



Annual Report
By Bijoyini TRC
Team

Tafteesh Resilient Community By Bijoyini Leaders



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Overview

Bijoyini TRC team is working with gender diverse individuals since 2023 with dedicated focus on identifying & understanding underlying dilemmas, confusions experienced by adolescent while exploring their diver gender identities. Engagement with gender diverse individuals made this team understand & hence address psychological impact of stigma, neglect & violence often in their homes, schools & communities. And this led the team to create safe inclusive communities for Gender Diverse individuals with strategic intervention with different stakeholders



Objectives of field Engagement

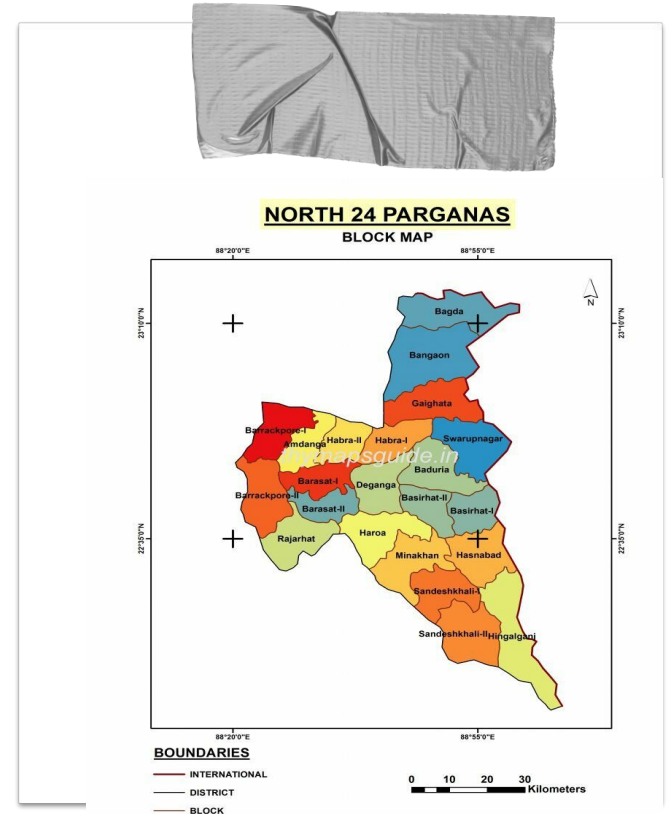
- ❖ Identify gender-variant individuals and address the unique challenges they face in their daily lives.
- ❖ Strengthen resilience among gender-diverse individuals and advocate for their rights and dignity.
- ❖ Educate community stakeholders and family members on issues related to gender identity to foster an inclusive and empathetic society.
- ❖ Reduce stigma and harassment in schools, communities, and families through awareness and support
- ❖ Strengthen Government system through sustained advocacy with government stakeholders to ensure policy-level support.
- ❖ Promote a trafficking-free, resilient community where every child is safe, protected, and empowered.



Engagement Areas & Lives

North 24 PGs

Block	Lives Bijoyini Touched
● Baduria	3
● Hasnabad	3
● Bagdah	2



Key Actions Conducted



- ❖ Engaged with 140+ individuals across 7 communities & developed 2 compiled analytical reports on these acquired data.
- ❖ Direct engagement with 7 gender diverse individuals in the initial year.
- ❖ FGD with targeted population and one case specific discussion with gender diverse individual.
- ❖ community engagement to understand their perspective on gender diversity.
- ❖ Engagement with gender diverse individuals' family to understand underlying dilemma & confusion.
- ❖ Advocacy for strengthening government system and to raise government's awareness about the condition of gender diverse individuals.
- ❖ Three school orientation program with 350+ students.
- ❖ Twenty four meetings among team members to understand budget utilization and programmatic documentation.

Key Actions Conducted

- ❖ Three orientation and capacity building program for Bijoyini.
- ❖ Orientation session with gender diverse individual to inform their own rights and create awareness.
- ❖ Experience exchanging session with Prajok organisation where Bijoyini TRC members share their experience, work plan, to make inclusive society.
- ❖ Capacity building session on data collection process and addressing issues related to gender diversity in adolescent & young adults in community.
- ❖ Reviewing strategy based on experience with Secretariat and LN team.
- ❖ Capacity building session on developing Data format to capture insights effectively from field mainly focused on the perspective of community & family members, adolescent & young adults of community regarding acceptance, concern, support systems provided to gender diverse individuals to ensure comprehensive understanding of their lives.
- ❖ Monitoring session with Advisory Committee member to ensure alignment between planned strategies with field level implementation, to provide mid course corrections and to strengthen accountability of all stakeholders related to the program.

Engagement with Stakeholders

Engaging stakeholders in field level initiative is important for success & sustainability of any program. Their involvement helps to build trust & to promote effective community inclusivity.

Stakeholders serve as bridges to reach a wider range of people. Their presence help to adapt strategies quickly and to supports

Systematic change for long term impact. Stakeholders Can contribute knowledge, space, personnel or other Resources, strengthening program capacity.



Stakeholders

- ❖ Community Members
- ❖ Community Influencers
(School teachers, PRI members, religious leaders)
- ❖ Government Stakeholders
(PRI Pradhan, BDO, District Legal Authority, BLDO, Local Police Station)

Engagement With Stakeholders

Community Members

Meetings have been organized & facilitated with community members, generally neighbours of gender diverse individuals to educate about gender crisis & diversity so that gender diverse individuals & their family members face less stigma & challenges which will impact their mental & emotional well being.

Community Influencers

To get better impact in awareness generation drive, TRC team involve community influencers like school teachers, PRI members & religious leaders of the community as they are taking roles in addressing striking issues with community. Their engagement help to accept new concept like gender diversity in field & paved the way for further intervention.

Govt. Stakeholders

The primary reason to highlight issues of gender diverse individuals with Government stakeholders is to create allies for advocacy & system strengthening. TRC team is working closely with 6 GPs to generate awareness & to provide support to access services gender diverse individuals are entitled to.

Outcome & Impact

People living in intervention areas now has clear understanding what Gender diversity means & that increase empathetic attitudes towards gender diverse individuals.

Teachers from schools are working as advocates of gender diverse children & adolescents that improves their mental health & decrease nos of drop- out students.

Family members of intervene cases have changed their perspective about gender identity & that helps the gender diverse individual to communicate freely about self doubts which strengthen family dynamics & bonding.

PRI members are showing cooperative attitudes & joint ventures have been taking place to strengthening government system



Outcome & Impact

Attending in several capacity building sessions & representing the team in different District, State level platforms enhances the team's capacity as well as their insights which impacted their field level engagements & helped to build resilient community.

Conducting researches & collecting Data from intervene areas about gender diversity issue helped the team to prepare advocacy documents for system strengthening.

Managing a separate program helped Bijoyini members understand various facets of a project, enhancing their capabilities and bringing out the strongest version of themselves. This positively impacts their daily lives, decision making and overall sense of empowerment for their future.





Challenges & Learnings

Challenge 1

At the initial phase Bijoyini TRC members were not well informed about gender diversity issues, including the trauma & challenges associated with gender identity crisis. This lack of understanding made it difficult for them to work & communicate effectively with gender diverse individuals.

Reactions & coping mechanism taken

And this experience led the team to deeply understand the core of the issue. They not only educated themselves about gender diversity but also began to be active advocate for gender diverse individuals. To be an improved version on this issue, team members have gone through intense sessions and prepare resource materials to educate others who are not directly involved but has accountability towards the gender diverse individuals.



Challenges & Learnings

Challenge 2

Initially, in the year 2023, there was hesitation & resistance from the community regarding gender diversity & gender diverse individuals. The unwillingness to discuss openly gender identity created significant barriers to the team's engagement & efforts.

Reactions & coping mechanism taken

Frequent community interventions & awareness generation programs conducted by Bijoyini TRC team helped the intervene community develop a deeper understanding of gender diversity. This led to improved attitudes & greater empathetic behaviour towards all form of diversity.



Challenges & Learnings

Challenge 3

There was lack of knowledge among Bijoyini TRC members regarding new or modified laws concerning gender variant individuals which made the team understand requirement to gain sufficient knowledge for legal advocacy.

Reactions & coping mechanism taken

Team members have proposed for Orientation sessions on legal rights of gender diverse individuals so that they can provide help to the gender diverse individuals to access support & rights from legal authorities if required.



Success Stories

Ananya Patra, an adolescent from interior of North 24 PGs, was confused by the changes - not just in her body & mind but in how she felt. The criticism around her soon turned into harassment & stigma which led to gradual withdrawn from social life. Once a high spirited girl, stopped playing, talking and began sinking into silence.

TRC member noticed her withdrawn behaviour and reached out for support, initiated family counselling support along awareness session with community to make people understand the complexities of gender identity. This led to recovery & create a safe space for Ananya to share doubts, fears & questions.

Today, Ananya is not just challenging gender norms but actively advocating for others like her who are struggling to find their voice. She is spreading awareness in schools and proves how support & acceptance can bring best from anyone.



Action Plan

Case Specific Support & Guidance

TRC team members will conduct individual discussion with identified gender diverse individuals to identify their specific requirements and will provide guidance to access relevant services through the concerned authorities.

Community Engagement for Better Inclusive Society

TRC team members will organize community activities aiming to increase participation and inclusion of gender variant individuals. This action also will reduce stigma & other form of harassment for the gender diverse. This will also promote awareness and sensitivity towards any form of diversity to foster more inclusive environment.



These 2 actions have been planned to bring change in the mindset of gender diverse individuals family members & community. TRC members are focusing to foster empathetic behaviour towards Gender diverse individuals as it is often found that they are primarily stigmatized by their relatives & close ones.

Action Plan

Collaboration with Government Stakeholders

TRC team members are engaging with relevant govt. Departments to ensure gender diverse individuals can fully access their rights & entitlements. In future they will engage more with government authorities to bring positive change in the lives of gender diverse people.

Strengthening Anti Trafficking Network

TRC team is willing to collaborate with other organizations or teams who are working against human trafficking as they are assuming that exclusionary behaviour towards gender diverse individuals can increase their vulnerability to trafficking.



This 2 actions are primarily focusing changing and strengthening system so that people with gender diversity can live an improved inclusive life where their rights would be protected.

ActionPlan

Documentation & Visibility

TRC team members will documenting their practices and its results in the field to enhance visibility of this initiative. They believe these documentations will inspire and guide others who are working or living in similar spaces.

Capacity building of TRC Team members

Bijoyini TRC team members will participate in different sessions to build skills, or gather knowledge on diverse issues so that they effectively address challenges and create sustainable change in supporting gender diverse individuals as well as to bring positive change in their own life.



Photo Gallery



