SEBS SOCIAL JUSTICE FUND

MARCH 2021

PREPARED BY

SEBS ANTI-DISCRIMINATION AND ANTI-HARASSMENT COMMITTEE (SAHAD)

REPRESENTATIVES

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The WHY:

Background and Purpose

Society of Ex-Budhanilkantha Students (SEBS) established an AGM-approved **SEBS Anti-Discrimination and Anti-Harassment (SAHAD)** standing committee in the summer of 2020 after the publication of three qualitative researches.[1] These researches highlighted various discriminations faced by current students and alumni, uncovering 169 episodes of racism, sexism, colorism, homophobia, classism, bullying, and other identity-related discriminations.

The **SEBS Social Justice Fund** is a SAHAD project that will provide micro-grants to BNKS students to undertake actionable projects that advance justice, equity, inclusion, and diversity inside and outside the school. Its purpose is to support student-led initiatives against social injustices both at BNKS and in Nepal at-large.

Our values:

We want students to reflect on the following questions while designing their proposed activities.

1. *Inclusion:* "The action or state of including or being included within a group or structure. It involves an authentic and empowered participation and a true sense of belonging."[2]
2. *Diversity:* "Having a variety of racial, sexual, gender, class, religious, ethnic, abled, and other social identities represented in space, community, institution, or society. Differences between social identity groups based on social categories such as race, gender, sexuality, class, and others."[3]
3. *Equity:* "The notion of being fair and impartial as an individual engages with an organization or system, particularly systems of grievance. "Equity" is often conflated with the term "Equality" (meaning sameness). In fact, true equity implies that an individual may need to experience or receive something different (not

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[1] The research included anonymous alumni surveys collected by Bikash Gupta following his article "Lies We Told Ourselves About Budhanilkantha School" and Mansi Dahal before and following her article "~~His~~ Herstory of Budhanilkantha School". The SEBS executive-committee also conducted a survey among the current students.

[2] The Annie E. Casey Foundation (2015). Race Equity and Inclusion Action Guide.

[3] Adams, M et al. (2016). Teaching for Diversity and Social Justice. New York: Routledge. P. 1

equal) in order to maintain fairness and access. For example, a person with a wheelchair may need differential access to an elevator relative to someone else."[4]

4. **Justice:** "Social justice includes a vision of society in which the distribution of resources is equitable and all members of space, community, or institution, or society are "physically and psychologically safe and secure."[5]

HOW

Implementation

To receive funding, student-led groups must demonstrate how their proposed activities advance values of justice, equity, inclusion, and diversity in their applications.

Governance of the Social Justice Fund

Team: The Social Justice Fund will be managed by the seven-members of the SAHAD committee, comprising a president, secretary, treasurer, a school liaison officer, two fundraisers, and a website/data manager.

Roles

President: Oversees the activities of the Social Justice Fund committee; ensures proper communication and smooth administration of the activities on the Social Justice Fund timeline.

Secretary: Maintains formal records of the committee's meetings; keeps track of activities conducted thus far and of tasks remaining.

Treasurer: Manages the fund; disburses the funds to student-led groups; keeps track of all the transactions performed; produces a financial report at the end of the academic year.

Fundraisers: Reaches out to various BNKS alumni and alumni chapters to raise the Social Justice fund; communicates with the donors.

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[4] Morton, B. and Fasching-Varner, K. (2015). "Equity." Encyclopedia of Diversity and Social Justice. Vol. 1. (Ed. S. Thompson). Lanham, MD: Rowman & Littlefield. p. 303-4.
[5] Adams, M et al. (2016). Teaching for Diversity and Social Justice. New York: Routledge. p. 1.

School Liaison Officer: Maintains relationship with BNKS; informs current students of the Social Justice fund opportunity by conducting info-sessions and answering student queries.

Website/Data Manager: Manages the Social Justice fund website and the application database; extracts useful metrics from applications for evaluation; uses data-related tools to understand the impact of the Fund.

Signatories

Three individuals will have access to the Social Justice Fund bank account. Among them, two signatories are required for any bank-related submission or withdrawal:
1. SEBS Executive Committee President,
2. Any 1 of the 2 permitted members of the SAHAD committee.

Selecting Finalists

The SAHAD committee will decide the finalists for the Social Justice Fund based on how best their proposed activities advance:
1. the student-led groups' central goal and
2. the aforementioned values of the Social Justice Fund.

The committee will use the SMART + RI metrics (see annex) to rate various proposals. On each of the SMART+RI components, the committee will grade each application on a 1-5 scale, 5 being the highest score that each application can achieve per metric. A higher cumulative score will maximize the chances of the application receiving funding.

In case of even scores between two or more applications, the jury will vote for finalists via a simple majority.

WHAT

Application Timeline

January 1st:	The committee calls for applications after the handover ceremony of rising seniors at BNKS.
January 30th:	Student-led groups submit applications with the help of a school mentor

February 15th:	The committee chooses finalists for the funding.
March 15th:	Funds will be disbursed to the student-led group within 45 days of the application deadline. The committee members will mentor the finalist clubs in planning and executing the proposed activities.
July 30th :	Student-led groups submit their mid-term progress report.
November 15th:	Student-led groups submit their final report.

Due to the COVID-19 pandemic as well as the logistics of establishing the Social Justice fund, the above timeline will be different for the 2021 academic year.

Information for Students

Guidelines:

1. The proposed activity should advance both:
   (i) the student-led group's central goal and
   (ii) values of the Social Justice Fund.
2. The activity should be along the lines of educating participants and the school community about their positionalities and privileges, highlighting disparities that exist between different communities, and envisioning a righteous template to a just society.
3. The project must be Specific, Measurable, Achievable, Realistic, Timely, Relevant and Impactful (SMART + RI).

Template of Activities
These are some of the examples of possible student-led projects

1) Club/Student-led group name: *BNKS.Net*

   Program: A one-week program called "Representation in Computer Science (CS)" with one event per day after classes (i.e. ~ 5pm - 6pm).
   Goal: to actively promote the inclusion of underrepresented groups in CS

Schedule:

Monday	A talk event by two female software engineers/tech entrepreneurs in Nepal to talk about their unique struggles in the tech industry.
Tuesday	Workshop on identifying class, caste, and gender barriers in CS at school and in our broader society.
Wednesday	Panel discussion on excerpts from books written on social impacts of CS & data (Books like "Data Feminism", "Algorithms of Oppression")
Thursday	Essay competition (Prompt: "making technology more accessible to elderly Nepali people who were not educated in English")
Friday	Documentary on the dangers of unequal representation in STEM.

Fund usage: for prize-winner in essay competition; for inviting female software engineers/tech entrepreneurs to give a talk.

2) Club/Student-led group name: *Journalism Club*
   Program: An essay competition on the following themes:

   I.   Casteism and caste-based discrimination in Nepal
   II.   Women in Politics
   III. Police brutality against the minorities
   IV.   Inclusion of minorities in state structures
   V.   LGBTQ+ Rights

Word Limit: Under 750 words. The top three essays will be published in the national dailies. Send your essays to journalism@bnks.edu by August 7, 2021.

Fund usage: for prize-winner in essay competition.

Information for Donors

1) Website: The SAHAD committee will construct a website that has information about the Social Justice Fund and the application form. The website will allow alumni/donors to update themselves on ongoing and completed projects funded by The Social Justice Fund. It will offer useful statistics on the applications and on the impact of the funded projects.

2) Newsletter: The SAHAD committee will send newsletters to donors, updating them about relevant statistics on project applications, the status of student-led projects, and reflections from students. The newsletters will also share information on the fund, including the details on funds raised and disbursement to clubs. The newsletters will also include contents from the larger SAHAD committee and of various activities the committee organizes.

The Project's Long-Term Plan:

SAHAD members will be on the Social Justice Fund committee, helping establish structure and infrastructure, such as website and standard pathways for reaching out to alumni, before its dissolution. After the cessation of SAHAD, the Social Justice fund will be primarily supervised by the SEBS executive committee members on a staggered-selection basis.

The Social Justice fund committee will then be composed of three SEBS ex-com members that shall include a treasurer and two ex-com members willing to sit in the committee. The remaining four people in the seven-committee will be selected via open applications among the alumni. The SAHAD will create a format for open application in its final year.

Call to Action

Our Ask:

Do you currently feel a lack of young Nepali minds in the advocacy for inclusion?

Do you wish to see more junior BNKS students grow up as progressive-minded students?

Would you like to see more BNKS students organizing activities to promote social justice in the Nepali society?

If so, we will need your support.

We are reaching out to alumni to contribute to the yearly Social Justice fund. We hope to raise USD 2,000-3,000 each year on a SEBS-excom-authorized bank account. The Justice Committee will raise, manage, and disburse funds to student-leg groups based on their ideas' merits and compatibility with the SMART-RI principle.

Frequently Asked Questions

What is the Social Justice Fund?

It is a collective fund organized by SEBS alumni and chapters to advance the cause of justice, equity, inclusion, and diversity at BNKS and help make it one of the leading progressive institutions in Nepal. The Social Justice Fund is administered by the SEBS-approved SAHAD committee (SEBS Anti-Harassment and Anti-Discrimination Committee).

Who can apply for the fund?

Current BNKS students can apply for the fund. You need to be a part of an official club or an informal student-led group and have a teacher as a mentor to apply for the fund.

I am not a high school senior (Grade 12 or A2 students). Can I apply for the fund?

Yes, you can apply for the fund as long as you are a BNKS student. You need to be a part of an official or unofficial student-led group and have a teacher as a mentor.

I am from Hiunchuli House and we are working on our House magazine. Can we apply for the fund?

Yes, you can apply for the fund as long as your house magazine advances the Social Justice Fund values namely diversity, inclusion, equity, and justice.

How can we apply?

To apply for the fund, you need to fill an online application form, which you can find using this link. The application window is January 1st - January 30th.

When is the deadline?

The deadline differs from year to year. But it is usually 45-50 days after the handover ceremony of club responsibilities and prefect positions. Expect the deadline to be around January 30. Consult the website for up-to-date information.

What is the amount distributed for each club/project?

The potential disbursement will depend upon the scale of the project. We might invite you for a presentation if your events require high funding.

How many projects are we looking to fund?
There is no quota on how many clubs we will fund as it is contingent on the types of proposals we will receive. At the minimum, we hope to fund at least 10 student-led groups: 5-6 small scale events (NRs. 10,000 - 20,000), 3-4 mid-scale events (NRs. 20,000 - 40,000), 1-2 large scale events (NRs. 40,000 - 60,000).

How can we maximize our chance of receiving funds?

Visit the "Information for students" section.

Annex

1) Application Form
2) Jury Evaluation Metrics
3) Monitoring and Reporting Template (which the participants will submit)

1) Application Form

Application Form

The Justice Fund
(SAHAD)

Student-Led Group Name:

Representative Name:

Your Position in the
Student-Led Group:

Email Id:

Phone Number:

Established Date of the
 Student-led Group:

Mentor Name:

Mentor's Job Title:

Mentor's Contact Info:

History of Student-Led Group:
(Write about main activities the group has organized in the past years, if any. Maximum 2-3 sentences)

Members in The Student-Led Group, their Positions, and Email Ids:

S. No.	Name	Position	Email ID
1.			
2.			
3.			
4.			
5.			
6.			

1. What is the name of your proposed activity? Briefly define your proposed activity and state its goals. *(100 words max.)*

2. Describe in details various components of the proposed activity. (Breakdown of different phases of the project and proposed timeline.) *(250 words)*
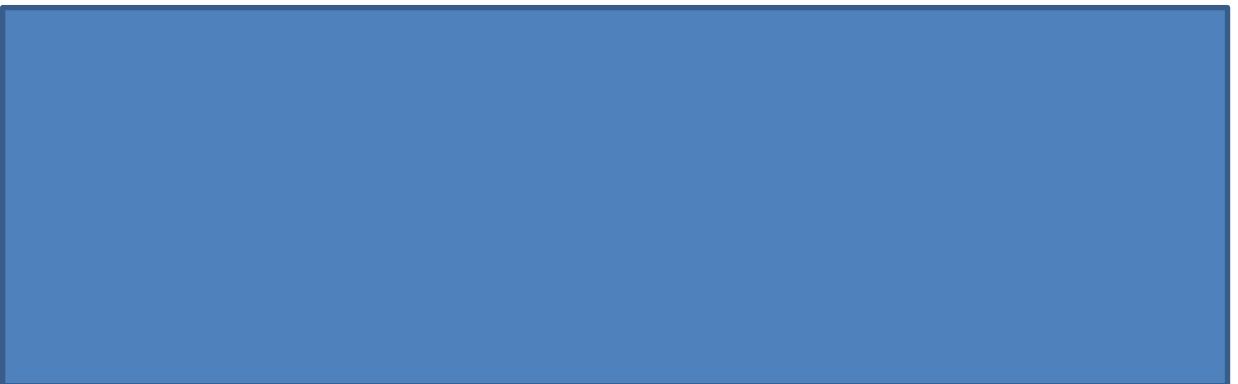
3. State all the resources you would need to complete this project. Describe your budgetary allocations for monetary resources. *(150 words)*

4. Output: List all the tangible and measurable things that the proposed activity plans to achieve. (Examples: 20 pieces on inclusion and justice after an essay competition, a library in rural area). *(150 words)*

5. Outcome: What are the measurable long-term impacts of the proposed activity? State non-measurable long-term impacts as well. *(200 words)*

6. How does your proposed activity advance the Justice Fund values? *(300 words).*

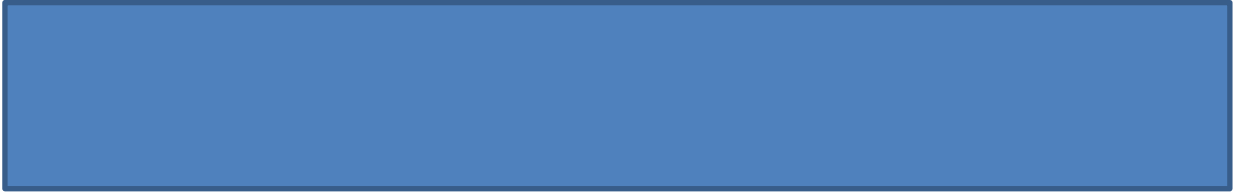1. What do you and your group members mean by "inclusion"? *(100 words)*

2. What do you and your group members mean by "diversity"? *(100 words)*

3. What do you and your group members mean by "equity"? *(100 words)*

4. What do you and your group members mean by "justice"? *(100 words)*

2) Jury Evaluation Metrics

Project Name:

Student-Led Group:

Contact Person:

Contact Email Id:

Evaluation Metrics Description:
- *Specific:* How clearly and unambiguously the project addresses the issues of social injustices that the student-led group has raised.
- *Measurable:* Whether specific criteria are defined to measure the progress of the proposed activity. (Example of such metrics: no. of participants, no. of social media and offline conversation engagements, other quantifiable measures that are specific to the activity itself)
- *Achievable:* How attainable is the project? Can the project be achieved within the student-led group's capacity and situation around them?
- *Realistic:* Is the project within reach and can it be realistically achieved? Have the students acknowledged barriers and found ways to circumvent or overcome them?
- *Time-bound:* Does the project have a clearly defined timeline, including a starting date and a target date? Can it be fully completed within the academic year?
- *Relevance:* Is the proposed activity relevant to the mission of the student-led group?
- *Impact:* Does the proposed activity show promising signs of creating the intended impact?

(Rate the application on a 1-5 scale, 5 being the highest score that each application can achieve per metric)

	J1	J2	J3	J4	J5	J6	J7	Component Score
Specific (S)								
Measurable (M)								
Achievable (A)								
Realistic (R)								
Time-bound (T)								
Relevance								
Impact								
Total Score								

3) Monitoring and Reporting Form

SAHAD Project Status Report

DATE

PROJECT NAME

STUDENT GROUP NAME:

MENTOR

PREPARED BY

SNAPSHOT OF PROJECT

Activity	% Done	Due Date

STATUS SUMMARY

BUDGET OVERVIEW

Item	On track?	Remarks