

DIVERSITY AND INCLUSION POLICY

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9. Introduction

At MANT, we are unequivocally committed to fostering an environment that respects and promotes diversity and inclusion. Our dedication to these principles is woven into the fabric of our organization, with a special emphasis on gender justice, ethnicity, and identity. We recognize that inclusion is not merely an ideal to aspire to but a fundamental aspect of our daily operations, reflecting our commitment to embracing all forms of social, economic, and regional diversity.

10. Our Focus

Our efforts are primarily aimed at promoting the inclusion of individuals who are marginalized and discriminated against. This encompasses a broad spectrum of identities and circumstances, including gender and sexuality, class, caste, religion, location, ability, and age. We are dedicated to ensuring that every individual feels valued, respected, and empowered to contribute to our collective mission.

11. Internal Policies and Practices

Internally, MANT prioritizes diversity and inclusion by maintaining a diverse board, with 3- 4 women always serving and participating actively in operations. Our a variety of religious, regional, and ethnic backgrounds, reflecting our commitment to diversity at all levels of the organization.

Our HR policies and staff rules are carefully designed to uphold gender equity and celebrate religious and ethnic diversity. Leadership within MANT is decentralized and shared, with a senior team working in close collaboration with the Chief Executive and Secretary to make key decisions. Transparency is a core value, particularly regarding access to financial information for our program team, fostering an environment of mutual trust and empowerment.

12. External Engagement and Collaboration

MANT's work transcends regional, geopolitical, linguistic, religious, ethnic, and gender identities. We actively seek collaboration with individuals, communities, and organizations that share our secular and pluralistic perspectives. Our partnerships extend to supporting indigenous and non-indigenous tribes in remote and underprivileged areas, working with entities focused on the challenges faced by religious minorities and disadvantaged castes, and aligning with gender-diverse and gender-aware partners.

We are proponents of capacity-building, mobilization, and empowerment strategies that bolster leadership and participation in accessing rights. Our organization has been at the forefront of campaigns advocating for the rights of the most marginalized. Through research, radio broadcasting, film production, publications, and the organization of cultural and academic events, we aim to highlight and address the issues faced by marginalized communities.

13. Commitment to Economic Inclusion and Livelihood Security

Our dedication extends to economic inclusion and livelihood security programs, particularly in tribal areas of Eastern India, with a focus on West Bengal and the remote regions of North-East India. These initiatives are part of our broader strategy to serve as role models in inclusion and diversity, integral to our mission statement.

14. Enhancing Voice and Choices through Radio Broadcasts

In line with our commitment to diversity and inclusion, MANT has embarked on an innovative initiative to leverage radio broadcasts and community videos in tribal languages as a powerful medium to promote voice and choices among tribal communities. Recognizing the profound impact of language in preserving culture and identity, we aim to address the identity crisis often experienced by tribal people by providing content that resonates with their experiences, values, and aspirations. These broadcasts and community videos prepared by the tribal youths in their language not only serve as a platform for expressing cultural heritage and traditional wisdom but also play a crucial role in empowering tribal communities by informing them of their rights, opportunities, and services available to them. By ensuring that our content is accessible and relevant, we strive to foster a sense of belonging and identity among tribal members, thereby strengthening their connection to their roots and enhancing their participation in the broader societal dialogue. This initiative reflects our deep understanding of the unique challenges faced by tribal communities and our unwavering commitment to supporting them in navigating these challenges while preserving their distinctive identities.

15. Continuous Improvement

MANT is committed to continuous improvement through diagnostic and research exercises. For this, our Centre for Public Health Research has been involved in various research projects. These practices enable us to strengthen our approach, uphold our principles, and identify and address any challenges, ensuring that diversity and inclusion remain at the heart of everything we do.

16. Conclusion

Inclusion and diversity are more than policies at MANT; they are the principles that guide our actions and our purpose. We are dedicated to being an organization where every individual, regardless of their background, has the opportunity to thrive, contribute, and make a difference.