

**JEEVAN REKHA PARISHAD**

**EQUITY, DIVERSITY  
AND INCLUSION  
POLICY**



**Plot - 387, Near Damana Square, Chandrasekharpur,  
Bhubaneswar, Odisha, India 751016**

## Equity, Diversity and Inclusion Policy

**Jeevan Rekha Parishad (JRP)** is dedicated to upholding and advancing principles of equity, diversity, and inclusion that encompass gender justice, ethnicity, and identity. Our unwavering commitment to these values is not only integral to our organizational ethos but also a cornerstone of our operations. Inclusive diversity is a central theme guiding our work, encompassing a wide spectrum of social, economic, and regional perspectives.

Central to our mission is the elevation of those individuals and communities who have historically been marginalized and subjected to discrimination based on gender and sexuality, socio-economic class, caste, religion, geographic location, ability, and age. Internally, we demonstrate our dedication to diversity, equity, and inclusion by ensuring a strong representation of women both within our Board and operational teams. Our Board and program staff are purposefully selected from diverse religious, regional, and ethnic backgrounds.

Our human resources policies and staff guidelines are meticulously crafted to honor gender equity, religious plurality, and ethnic diversity. A pivotal step in fostering a decentralized and collaborative leadership approach is the establishment of a senior team that collaborates closely with the Secretary or Executive Director in critical decision-making processes. Additionally, we have fostered transparency by sharing comprehensive financial information with our program team. We actively promote a culture where team members are empowered to take on facilitative roles amongst their peers, thereby nurturing confidence in leadership capacities.

JRP serves as a secular, not-for-profit grass-root organization that spans regions, geopolitical landscapes, linguistic communities, and gender identities. Our initiatives or projects are strategically aimed at empowering marginalized and Dalit communities with a secular and

pluralistic orientation. Our support extends to indigenous and non-indigenous tribes residing in the most remote and challenging regions of the state. We are deeply engaged in addressing the issues faced by religious minorities, disadvantaged castes, and socially marginalized groups. Furthermore, we actively champion gender diversity and awareness.

Our approach to fostering change is rooted in capacity-building, mobilization, and empowerment strategies, all of which culminate in heightened leadership and increased participation in asserting rights. Campaigns and advocacy efforts are at the forefront of our endeavors, as we lend our support to groups that champion the rights of the most marginalized members of society. We also take pride in commissioning research, producing films and publications, and organizing cultural and academic events centered around the experiences of marginalized communities.

JRP's impact has extended to collaborative efforts with governments, community-based organizations, and youth collectives, driven by the shared goal of embodying the SDG principle of "Leave No One Behind." We have also spearheaded economic inclusion and livelihood security programs in tribal regions of Odisha and remote areas across the state. Our work encompasses promoting the state's visibility, facilitating dialogues, and recognizing community activists and youth contributing to peace-building. We have consistently offered support to platforms that facilitate citizen dialogues on complex issues.

As an organization, we aspire to be exemplars of inclusion, equity, and diversity, values that are deeply embedded within our mission statement. We acknowledge that continuous self-assessment and audits will enable us to further fortify our practices, ensuring the embodiment of these principles in all aspects of our work. These diagnostic exercises will help us not only to identify challenges but also to outline effective strategies for addressing them, driving us ever closer to our vision of a more inclusive and equitable society.