

NCAS DIVERSITY POLICY

NCAS position on Inclusion

NCAS believes that the concepts of social exclusion and inequality are closely linked. Unequal societies in which certain groups are discriminated against can lead to exclusion. Likewise, social exclusion fuels inequality. Unlike vertical inequalities, which focus on individuals, horizontal inequalities concern inequalities between groups. Inequalities between culturally formed groups are an important but neglected dimension of development.

It has been argued that an enabling cultural environment promotes individuals' access to their rights and a sense of social responsibility. Group differences are not enough in themselves to cause conflict, but social exclusion and horizontal inequalities provide fertile ground for violent mobilization. Conflict prevention, therefore, should also be a poverty reduction and human development objective rather than only a political one.

NCAS position on Diversity

NCAS believes that inclusion must not amount to cultural assimilation; cultural inclusion must mean that excluded and minority group cultures are accorded space and respect by a dominant national culture, and that is the only way to ensure that diversity is sustained. NCAS values diversity both in terms of rights of minority cultures to flourish in their own right, and as a value in itself.

NCAS makes a vigorous effort to promote diversity within its ranks. People Centred Advocacy being the basic tenet of NCAS's work has been further articulated by its current mandate to serve the core constituencies of Adivasis, Dalit and Women. NCAS believes that leadership at all levels must reflect the concerns of its political discourse.

DIVERSITY INFORMATION

Our Draft Diversity policy reflects our position on why diversity is important to our work. We make constant and consistent effort in our recruitment as well as in our programmes to reflect this understanding.

We face a lot of challenge in being able to find candidates with suitable skill levels from the marginalized communities, other than women, with one of the major problems being fluency in English. In this case we depend upon our internship programme to be able to nurture talent and skills among the young people chosen. Many of the interns have joined us in various capacities, and some of them are still working with us.

While choosing our partner organizations, we pay special attention to the leadership positions within them, and are also sometimes able to recruit people from more marginalized sections with their help.

Our governance patterns is supportive of the diversity within, as NCAS follows a decentralised, task oriented and functional management approach, with multiple leadership roles for a more participatory management practice.

Below please find the diversity table of the organization.

DIVERSITY TABLE

From under-represented ethnic groups			Total		Physically Disabled	
Female		Male	Female	Male	Female	Male
Board	01	02	06	05	00	00
Professional staff	06*	01	08	06	00	01
Support staff	00	03*	02	05	01	00
Interns	2	4	3	5	00	00

* Those who have dual identities such as tribe and religion have been counted as two