empowers participants with essential life skills such as housekeeping and culinary prowess through hands-on experiences in shared households.

By immersing themselves in short-term communal living settings, individuals gain practical insights and confidence, paving the way for eventual assisted living or cohabitation with peers. Our overarching objective is to nurture self-sufficiency and empowerment among individuals with intellectual disabilities, enabling them to lead fulfilling and autonomous lives.



Phase 1 (2023-24)

In the inaugural phase of the program, we impacted **43 young adults**, providing them with invaluable experiences at our Meraki Home. We began by gradually introducing students and their parents to the program through activities such as staying after work for dinner. Subsequently, participants were invited to a one-night sleepover, gradually increasing in duration until they spent 10 nights without parental supervision. This gradual transition encourages self-confidence and self dependence in our participants.



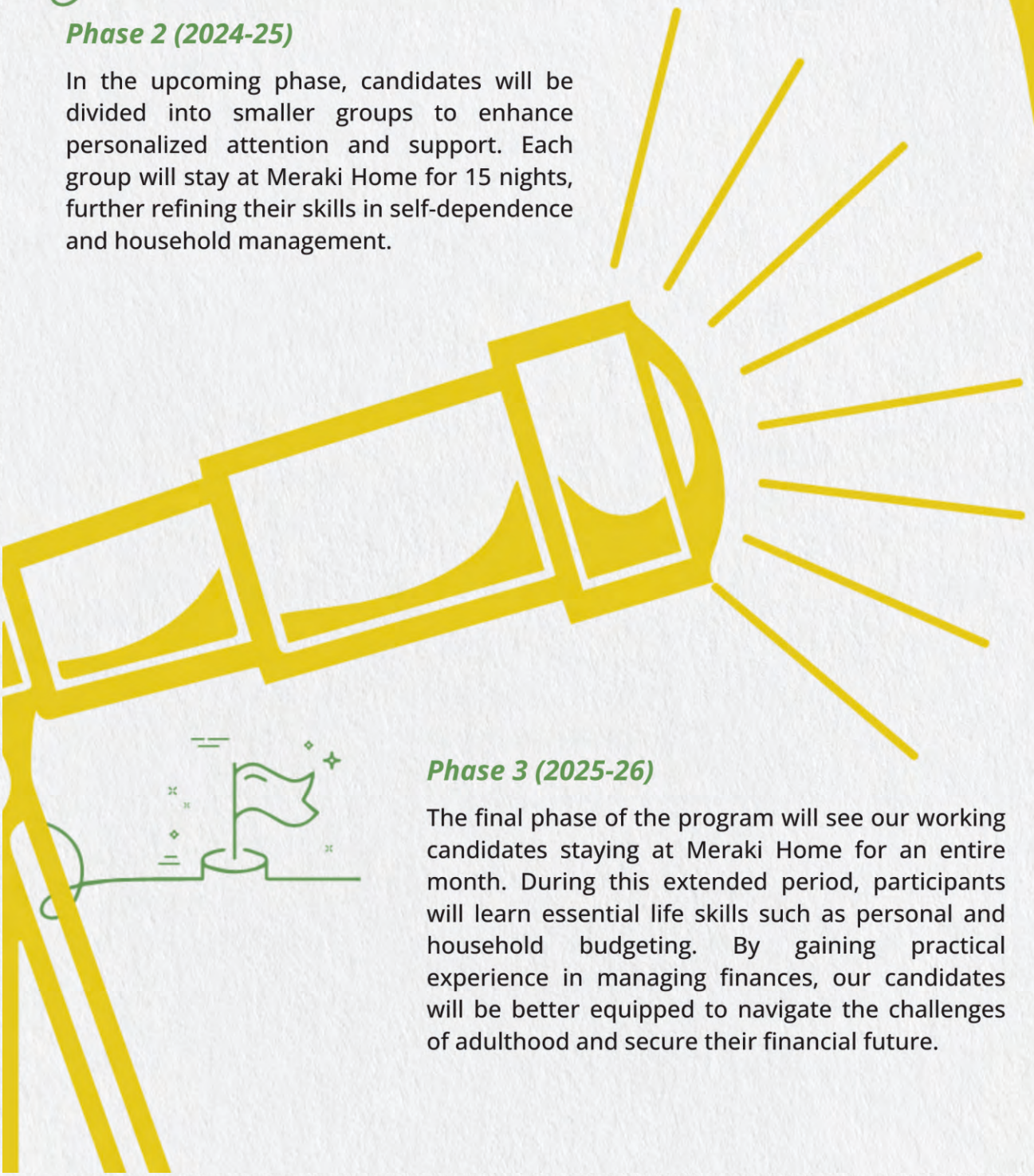
Future Plans

Looking ahead, we have outlined a comprehensive roadmap for the Meraki Training Program:



Phase 2 (2024-25)

In the upcoming phase, candidates will be divided into smaller groups to enhance personalized attention and support. Each group will stay at Meraki Home for 15 nights, further refining their skills in self-dependence and household management.



Phase 3 (2025-26)

The final phase of the program will see our working candidates staying at Meraki Home for an entire month. During this extended period, participants will learn essential life skills such as personal and household budgeting. By gaining practical experience in managing finances, our candidates will be better equipped to navigate the challenges of adulthood and secure their financial future.



Communicating Hope

Family counselling



Every Friday, specialized counselling sessions tailored to the needs of different candidate groups engaging 34 parents were conducted. During these sessions, our experienced counselors provided personalized guidance and assistance, tailored to the specific challenges and concerns faced by each participant and their families. Through open and empathetic dialogue, we aimed to strengthen family relationships, enhance communication skills, and provide valuable resources for navigating the complexities of daily life. By fostering a supportive community and offering holistic guidance, we endeavored to ensure that every individual received the necessary support to thrive within the program and also in their broader life journey.



Parent Workshops

This initiative aimed to enhance parental understanding and involvement in the care and support of their children. Under the guidance of Mr. Bhagwan Iyengar, a committed parent and advocate, we organized a comprehensive workshop on guardianship. 43 parents attended the workshop in hybrid mode. The workshop served as a platform to empower parents, providing them with vital knowledge and practical strategies to fulfill their roles effectively.



Sex Education

This initiative aimed to break barriers and provide parents with the necessary tools and knowledge to navigate conversations about sexuality and reproductive health with their children. Led by Dr. Neelam Modi, a renowned expert in the field, the session on sex education for parents proved to be a pivotal moment, drawing the participation of 27 eager parents. Dr. Modi's expertise and engaging approach facilitated open and informative discussions, equipping parents with the necessary tools and knowledge to navigate these crucial conversations with confidence and sensitivity.



Celebrating Life

Events and Activities in 23-24

Open House

Diya held an open house in October'23 to invite our neighbours, parents, donors, volunteers to walk in and meet our candidates and understand their potential and strengths. Corporate sponsors and community members joined us to meet our candidates and understand their skills and talents. There were a total of 150 participants that attended the open house leading to strengthened networks and meaningful collaborations. Two hospitality candidates expertly managed a popcorn counter, showcasing the workplace skills they have developed. Another candidate, serving beverages, received praise for her courteous service. This hands-on experience offered valuable insights into real-world workplace scenarios, highlighting our candidates' capabilities to all attendees.

Monthly Birthday Celebrations

Each month, on the 15th, we come together to celebrate the birthdays of our candidates and staff members. This special day is eagerly anticipated, marked by cake cutting, heartfelt gifts for those celebrating vibrant decorations that fill the air with joy and laughter. It's a time of shared happiness and celebration for all.



Forging Partnerships

Over 5000+ corporate volunteers, 500+ student interns have visited Diya over the years. Every person involved learns a little if not a lot, about being kind, sensitive and empathetic.

Volunteer Engagement & Corporate Sensitization

Diya has proudly enlisted the support of 1237 dedicated volunteers from 20 esteemed corporations, reflecting a diverse array of businesses including Radio One, Deloitte, Sarovar Hotel, Target, and Lemon Tree Hotels, Whitefield, among others.

These volunteers have devoted their time and talents to a variety of activities, demonstrating Diya's commitment to community service and social responsibility. Their significant efforts have strengthened the effect of our programs, and also reflected the collaborative and altruistic spirit that is central to Diya's goal.

Engaging With Interns

Over the last year, Diya has enthusiastically welcomed 73 interns from 35 different institutions (St. Joseph's College, Christ University, Symbiosis Law School and many others) across the region. Numerous internships have been crucial stepping stones for many students, providing hands-on experience and engaging learning environments. Interns at Diya have had the opportunity to apply academic knowledge to real-world settings, gain practical insights, and enhance their abilities in a variety of professions.

At Diya, we are committed to developing the next generation of talent, and these internship opportunities demonstrate our commitment very early on to empowering young interns towards a future path to serve the disability sector by instilling empathy, compassion, acceptance and dedication.

Collaborative Partnerships

Diya has proactively built collaborations with 10 diverse NGOs such as Grace Foundation, Nithya Saadhna, Aashirwad and many others, strategically aligning its efforts with like-minded organizations to offer short-term courses and engage in mutually beneficial projects. These partnerships signify a collective commitment to social impact, enabling Diya to amplify its reach and multiply its effectiveness in addressing pressing societal challenges. By pooling resources, expertise, and networks, Diya and its NGO partners are fostering a culture of collaboration and innovation, driving positive change within the disability ecosystem and our sphere of influence to work together towards one cause.



Industry Visits for Candidate-Learning

Industry visits play a crucial role in enhancing the skill set and career growth opportunities for the candidates. Recently, a group of candidates embarked on a series of insightful visits to various establishments, including banks (HSBC), hotels (Lemon Tree, The Lalit Ashok), Target, and Deloitte office.

One such visit was to HSBC on September 6th, where the candidates were immersed in a comprehensive learning experience centered around financial literacy. During their visit to HSBC, the candidates learned about various money transactions, including depositing, withdrawing, opening accounts, and distinguishing between credit and debit cards. They were introduced to online transactions and modern banking practices, gaining insights into security measures essential for safeguarding their accounts. This practical knowledge instilled financial responsibility and awareness.

Such industry visits bridge theoretical learning and practical application, offering adults with intellectual challenges a glimpse into various career opportunities. By engaging with professionals and experiencing workplace environments firsthand, the candidates are better prepared to navigate the professional world and pursue meaningful careers aligned with their interests and capabilities.



Governance

Governance

Diya Foundation is:

- A registered Trust under Income Tax Act 1961 (Reg.# 386/98-99 dated March 23, 1999)
- Registered u/s 51,52 of Persons with Disabilities Act, 1995 (Renewal Reg. # 3/2023-24 dated August 05, 2023)
- Registered with Income Tax Dept. u/s 12 A (Reg.# AAATD3446ME19992) and 80G (Reg.# AAATD3446MF20212)
- Income Tax Permanent A/c # AAATD3446M
- Registered under Foreign Contribution Regulation Act 2010 (Reg.#094421612) Certificate valid till 30/09/2028
- A Tier I partner of Give India & accredited for desirable norms by Credibility Alliance

Trustees	**Competency**	**Board Meetings Attended**
Marguerita Lobo, Managing Trustee	Training Program/PR	4/4
Gerald D'souza, Secretary	Human Resources	4/4
Col. Michael Angelo, Trustee	Administration	4/4
Agomoni Bose, Trustee	Operations	4/4

- The Board met four times in FY 2023-24; On April 22, 2023; August 5, 2023; October 28, 2023; and January 27, 2024.
- Meeting minutes 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.

Receipts/Payments

DIYA FOUNDATION
CONSOLIDATED
Receipts & Payments For The Year Ended 31st March 2024

Amount in Rs.

Particulars		FY 2023-24	FY 2022-23
A.	**Opening Balance**		
	Cash and bank balances	24,53,391	46,82,247
B.	**Income Received During the Year**		
I	Donations and Grants (Funds Including Corpus)	1,65,99,017	84,29,974
II	Fees from Rendering of Services	6,44,133	7,83,379
III	Sale of Goods	-	-
IV	Other Income	11,29,244	7,91,338
	Total Income Received During the Year	1,83,72,395	1,00,04,691
C.	**Other Receipts**		
	(i). Investments Redeemed/Reinvested during the year	31,81,935	3,95,112
	(ii). Others (Including TDS Refund)	1,42,733	-
		33,24,668	3,95,112
Total (A+B+C)		**2,41,50,454**	**1,50,82,050**
D.	**Expenses Paid During the Year**		
I	Material Purchased	-	-
II	Donations/contributions paid	-	-
III	Employee benefits expense	**72,68,700**	**58,26,731**
	Breakup of the above D(III) is as follows:-		
	(i). Program Staff	*70,30,230*	*50,11,121*
	(ii). Administrative Staff	*2,38,470*	*8,15,610*
	Total	*72,68,700*	*58,26,731*
IV	Finance costs	-	-
V	Fixed Assets Purchased During the Year	**7,84,599**	**18,200**
VI	Other expenses	**29,47,847**	**21,57,650**
	Breakup of the above D(VI) is as follows:-		
	(i). Program	*21,20,850*	*15,02,557*
	(ii). Administrative	*8,26,997*	*6,55,093*
	Total	*29,47,847*	*21,57,650*
VII	Programme expenses	**19,08,126**	**23,86,232**
VIII	Miscellaneous Expenses	**4,21,659**	**1,36,187**
	Breakup of the above D(VIII) is as follows:-		
	(i). Program	*41,535*	-
	(ii). Administrative	*3,80,124*	*1,36,187*
	Total	*4,21,659*	*1,36,187*
	Total expenses	1,33,30,931	1,05,24,999
E.	**Other Payments**		
	(i). Investments Made during the year	42,04,075	21,03,659
	(ii). Rental Deposit Paid during the year	3,00,000	-
	(iii). Others	-	-
		45,04,075	21,03,659
F.	**Closing Balance**		
	Cash and bank balances	63,15,448	24,53,391
Total (D+E+F)		**2,41,50,454**	**1,50,82,050**

As per our report of even date attached
For Simon Rodrigues & Associates LLP
Chartered Accountants
Firm Regn No. 007934S/S000065

Thomas Mathai
Partner
Membership No. 052141

Date : August 22, 2024
Place : Bangalore

SIMON RODRIGUES & ASSOCIATES LLP BANGALORE

For DIYA FOUNDATION

Gerald George D Souza
Managing Trustee

DIYA FOUNDATION BANGALORE

Income/Expenditure

DIYA FOUNDATION
CONSOLIDATED
Income and Expenditure for the year ended March 31, 2024

Amount in Rs.

	Particulars	Note	FY 2023-24			FY 2022-23		
			Unrestricted funds	Restricted funds	Total	Unrestricted funds	Restricted funds	Total
I	**Income**							
(a)	Donations and Grants		1,61,50,436	-	1,61,50,436	73,55,535	-	73,55,535
(b)	Fees from Rendering of Services		7,50,259	-	7,50,259	7,76,597	-	7,76,597
(c)	Sale of Goods		-	-	-	-	-	-
II	Other Income	12	9,48,761	-	9,48,761	4,54,502	-	4,54,502
III	Total Income (I+II)		1,78,49,456	-	1,78,49,456	85,86,634	-	85,86,634
IV	**Expenses:**							
(a)	Material consumed/distributed		-	-	-	-	-	-
(b)	Donations/contributions paid		-	-	-	-	-	-
(c)	Employee benefits expense	13	71,08,221	-	71,08,221	50,01,130	-	50,01,130
	Breakup of the above IV(c) is as follows:-							
	(i). Program Staff		*68,42,741*	-	*68,42,741*	*40,87,408*	-	*40,87,408*
	(ii). Administrative Staff		*2,65,480*	-	*2,65,480*	*9,13,722*	-	*9,13,722*
	Total		*71,08,221*	-	*71,08,221*	*50,01,130*	-	*50,01,130*
(d)	Finance costs		-	-	-	-	-	-
(e)	Depreciation and amortization expense	14	2,16,443	-	2,16,443	59,694	-	59,694
(f)	Other expenses	15	29,49,870	-	29,49,870	17,50,319	-	17,50,319
	Breakup of the above IV(f) is as follows:-							
	(i). Program		*21,20,850*	-	*21,20,850*	*14,28,511*	-	*14,28,511*
	(ii). Administrative		*8,29,020*	-	*8,29,020*	*3,21,808*	-	*3,21,808*
	Total		*29,49,870*	-	*29,49,870*	*17,50,319*	-	*17,50,319*
(g)	Programme expenses	16	19,05,513	-	19,05,513	24,31,611	-	24,31,611
(h)	Miscellaneous Expenses	17	6,08,183	-	6,08,183	1,40,005	-	1,40,005
	Breakup of the above IV(h) is as follows:-							
	(i). Program		*95,223*	-	*95,223*	-	-	-
	(ii). Administrative		*5,12,960*	-	*5,12,960*	*1,40,005*	-	*1,40,005*
	Total		*6,08,183*	-	*6,08,183*	*1,40,005*	-	*1,40,005*
	Total expenses		1,27,88,230	-	1,27,88,230	93,82,759	-	93,82,759
V	**Excess of Income over Expenditure for the year before exceptional and extraordinary items (III- IV)**		50,61,227	-	50,61,227	(7,96,125)	-	(7,96,125)
VI	Exceptional items		-	-	-	-	-	-
VII	**Excess of Income over Expenditure for the year before extraordinary items (V-VI)**		50,61,227	-	50,61,227	(7,96,125)	-	(7,96,125)
VIII	Extraordinary Items		-	-	-	-	-	-
IX	**Excess of Income over Expenditure for the year (VII-VIII)**		50,61,227	-	50,61,227	(7,96,125)	-	(7,96,125)
	Appropriations Transfer to funds/Income Accumulation/Liability							
	Income accumulated under third proviso to clause (23C) of section 10 or section 11(2)		-	-	-	-	-	-
	Income accumulated under clause (2) of Explanation 1 to sub-section (1) of section 11 being transferred to Liability since it is received for use in subsequent year		33,92,501	-	33,92,501	-	-	-
	Balance transferred to General Fund		16,68,726	-	16,68,726	(7,96,125)	-	(7,96,125)
	The accompanying notes are an integral part of the financial statements							

As per our report of even date attached
For Simon Rodrigues & Associates LLP
Chartered Accountants
Firm Regn No 007934S/S000065

Thomas Mathai
Partner
Membership No. 052141

Date : August 22, 2024
Place : Bangalore

For DIYA FOUNDATION

Gerald George D Souza
Managing Trustee

Balance Sheet

DIYA FOUNDATION
CONSOLIDATED
Balance Sheet as at March 31, 2024

Amount in Rs.

	Particulars	Note	31 March 2024	31 March 2023
I	**Sources of Funds**			
1	**NPO Funds**	3		
(a)	Unrestricted Funds		97,91,890	80,30,238
(b)	Restricted Funds		1,43,95,489	1,36,53,303
			2,41,87,380	2,16,83,541
2	**Non-current liabilities**			
(a)	Long-term borrowings		-	-
(b)	Other long-term liabilities		-	-
(c)	Long-term provisions		-	-
			-	-
3	**Current liabilities**			
(a)	Short-term borrowings		-	-
(b)	Payables		-	-
(c)	Other current liabilities	4	42,26,283	8,44,171
(d)	Short-term provisions		-	-
			42,26,283	8,44,171
	Total		**2,84,13,663**	**2,25,27,712**
II	**Application of Funds**			
1	**Non-current assets**			
(a)	Property, Plant and Equipment and Intangible assets	5		
	(i) Property, Plant and Equipment		9,48,393	4,50,479
	(ii) Intangible assets		-	-
	(iii) Capital work in progress		-	-
	(iv) Intangible asset under development		-	-
(b)	Non-current investments	6	1,91,70,378	1,81,48,238
(c)	Long Term Loans and Advances	7	-	-
(d)	Other non-current assets	8	9,31,787	6,31,787
			2,10,50,558	1,92,30,503
2	**Current assets**			
(a)	Current investments	6	-	-
(b)	Inventories		-	-
(c)	Receivables	9	1,12,205	61,758
(d)	Cash and bank balances	10	63,15,448	24,53,391
(e)	Short Term Loans and Advances	7	95,675	1,31,106
(f)	Other current assets	11	8,39,777	6,50,953
			73,63,105	32,97,208
	Total		**2,84,13,663**	**2,25,27,712**
	Brief about the Entity	1		
	Summary of significant accounting policies	2		
	The accompanying notes are an integral part of the financial			

As per our report of even date attached
For Simon Rodrigues & Associates LLP
Chartered Accountants
Firm Regn No 007934S/S000065

Thomas Mathai
Partner
Membership No. 052141

Date : August 22, 2024
Place : Bangalore

For DIYA FOUNDATION

Gerald George D Souza
Managing Trustee



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+91 91135 06223

admin@diyafoundation-india.org

#112/147, Chikkatayappa Reddy Layout,
Chelekere, Kalyan Nagar
Bangalore 560 043

@diyafoundation

@diyafoundationindia

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Bankers

For Indian Passport Holders Only

State Bank of India, Richards Town Branch, Bangalore 560005
A/c. No. 30867158934 IFSC: SBIN0002263

For non-Indian Passport Holders Only

State Bank of India (FCRA Current Account) FCRA Cell, 4th Floor, State Bank of India,
New Delhi Main Branch, 11 Sansad Marg, New Delhi 110 001
A/c No. 40046212889 SWIFT: SBININBB104

Registered Address

19/1 Gospel Street, St. Thomas Town, Bangalore 560 084