



ICDR International

Annual Report 2020

Letter from the Founder and President

This has been an unprecedented year full of challenges and hardships for everyone. Nevertheless, that didn't stop ICDR International from being there for its community, partners and supporters, and it didn't stop our leaders, staff and volunteer from pushing through and overcoming obstacles to succeed.

We were challenged, perhaps like never before, and through it all we've been constantly reminded of our strength and resolve. In record time, we successfully transitioned our programming to virtual platforms, which significantly increased our outreach and visibility within and beyond our jurisdiction.

D.B. Sagar,
Founder and President
ICDR International



Letter from the Chair

The Covid-19 pandemic of 2020 created enormous suffering among Dalits and others affected by caste discrimination. It also led to major obstacles in implementing the planned programs of ICDR International. Nevertheless, I am pleased to note that ICDR adapted to this environment and undertook an extraordinary number of new initiatives. Through a virtual global mission conference, we helped experts and activists expand understanding of the linkages between caste and race. ICDR used these results to request the EEOC to recognize that existing laws forbidding racial discrimination also forbid caste discrimination. We partnered with the IFES on a survey of political representation of Dalits in South Asia. A new partnership with the American Bar Association Center for Human Rights led to assessments of Dalit Legal Defenders in South Asia. We also initiated a new fellowship program to empower and strengthen Dalit journalists. All these accomplishments, undertaken with a very small budget, are due to the leadership of ICDR President DB Sagar and the work of a strong group of volunteers and interns. Just as importantly, DB has helped strengthen ICDR's internal systems, increasing our capacity to receive large donor funding. I am confident that 2021 will be an even stronger year for ICDR International.

Rick Gold,
Board Chair
ICDR International

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In 2001, Nepali human rights advocate and lawyer D.B. Sagar (Dil Bishkarma) engaged and participated in the United Nations World Conference of Racism, Racial Discrimination, Xenophobia, and Related Intolerance 2001 (WCAR, 2001), which provided, for the first time, an opportunity to strengthen the voice of underprivileged, marginalized, and Dalit populations at the international level. The lack of a global platform for representation of Dalit population and other marginalized groups as well as the 2004 International Consultation on Caste-based Discrimination in Kathmandu, Nepal prompted D.B.Sagar and other human rights activists to establish the International Commission for Dalit Rights, also known as ICDR International.

In 2020, ICDR International continues to pursue its mission and goals to adequately represent underprivileged, marginalized, and Dalit populations and advocate human rights. ICDR International and its creative and committed team has already implemented several successful and meaningful projects, such as Dalit YoungStars Initiative, Global Dalit Civil Society Network, Dalit Journalists Support and others. Caste Freedom Index is one of the largest scale ongoing projects of ICDR. It will give a comprehensive action-oriented picture of caste-based oppression.

Regardless of ICDR International being a relatively new vanguard, it has implemented successful projects, employs committed staff and volunteers, and hopes to bring justice to marginalized groups of people.



WHO we ARE



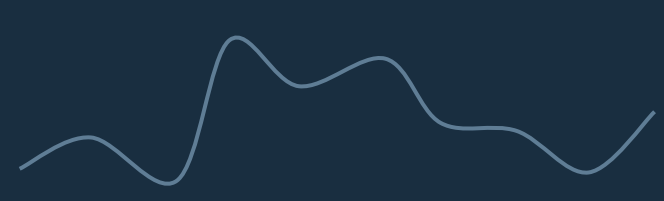
WHO we SERVE



ICDR International is a leading global movement of people striving to eliminate caste, work, and descent-based discrimination (CWDD), inequality, and injustice. We campaign for the rights and dignity of nearly 300 million Dalits, marginalized and underprivileged people worldwide who face CWDD and Social Exclusion. With over 255 members across the globe, ICDR collaborates, networks, and provides technical support for its associates in society, government agencies, and the communities, as they strive to promote equal opportunities, civil rights, dignity, and rule of law. We empower Dalits, marginalized, minority, and underprivileged communities and individuals who face disproportionate challenges and obstacles to living a dignified life.

In the U.S., we serve and provide affordable community and immigration services, civil rights-related advocacy, and educational and public services to diverse immigrant and low-income communities.

“At least 82.4 million people around the world have been forced to flee their homes.” (UNHCR)



Objectives

- **Increase** public understanding of and respect for the constitutional and international human rights laws, obligations, and hold governments accountable under law.
- **Advocate** for equality, diversity, social political inclusion, equal opportunity, affirmative policies, and meaningful access to justice for all people.
- **Fight** to eliminate caste or descent and all other forms of discrimination, inequality and injustice at all levels and all sectors, including public and private.
- **Promote** the dignity and rights of underprivileged, marginalized, Dalits, minorities, and all people in all levels.
- **Provide** benefits, programs and services which promote members' or allies' institutional and professional growth and quality of service and life.
- **Provide** pro-bono public interest community services, including immigration, healthcare, education and social justice.

Main Projects

1. Combating hate and protecting rights:

- ❖ Global Dalit Civil Society Network,
- ❖ Campaign Against Caste-based Racial Discrimination,
- ❖ Fellowship Program for Dalit Journalists,

1. Exposing and confronting discrimination:

- ❖ Dalit YoungStar Initiative,
- ❖ Global Caste Freedom Index,

1. Empowering the community:

- ❖ Community and Immigration Service Program,
- ❖ COVID-19 Relief Project,

1. Fighting for justice:

- ❖ Legal Services Program,
- ❖ US Congress: Law against Caste and All Forms of Discrimination,
- ❖ Dalit Justice Defenders Report.

ICDR combats hate and violence directed at caste-affected and marginalized communities in four ways: by calling out hateful and offensive speech, tracking hate crimes and identity-based violence, identifying systems of oppression including forced labor and sex trafficking, and by notifying local authorities.

ICDR protects the civil and human rights of Dalit and caste-affected communities through promoting freedom of speech and religious freedom, and increasing access to government services, education, healthcare, and public facilities.

Implementation of such programs as global dalit civil society network, campaign against caste-based racial discrimination, fellowship program for dalit journalists help icdr adress the issues described above.

Combating hate and protecting rights

- **Global Dalit Civil Society Network** - the largest global online platform, consisting of the Dalit Civil Society, NGOs, and Diaspora organizations as well as Dalit Rights Defenders and development practitioners throughout the world. It brings over 250 organizations and 500 individuals together, including rights and justice defenders, activists, and leaders, providing a common platform for sharing empirical experiences, training materials, case management systems, knowledge, expertise, and other skills.
- *Objective* to formulate and implement a comprehensive organizational development and advocacy strategy.
- *The goal* to empower and enhance communities by making governments more accountable and corporations more socially responsible.

Fellowship Program for Dalit Journalists

- *The goal* to support 50 freelance journalists (Dalit and non-Dalit), who have been financially and professionally impacted by the COVID pandemic in South Asia by 2021.
- *Fundraising goal* \$35,000 by the end of 2021.

Combating
hate and
protecting
rights

Combating hate and protecting rights



Objective is to recognize and include “Caste Discrimination” in the US Legal system, including EEOC and civil rights laws.

We are currently advocating that **the Equal Employment Opportunity Commission** recognize that caste-based discrimination, a form of racial discrimination, is a prohibited classification in US anti-discrimination law.

Campaign Against Caste
based Racial Discrimination

Discrimination against *Dalits* and other *caste-affected communities* takes many forms: in education, employment, housing, personal security, and access to aid Similarly, caste-based discrimination manifests differently in the United States than it does in South Asia. Governmental responses to Dalit discrimination, and protection from it are not consistent worldwide. ICDR confronts discrimination toward caste -affected and marginalized communities in three ways: identifying inequity in access to housing, education, and career opportunities; calling for policy change and justice; and by standing against prejudice in communities, schools, and political offices.

Dalit YoungStars Initiative

- DYI's mission is to leverage social-cultural-political networks; bridge the Generational GAP; and impart knowledge, skills, and expertise among the dynamic and diverse attendees—300 Dalits and other socially excluded youths in South Asia and in the Diaspora.
- DYI primarily works with youth and young adults ranging in ages from 18 to 30 from Bangladesh, India, Nepal, Pakistan and Sri Lanka as well as Diaspora.
- DYI targets caste-affected countries and the Diaspora, focusing on intersectionality and movement building.

Exposing and confronting discrimination



Exposing and confronting discrimination

Global Caste Freedom Index

- The Caste Freedom Index (CFI) is a unique and universal framework addressing caste-based inequalities and discrimination against nearly 300 million Dalits and socially excluded people in Asia, sections of Africa, the Middle East, and other parts of the world.
- The CFI is being developed in collaboration with Statistics without Borders along with the outreach group of the American Statistical Association, “Statistics without Borders”, along with support of multiple human rights partners and allies.
- The CFI matrix is designed to give a comprehensive, action-oriented picture of caste-based oppression by focusing on six well-recognized human rights dimensions:
 - 1) Life, health and shelter;
 - 2) Family life, privacy and personal dignity;
 - 3) Employment, fair pay, economic opportunity;
 - 4) Freedom of expression, freedom of movement;
 - 5) Political representation; and
 - 6) Access to justice, protections from crime

Empowering the community

The dedication and commitment of the immigrant and low -income communities have advanced equality in the U.S. To further support the movement for equality, ICDR and its partners provide informational and educational tools to Dalit and caste-affected communities to make them more effective advocates. These efforts will be complemented by those related to voting access and census representation that aim to increase visibility and inclusivity of Dalit communities.

Center for Community and Immigration Services

- **The mission** of the Community Immigration Service Program is to provide affordable Community and immigration services and civil rights-related advocacy and educational and public services to diverse immigrant and low-income communities in the USA.
- **The goal** is to increase knowledge of the available programs and services offered by governments and other agencies.

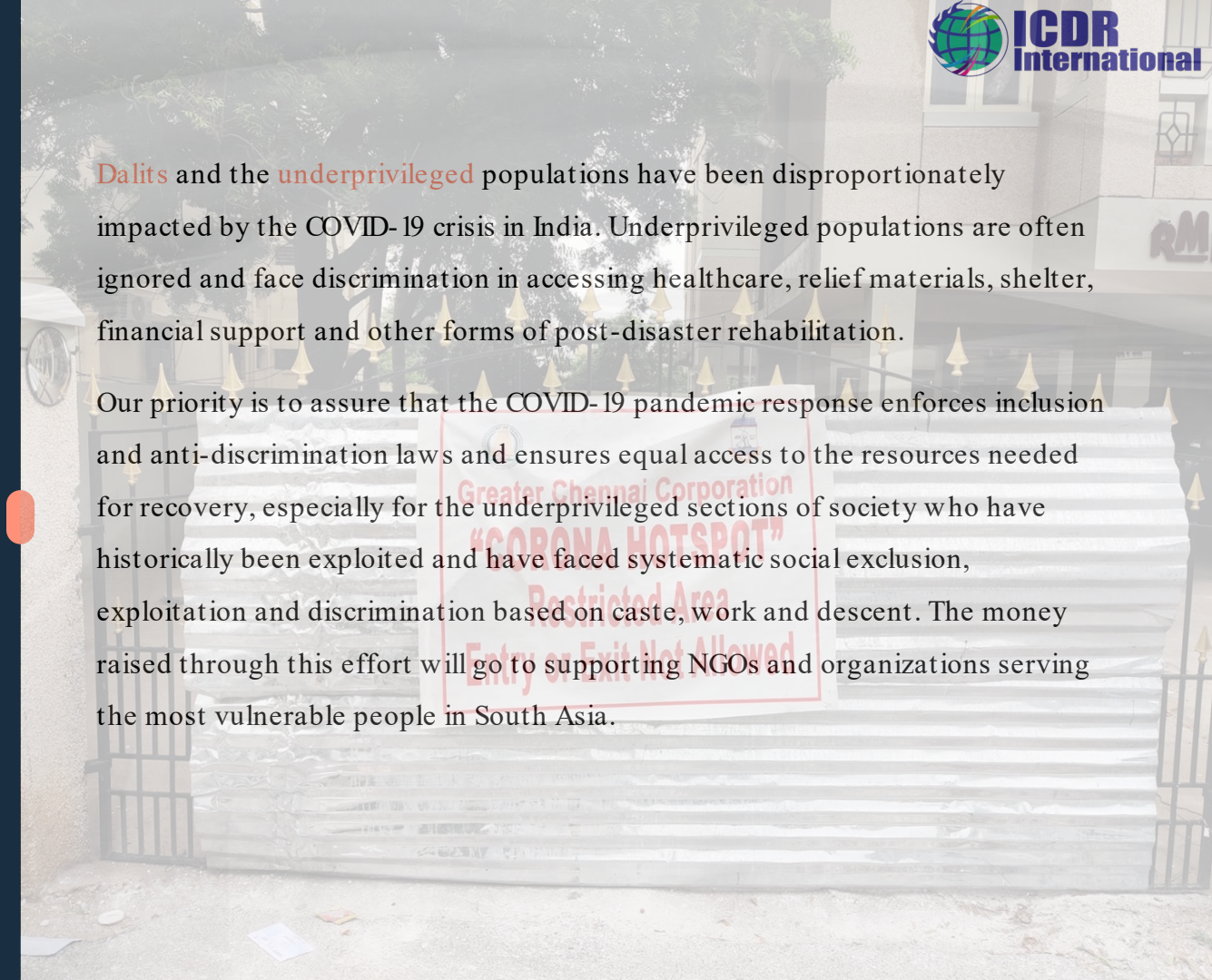


Empowering the community

Dalits and the **underprivileged** populations have been disproportionately impacted by the COVID-19 crisis in India. Underprivileged populations are often ignored and face discrimination in accessing healthcare, relief materials, shelter, financial support and other forms of post-disaster rehabilitation.

Our priority is to assure that the COVID-19 pandemic response enforces inclusion and anti-discrimination laws and ensures equal access to the resources needed for recovery, especially for the underprivileged sections of society who have historically been exploited and have faced systematic social exclusion, exploitation and discrimination based on caste, work and descent. The money raised through this effort will go to supporting NGOs and organizations serving the most vulnerable people in South Asia.

COVID-19 Relief Project



Fighting for Justice

Justice must be achieved at both the grassroots and policy level. It is crucial to address the disparities between Dalits and other groups in their access to constitutional and legal rights. Such disparities need to be tackled at the highest levels via courts or legislation. ICDR advocates for the Dalit community on both a national and global scale. Through its network of lawyers provides caste -affected communities with pro -bono or low-cost legal services.



Legal Services Program

ICDR provides legal support to caste-affected communities, including for rape survivors in Nepal and those needing help with immigration. In Nepal, the ICDR-supported initiative helps rape victims get justice by providing technical assistance to legal professionals in initial investigations and court litigation. ICDR's immigration legal support initiative provides support for petitions, forms and interviews as well as representation at hearings for all immigrants, regardless of religion or background.

Fighting for justice

US Congress: Law against Caste and All Forms of Discrimination

ICDR, along with African-American, Latino, American Muslim, and other Civil Rights and progressive groups, urge the US Congress to:

1. pass a Binding Resolution against Caste or Work and Descent-based Discrimination;
2. expand the geographic scope of the historical Concurrent Resolution on Untouchability in India (HR 139/2007). Our experienced legislative team provides technical expertise and assistance for Congressional Representatives, their staff, various committees, policy-advocacy groups, along with American Dalits and diverse minority communities.

2020 Key Milestones

2020 has been an unprecedented year full of challenges and hardships for everyone. Nevertheless, that didn't stop ICDRInternational from being there for its community, partners and supporters, and it didn't stop our leaders, staff and volunteers from pushing through and overcoming obstacles to succeed

We were challenged, perhaps like never before, and through it all we've been constantly reminded of our strength and resolve. In record time, we successfully transitioned our programming to virtual platforms, which significantly increased our outreach and visibility within and beyond our jurisdiction .

Optimization of Digital Advocacy Capabilities : ICDR International enhanced its digital advocacy capabilities during the pandemic and conducted several virtual meetings with multiple stakeholders. We have optimized and modernized our website and social media platforms, where more than 3,000 people were engaged in the various consultations, meetings and digital advocacy campaigns.

Please visit us at: <http://www.Facebook.com/ICDRINTL>

2020 Key Milestones

2020 Mini Global Conference: Combating Racism and Casteism in the 21st Century: We hosted 2020 Global Conference virtual due to the COVID-19 pandemic. The conference adopted a comprehensive global advocacy strategy to combat caste-based racial injustice, inequality and discrimination in collaboration with multiple stakeholders at all levels: global, regional, cross-national and local. The conference brought together 155 leaders, activists and academia from around the globe. You can watch the recording here - <https://icdrintl.org/>

ICDR Monthly Newsletter: We have started publishing a monthly newsletter to inform and educate on the issues of caste-based racial discrimination, inequality and injustice, as well as Human/Civil/Dalit Rights featuring ICDR leaders and members of our community. This newsletter shared with hundreds of people, including supporters, donors, volunteers, board members, etc. See more here - <https://icdrintl.org/resources/monthly-news-letter/>

2020 Key Milestones

COVID-19 Humanitarian Support: In this pandemic crisis, ICDR and its associates provided immediate and emergency humanitarian support to 67 individuals and families impacted by COVID-19 through the *COVID Rapid Response Program (CRRP)*. Our absolute priority is to ensure that the COVID-19 pandemic response enforces inclusive and anti-discrimination laws and ensures equal access to the resources needed for recovery, especially for the underprivileged sections of society, such as Dalits, Adivasi, ethnic minorities, and migrants who have historically been exploited and have faced systematic social exclusion, exploitation, and discrimination based on caste, work, and descent.

Survey on Political Representation of Dalits in South Asia: ICDR and the International Foundation for Electoral Systems (IFES) are collecting data on barriers Dalit people face in political participation and representation for a research paper that will be presented at the ICDR Second Global Conference.

The questionnaire is available at

<https://www.questionpro.com/a/TakeSurvey?tt=zioCb.BKlr8%3D>

2020 Key Milestones

Dalit Justice Defender Report of South Asian nations: The American Bar Association's Center for Human Rights, in collaboration with ICDR, is preparing a comprehensive Dalit Justice Defender Report for India, Nepal and Bangladesh. ICDR is preparing an additional report on Pakistan. In each country, there are legal frameworks to ensure that Dalits and minorities are protected from social or governmental discrimination. Dalit activists have faced major threats because of their advocacy. Well-known Dalit rights defenders have faced threats by non-state actors, at times with the implicit support of the state, e.g. in situations where the state fails to investigate threats against defenders. State actors have also misused their official positions to harass defenders by imposing unjustified and discriminatory funding and registration requirements and bringing frivolous criminal charges. Unfortunately, the same kind of discrimination has impacted the legal community as lawyers from Dalits and minority communities face prejudice by the bar and bench.

Fellowship Program for Dalit Journalists: We have launched a three-month paid fellowship for 50 Dalit Journalists in South Asia who have been impacted by the COVID-19 pandemic. Dalit and pro-Dalit journalists are in the front line in documenting and narrating recurring stories of discrimination, violence, hate, and social injustice, which they often witness and experience first-hand. The advent of the pandemic has exacerbated the situation, which has led to even greater discrimination, violence, and stigmatization than before. As journalist Jeya Ranif from *The Wherestates*, "caste, aided by the virus, will valorize the very idea of segregation." Our goal is to support Dalit Journalists



Global Campaign Fighting Caste based Racial Discrimination and Injustice:

At a time when the global community is facing the COVID crisis, we are marshaling our shared power to fight caste based racial injustice and discrimination that violates national and international civil and human rights laws. ICDR International is currently focusing on advocating that the Equal Employment Opportunity Commission recognize that caste discrimination, a form of racial discrimination, is a prohibited classification in anti-discrimination laws.

Country specific Programs:

We investigate, expose discrimination, educate, and mobilize the public; provide community services; and campaign to leverage changes in policy and transform societies. Our experts have investigated and produced several issue based reports such as the 2019 India National Election and Dalit involvement; religious oppression against minorities in Bangladesh; Dalit massacre in Nepal; and Safeguard of constitutional legal mechanisms for minorities and Dalits in Pakistan.

2020 Key Milestones



ICDR addressed several critical issues that happened in 2020.
Some of them are:

Strong Condemnation of Hathras, Balrampur, Azamgarh, Bulandshahar Caste motivated hate crimes such as rapes/murders in UP, India

Washington, D.C.; Oct 02, 2020

ICDR and NRI Ambedkarites from USA, Canada, UK, Germany, France, Nederland, Ireland, Spain, Sweden, Japan, Korea, Singapore, New Zealand, Belgium, Hungary, Australia, UAE, Oman, Qatar, Saudi Arabia, Bahrain and Malaysia.

During this distressing time, the ICDR and NRI Ambedkarites are seething with rage, pain and sadness at the brutal caste hate crime against a 19 year old girl from the Scheduled Caste community (also referred to as dalits/backward castes in media). We offer our condolences to the family of our sister from Hathras, UP. [Our sister lost her life](#) on September 29th, 2020, in a Delhi hospital, after she succumbed to the injuries because of the hate crime where she was raped, her tongue was slashed, spinal cord broken and she was left to die by some men from the caste Hindu Thakur community. In an alleged attempt to destroy the evidence, her body was [forcefully cremated](#) by the UP police, which literally caused her [second death](#). This happened against the wishes of the family, who were begging in front of the authorities to see their daughter one last time and who were then heckled and locked up. Even before the ashes from her pyre cooled down, there were reports of other heinous rape crimes again on Dalit girls in Balrampur, Azamgarh and Bulandshahar. What is even more shameful is the age of the victims is as low as 8 years.

We demand immediate prosecution of the criminals under the SC/ST Atrocities Act

As per the India Spend Analysis of the National Crime Records Bureau statistics, the crimes against dalits rose by 746% from 2006 to 2016. The caste motivated rapes and murders of dalit women form major proportion of such crimes against dalits. The cases pending investigations were up 99% and the police were half as likely to help. The NCRB report is here: [Crimes in India](#). The subsequent reports only point to an upward trend in such crimes. This data only shows the reported crimes for which FIR's were admitted. The actual numbers of such crimes against dalits are much more than these numbers.

2020 Key Milestones

Demand Justice for Dalit Murders; Killing Dalit Youth is Savagery

Washington, D.C., May 31, 2020

The International Commission for Dalit Rights (ICDR) urges the Government of Nepal to commission immediately a high-level Federal Parliamentary Investigation Committee for a thorough and impartial investigation on the killing of Dalits, including suspending and prosecuting elected representatives who brutally led and participated in these crimes. Justice must be delivered to the victims and their families by enforcing international criminal justice and constitutional laws.

On 23 May, in the Chaurjahari Municipality of Rukum District in Karnali Province, Nawaraj BK and his friends were stoned, abused, beaten, attacked by weapons and chased by a village mob composed of people of a dominant caste, to which Nawaraj's girlfriend also belonged. Six men including Nawaraj were massacred and their bodies were thrown into the Bheri River. Some youths are still missing. Nawaraj went to Rukum from Jajarkot, his home district, to marry and bring his girlfriend back home, allegedly at her request.

Nawaraj BK, a 21-year-old Dalit man, was in love with a girl from a so-called dominant caste. The couple decided to get married. When the girl learned that her family was planning to force her to marry someone from their caste, she asked Nawaraj to help her to run away with him. Nawaraj along with his relatives and friends came to the girl's house to save her from marrying a man against her will. On their arrival, the girl's mother invited a group of 50-60 men, including local elected representatives and political leaders from her village, to attack them. This group attacked and brutalized Nawaraj and his supporters.

On the same day, a 12-year-old Dalit girl was raped and murdered in the Devdaha Village of Rupandehi District. The day before, villagers and local elected representatives including the Ward Chair forced her to marry the rapist, who belongs to a dominant caste. A preliminary police investigation found that she had been raped and murdered.

2020 Key Milestones

George Floyd's murder is an Inhumane Act: Black Lives Matter

Washington, D.C., June 2nd, 2020

The *International Commission for Dalit Rights (ICDR)* condemns the recent **murder** of George Floyd at the hands of Minneapolis police officers on the 25th of May, 2020. Police brutality and murder have pervaded American society for much of this nation's history, and such acts are **stark examples of systemic injustice, oppression, and racism**. The ICDR stands in alliance with the nation's grieving minority population. Globally, citizens of different creeds and nationalities have unified to pledge support to the African-American population. **George Floyd was a healthy young man, as were Eric Garner, Michael Brown, and Trayvon Martin, individuals who were similarly slaughtered needlessly and mindlessly**. ICDR condemns the massacre of individuals on the basis of one's skin color, belief system, and economic status. **We pledge our support to grieving black communities nation-wide and demand justice for George Floyd and his loved ones.**



2020 Key
Milestones



ICDR International

Statement of Financial Position

As of December 31, 2020

	WITH DONOR RESTRICTIONS	WITHOUT DONOR RESTRICTIONS	TOTAL
ASSETS			
Current Assets			
Bank Accounts			
Checking (3836)		19,519.17	\$19,519.17
Total Bank Accounts	\$0.00	\$19,519.17	\$19,519.17
Total Current Assets	\$0.00	\$19,519.17	\$19,519.17
TOTAL ASSETS	\$0.00	\$19,519.17	\$19,519.17
LIABILITIES AND EQUITY			
Liabilities			
Long-Term Liabilities			
Employee Deferred Compensation	124,075.00		\$124,075.00
SBA EIDL / PPP Loans		33,442.00	\$33,442.00
Shareholder Notes Payable		10,000.00	\$10,000.00
Total Long-Term Liabilities	\$124,075.00	\$43,442.00	\$167,517.00
Total Liabilities	\$124,075.00	\$43,442.00	\$167,517.00
Equity			
Opening Balance Equity		1,267.68	\$1,267.68
Restricted			\$0.00
Owner's Investment		3,690.60	\$3,690.60
Partner's Equity - Deferred Compensation	-124,075.00		\$ -124,075.00
Total Restricted	-124,075.00	3,690.60	\$ -120,384.40
Retained Earnings		-34,756.60	\$ -34,756.60
Net Income		5,875.49	\$5,875.49
Total Equity	\$ -124,075.00	\$ -23,922.83	\$ -147,997.83
TOTAL LIABILITIES AND EQUITY	\$0.00	\$19,519.17	\$19,519.17

Bookkeeping



Future Goals

Fellowship Program for Dalit Journalists

- ❖ *The goal* of this program is to support 50 freelance journalists (Dalit and Pro-Dalit), who have been financially and professionally impacted by the COVID19 pandemic in South Asia by 2021,
- ❖ Fundraising *goal* \$35,000 by the end of 2021

Campaign Against Caste based Racial Discrimination

- ❖ *Objectives* to gain recognition that caste discrimination is already prohibited by US employment, education and housing antidiscrimination law,
- ❖ Create web and social content,
- ❖ Draft a petition/Appeal to the EEOC to recognize and include "caste based discrimination" as a prohibited classification under existing antidiscrimination law,
- ❖ *Target*- 3,000 signatures.



Community and Immigration Service Program (CISP)

Objectives:

- ❖ Community and Immigration Service Program mission is to provide affordable Community and immigration services and civil rights related advocacy and educational and public services to diverse immigrant and low-income communities in the U.S.
- ❖ The goal of community service is to increase the community's knowledge of the available programs and services offered by governments and other agencies.

Future Goals

Caste Freedom Index (CFI)

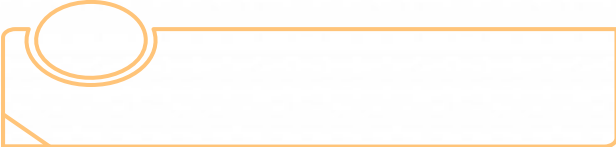
For purposes of the CFI, “caste freedom” has been defined as *the absence of discrimination, social exclusion, inequality, injustice and violence based on gender, caste or descent, and untouchability*. The CFI allows researchers to identify “positive freedom” as those institutions, policies and cultural features and practices that promote and enhance caste *freedom, human dignity, political inclusion, social justice, fundamental rights and equality*.

Plan of Actions:

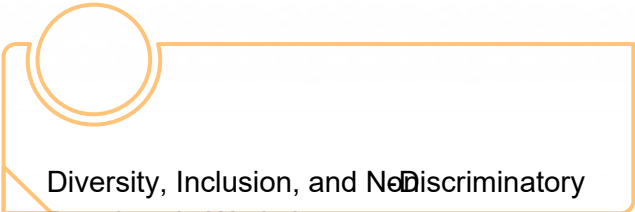
1. *Pilot Development* Initial scoping, methodological development and proofs of concept, based on two selected human rights dimensions. The CFI is currently at this stage in Nepal.
2. *Interim Rollout* Scope extended to two additional human rights dimensions. The survey is based on a larger geographical area.
3. *Full Rollout* The scope is extended to all CFI human rights dimensions. The survey is based on the whole of Nepal.
4. *International Development* An agreement is reached with partner organizations on implementation in other countries.

Future Goals

2021 Purpose Activities



Seminar on New Immigration Policies



Diversity, Inclusion, and Non-Discriminatory
Practices in Workplace



COVID19 Relief Act and Benefits



TPS/DACA



Citizenship Eligibilities and Procedures



Board of Directors:



D.B. Sagar (Dil Bishkarma)- President
and Founder



Rick Gold- Chair of the
Board



Steven Folmar- Ph.D., Vice
Chair of the Board and a CFI
Expert

- ❖ *Mr. Krishna Sob* Board Member
- ❖ *Dr. Purvi Mehta* Board Member
- ❖ *Neha Kumar* Board Member
- ❖ *Rev. Gideon Jebama* Ph.D., Board
Member
- ❖ *Myer Glickman* Board of Director

Executive Team:

- ❖ *Mr. Krishna Bishwakarma* Information Technology (IT) Quality Assurance specialist
- ❖ *Jamie Lee* Program Officer
- ❖ *Laura la Zazzera* Content Analyst
- ❖ *Pria Nijhar*- Congressional Policy Analysis Associate
- ❖ *Ravindiran Asaithambi* a Content Analyst representing South Asia
- ❖ *Anitha Rathod*- Program Manager
- ❖ *Julia Antone* Legal/Human Rights Intern focusing on Caste Freedom Index
- ❖ *Anjoli Guha* Research Associate
- ❖ *Muideen Salami* Research Associate
- ❖ *Diana Grechukhina* Research Associate
- ❖ *Sienna DuranKneip*- Legal Specialist
- ❖ *Yatra Karki*- Content Analyst
- ❖ *Christopher Dai* IT specialist

Advisory Committee:

- ❖ *Kenya Tyson, Esq.*, Chair of the Advisory Committee
- ❖ *M. Farook Sait, Esq.*, Chair (Emeritus) Advisory Committee, and former Special Counselor to the Assistant Secretary for Civil Rights at the U.S. Department of Agriculture and Civil Rights Attorney
- ❖ *Judge Rahulamin Quande*, Advisor, Retired Sr. Law Administrative Judge for the D.C., USA
- ❖ *Prof. Kevin D. Brown, Ph.D.*, Advisor and Law Professor at Indiana University, USA
- ❖ *Elizabeth Clay Roy*, Advisor and CEO at Generation Citizen, New York, USA
- ❖ *Prof. Mary Cameron, Ph.D.*, Advisor and Professor at Florida Atlantic University, USA
- ❖ *Manjula Pradeep*, Advisor, and Lawyer and Executive Director at Dalit Human Rights Defenders Network (DHRDNet) in India
- ❖ *Dr. Bette Dickers*, Advisor, and Initial Vice President and Professor (Emeritus) at American University, USA
- ❖ *Davinder Prasad*, Advisor and General Secretary at BOPIA British Organization for People of Asian Origin, the U.K.
- ❖ *Prof. Zoe C. Cherinian, Ph.D.*, Advisor and Professor at University of Oklahoma, USA
- ❖ *Prof. Thomas Weisskopf*, Advisor, and Professor (Emeritus) of Economics, University of Michigan, USA

Governance

Advisory Committee:

- ❖ *Ms. Wendy Serafin*, Advisor, and Development Practitioner and Peace Volunteer, USA
- ❖ *Dr. Annapurna Waughray*, Advisor, and UK based lawyer and Reader in Human Rights Law at Manchester School of Law, The United Kingdom
- ❖ *Raj Cherukonda*, Advisor and IT Entrepreneur in the USA
- ❖ *Jolanda Brunnekreëf*, Advisor and Consultant Diversity & Inclusion Daya Shakti Foundation, Europe
- ❖ *Swati Sawant, Esq.*, Advisor and an Immigration Attorney in New York, USA
- ❖ *Narayan Charmakar*, Advisor, and Lawyer and Dalit Rights Advocate in Bangladesh
- ❖ *Rajan Lohani*, Advisor, and youth Entrepreneur and CEO at Jeev Career Institute Pvt. Ltd. Nepal
- ❖ *Pirbhu Lal Satyari*, Advisor and Regional Head at Strengthening Participatory Organization in Pakistan
- ❖ *Dr. Laxmi Berwa*, Advisor, and Internist and a veteran Dalit Rights Advocate, USA
- ❖ *Krishna Bishwakarma*, Advisor and an Information Technology Expert

Governance

Contact Us



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[UC9_Ab2Biwm56JTzr2efLLNg](https://www.youtube.com/channel/UC9_Ab2Biwm56JTzr2efLLNg)



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McLean, VA 22102, U.S.