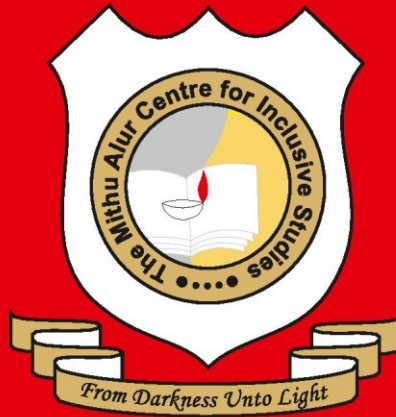




Annual Report 2021-2022





ADAPT'S mission is to influence and change public policy in order to create an inclusive, caring, disability friendly India by demonstrating and promoting the philosophy of inclusion through model innovative education and health techniques guided by the key principles and practices of inclusive education, employment and human rights.



Donations to ADAPT (except in kind) are exempt under section 80 G of Income Tax Act, 1951.

ADAPT is registered under the Foreign Contribution Regulation Act and is entitled to receive grants and donations in foreign currency.

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CHAIRPERSON'S MESSAGE



Dr Mithu Alur

Dear Friends and Well Wishers,

As you know, ADAPT has been providing a wide range of quality services to children and adults with disabilities for 50 years. We are proud to have been able to reach out to the poorest disabled child not getting any services. It has not been easy and we have carried on despite the many ups and downs in our journey. Through our models of intervention, we have shown them as people with potential and ability.

With the COVID 19 pandemic and lockdown of all our centres, we continued relentlessly to provide education, treatment, skills development, through online classes, via WhatsApp video calls, Zoom platform or simple telephonic conversations. We raised funds to buy tablets and laptops for the children and adults who could not afford them. Online teaching - learning has been challenging for all children, parents and teachers. More than 7000 Online Treatment and 5000 Online Teaching and 200 Zoom Calls were done. Very effectively disseminated by our Communication and Social Media Department headed by our CEO, Bhavana Mukherji and Team Namita Nair, Maneeta Sawhney and Rukaiya Mithaiwalla to name a few.

This year 2022 has been specifically significant for us as it is our Golden Jubilee Year and we complete 50 years in service of the nation. We have stood back and examined the Gaps that now need to be filled.

To fill the gaps existing outside in the medical, paramedical and health folds, I have begun a new focus on our earlier Transdisciplinary Model, introduced in the country in 1972. A separate department entitled, 'Education, Treatment; Paediatric and Adult Neurorehabilitation Centre' has been set up with a greater focus on treatment. It is a novel unit co-chaired by Dr Mithu Alur and Dr Taral Nagda with Dr Pravina Shah, Dr Neelu Desai on the Management Committee and Dr Namita Nair is Director on the Operations side together with Dr Dhruv Mehta, Varsha Hooja, Dr Shabnam Rangwalla, Director of Community Services with Gulab Syeed and Manju Thakur, Dr Maneeta Sawhney, Madhavi Kumar, Reshma Tanna, Asha Mehrotra, to name a few of the excellent Team. Also working closely on the Operational Side will be playing a leading role with the Therapy team, Denissia D'Souza, Sonal Sharma, Rukaiya Mithaiwala, Zainab Nagree, Amina Marker, Anshi Upadhyaya, Nidhi Maria Joseph Edayalil, Varsha Jain. The therapy unit has been revamped to practice within a Social Model framework, the successful transdisciplinary approach to spread this knowledge filling the Gap in the Health area.

This Unit will focus on the ADAPT's Transdisciplinary Model which ADAPT has been practicing for 50 years and which is based on a Social Model Theory currently, the new orthodoxy as declared by the United Nations in the Sustainable Development Goals 4 and 8. As amplified below.

Goal 4 states: Inclusive and equitable quality education and promotion of life-long learning opportunities for all.

It focuses on ensuring equal access to all levels of education and vocational training for the vulnerable, including persons with disabilities. In addition, the proposal calls for building and upgrading education facilities that are child & disability friendly while being gender sensitive. It also aims to provide safe, non-violent, inclusive and effective learning environments for all including those with special needs.

Goal 8: states: To promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.

The international community aims to achieve full and productive employment and decent work for all women and men, including for persons with disabilities, and equal pay for work of equal value.

Keeping in mind the UN Goals the following services are being readjusted.

From February 2022, beneficiaries were welcomed to the Centre physically, face to face, after obtaining consent from the parents.

Transformation of Services: The Right To Education now includes children with disabilities and inclusive education is now a mandate. The need of the hour is resource support and remedial services to support inclusion to regular teachers. A new initiative of combining our special school; with regular schools are being initiated this year.

Training: Inservice Training Programmes and Sensitization Programmes were carried out during the year.

The Mithu Alur Centre for Inclusive Studies (MACIS) offered training in inclusion to Parents, Siblings, Special Educators and Professionals, Principals and Heads, Therapists, Bureaucrats, Administrators and Policymakers, Regular Teachers.

The Skills Development Centre continue to deliver services through the year, in the online, offline and hybrid modes are concentrating on a new concept of Inclusive Employment and on Goal 8 of the SDG Goals.

Members of the One Little Finger (OLF) department spearheaded by Malini Chib, continue to create awareness through social media. We are now looking at corporate sensitisations, empowerment courses and public events to raise awareness.

Recently, I kick started our Golden Jubilee Year Celebrations, when I accepted an invitation by the Tata Institute of Fundamental Research (TIFR) Alumni Association to give the third Aweek Guha lecture. I shared my views in a lecture entitled 'Establishing Equal opportunities, Social Justice and Human Rights in India and the Asia Pacific' on the 21st of March 2022.

Sustainability has been our core principle of revenue generation. We always pay great attention to donor satisfaction. It is ADAPT's practice to have a Result Based Management: a Quality Assurance research methodology does a Social Audit through the year looking at the key deliverables and performance indicators. I am personally involved with Operations together with Dr Ragini Sen, Head of this Department.

Several Corporates have come forward to help and support our projects. New Projects have begun with New Partners. Some of our larger donors are like Azim Premji Philanthropic Initiatives, HPCL, ONGC, City Pay Roll Giving Programme coordinated by United Way, Infogain, Raymond, Worley, Geltec Universal Medical Care, Cricket Club of India, ADOR Welding, Bloomberg, to name a few. Several philanthropic individuals like Mr. Kamal Bulchandani, Mr Nandu Kewalramani.

Supporting Training in ADAPT, is the Women's Council working with women in the Asian region. The Asia Pacific Course for Master Trainers entitled 'Community Initiatives in Inclusion' was set up in 2001,

in partnership with the Women's Council, U.K. and has trained over 400 participants in 22 countries of the Asia Pacific. We gratefully acknowledge the hard work and effort that goes on behind the scenes by the Patrons and the Trustees. The Trustees on the Women's Council are Mrs Pat Yaxley, Chairperson, Dr Frances Moore, Trustee and Hon. Advisor, Ms Rajni Rijal, Vice Chairman, and Dr Rachel Tainsh, Hon. Advisor of the Training Programmes.

I think of our work as a journey that has evolved over the years. There are many actors who have played a part in this journey. The level of growth and achievement would not have taken place without the dedication and tireless support of the many people involved in this organisation, from its conception till now.

I take this opportunity to thank all my Members of the Trustee Board, Governing Body, Board of Advisors, and the Institutional Review Board. I am grateful for all the hard work of the Trustees: Professor Sitanshu Mehta, Ms Malini Chib, Mrs Priya Dutt Roncon, Mr Nikhil Chib, Mrs Varsha Hooja, Dr Rupin Shah, Mrs Usha Ramakrishnan, Mr Jayabrato Chatterjee, as well as people on the Governing Body: Mrs Deepak Kalra, Ms Shonali Bose, Mr Vishal Bakshi, Dr Sanjay Nagral, Dr Taral Nagda, Dr Surajit Nundy and Board of Advisors: Mr Shyam Benegal, Ms Kalki Koehlin, Mrs Vera Udawadia, Mr V. Ranganathan, Mr Nagesh Kulkanoor, Ms Dia Mirza, Dr Ragini Sen and Mr Jamshed Mistry.

I specially acknowledge, Dr Samiran Nundy, Chairperson of the Institutional Review Board (IRB), and Co-Chair, Dr Farokh Udawadia, who have also now been unanimously nominated as Presidents of the Board at ADAPT.

I would like to welcome Dr Sanjay Nagral, to our Governing Body Dr. Ragini Sen and Mr. Jamshed Mistry to our Board of Advisors.

I would also like to welcome Dr Pravina Shah, Dr Taral Nagda, Dr Dhruv Mehta, Dr Neelu Desai on the Management Council of the Transdisciplinary Model.

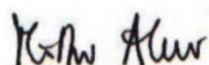
Most of all I pay a tribute to the staff and people behind the organisation, for their work, who have demonstrated dedication, commitment and above all a passion and indefatigable zeal to ensure the continuation of quality services for a very marginalised and powerless group.

Right from the beginning, I have not only looked within our four walls, but at the whole Nation's gaps. It has endeavoured to create a civil society movement built on the bedrock of social justice and human rights. The overall frame of reference has been to change value systems in our country about people who are different, to be able to tolerate diversity and difference.

Our endeavour will always remain to raise the quality of life for them. But we cannot do it alone, we need all of your support to reach our dreams of nation building and of building a disability friendly India. With your support... we will continue this long journey, bringing hope where there is despair, solace where there is grief, courage where there is adversity.

With grateful appreciation of your support.

Yours sincerely,



Padmashri (Dr) Mithu Alur

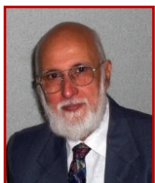
Founder Chairperson

ADAPT (formerly The Spastics Society of India)

The Trustees and Governing Body



Mithu Alur, Managing Trustee and Founder Chairperson, ADAPT has been closely involved with education, healthcare and employment, for women and children with disabilities, leading to social change, legislation and social policy for more than 50 years. She has also served on several National level government committees and worked with state and municipal authorities and non-governmental agencies. She has initiated courses for teachers, therapists, administrators, and parents. On the International front, Dr Alur has organised several conferences based on the contributions of the developing countries, called the North-South Dialogues (NSD). She has helped to form legislation, such as how to implement the Right to Education Act (RTE). She has participated in International Conferences and made several paper presentations.



Trustee, Sitanshu Mehta is a Fulbright Scholar; Former Professor MS University, Baroda; former Vice Chancellor of Saurashtra University, and an eminent poet, playwright and critic. He is a recipient of the Padmashri and the Sahitya Akademi Awards. He advises the organisation in pedagogy and presents the parent perspective.



Trustee, Malini Chib is the Founder and Chairperson of the ADAPT Rights Group now called the One Little Finger Department. She plays a key role in the Training, Pedagogy and Library Service areas and regularly conducts Empowerment and Sensitisation Courses for individuals, corporates, parents, professionals and activists with disabilities and lectures nationally and internationally. Ms. Chib has been Senior Events Manager, Oxford Bookstore and is at present the Diversity Officer at Tata Sons, Bombay House. She has consistently written on the rights of people with disability. Her first book, One Little Finger, received both critical and popular acclaim.



Former Parliamentarian and Trustee, Priya Dutt Roncon has been associated with The Spastics Society of India since the age of six. She has highlighted social issues with her father, the late Shri. Sunil Dutt, and assisted in fundraising ventures for the organisation. Mrs. Dutt Roncon is the Chairperson and Trustee of the Nargis Dutt Foundation in memory of her mother the late Mrs. Nargis Dutt who was the first Patron of The Spastics Society of India and continues to help in creating awareness on disability and inclusion.



Honorary Treasurer, Nikhil Chib, started off with a degree in both Economics and Finance, and then turned to being a Professional Chef and restaurateur. Mr. Chib today runs a chain of delivery kitchens called BusaGO after having set up the award - winning restaurant, Busaba, in South Mumbai. He provides inputs on financial aspects which include fundraising, budgeting, expenditure, cost cutting and portfolio management.



Trustee and Head Pedagogy, Varsha Hooja trained as a special educator at ADAPT and has been with the organisation for 39 years. Mrs. Hooja has taught at the primary, secondary and pre-vocational levels at ADAPT's three Centres in Colaba, Dharavi and Bandra, and has been Principal of various Centres. She has been working with Dr. Alur in policy interventions at the national level. Mrs. Hooja is General Secretary, All India Regional Alliance on Inclusive Education (AIRA), liaising with partner organisations across the country at the state and district levels.



Dr. Rupin Shah, Trustee, is a senior urologist practising as a Consultant Andrologist & Microsurgeon at the Lilavati Hospital & Research Centre, Mumbai. He has presented and published extensively and has been honoured by the President of India with the Dr B.C. Roy Award for his role in developing Andrology in India. He is the Founder President of the South Asian Society for Sexual Medicine, the Convener of the National Board for post-doctoral fellowship in Andrology, and a member of the WHO-ISSM joint committee on sexual dysfunction.



Member, Trustee Board, Usha Ramakrishnan, is Consultant for Emotional Intelligences and Wellness (for Parenting, Teaching, Management, Leadership). She is also Vice President ICCW Tamil Nadu, International Consultant for SKCCMH Toronto Canada, for their early years parenting programme in India, South East Asia and Africa, Honorary Director Buddhi Seva Chennai and, former Chairperson, Vidya Sagar Chennai (formerly The Spastics Society of India). She has a background in Psychology and Special Education, and decades of experience working with and learning from children and young adults with and without disabilities, parents, professionals and managements using Multiple Intelligences to enable and maximise potential.



Member, Trustee Board, Jayabrato Chatterjee is a well-known film director, novelist and corporate communications expert based in Kolkata. He has spent over forty years advising NGOs on changing public perceptions of disability in India. Mr. Chatterjee's feature films Kehkashaa starring Victor Banerjee, Mallika Sarabhai and Girish Karnad and Lovesongs: Yesterday, Today & Tomorrow starring Jaya Bachchan, Om Puri and Shahana Chatterjee have received critical acclaim at International film festivals. An English (Hons) graduates from St Stephen's College, Delhi, he has served as Writer-in-Residence at the University of Stirling and Hawthornden Castle, Scotland.



Member, Governing Body, Deepak Kalra joined the Spastics Society of India, Mumbai first as a parent and then as a professional. Mrs. Kalra has worked for several years as a teacher, educator and researcher and was in charge of the Outreach Project of the organisation in the community. She also headed the Faculty of Teacher Training. She is now Founder and Head of Umang, an inclusive NGO and partner organisation in Jaipur, Rajasthan and the former Chairperson of the Rajasthan State Commission for the Protection of Child Rights (SCPCR).



Shonali Bose is an award-winning filmmaker of International renown, and has been advocating for the rights of the disabled. She actively supports the activities of the Rights Group. Her feature film, Margarita, with a Straw, has been hailed by the disability community across the world for its authentic, brilliant portrayal of a young girl who happens to have CP, coming to terms with her sexuality. ADAPT is proud to be one of the producers of the film. Her latest feature film – The Sky is Pink, starring Priyanka Chopra and Farhan Akhtar, also dealt with disability and had its world premiere at the Toronto Film Festival where it was the only Asian film in the prestigious Gala section of the festival.



Member, Governing Body, Vishal Bakshi is the Founder & Managing Partner of technology growth investing firm Avatar Growth Capital. He has 25 years of private equity and investment banking experience including 16 years at Goldman Sachs where he led the private equity business in India. Prior to moving back to India in 2008, he led Goldman's IT Services M&A and Corporate Finance Investment Banking in New York. Mr. Bakshi has an MBA in Finance from Columbia Business School, a Post Graduate Diploma in Management from IIM, Ahmedabad and a BA (Hons) in Economics from St Stephen's College, Delhi.



Dr. Sanjay Nagral is a surgeon from Mumbai with practice focused on Surgical Gastroenterology, Hepatopancreatobiliary surgery & Liver Transplantation. Currently, he is Director of the Department of Surgical Gastroenterology at Jaslok Hospital & Research Centre, a tertiary care private charitable institution in Mumbai. He has 120 publications in indexed journals, has edited two surgical textbooks & contributed six textbook chapters. Dr. Nagral is the publisher & member of the editorial board of the Indian Journal of Medical Ethics & Chairperson of the Forum for Medical Ethics. He coedited the book 'Healers or Predators? Health Care Corruption in India' along with Dr. Samirun Nundy & Keshav Desiraju which was published by Oxford University Press in 2018.



Dr. Taral Nagda is Head, Department of Paediatric Orthopaedics at SRCC NH Children's Hospital and Director of Jupiter Gait Lab, which supports children with orthopaedic and neuromuscular problems from India and other parts of the world. He is also Director of the Institute of Paediatric Orthopaedic Disorder which runs programmes at more than 15 centres all over India. He consults at various prestigious hospitals in the city and has volunteered for many camps including operating on rural patients from Impact India's Community Health Initiative in rural Thane District, Maharashtra.



Surajit Nundy MD Ph.D. trained as a doctor in the US before coming back to India. He leads Raxa Health, a technology platform that seeks to improve the quality of healthcare for all.

Institutional Review Board



Dr. Samiran Nundy, President, ADAPT & Co - Chairperson, Institutional Review Board & The Endowment Fund is an Internationally renowned Surgeon and Emeritus Professor at the Department of Surgical Gastroenterology and Liver Transplantation, at the Sir Ganga Ram Hospital, New Delhi. He has innumerable research studies, text books and papers to his credit. His recent book entitled, 'How to Practice Academic Medicine and Publish from Developing Countries', was launched this year.



Dr. Farokh Udawadia, President, ADAPT & Co - Chairperson, Institutional Review Board & The Endowment Fund, is Consultant Physician, Breach Candy Hospital. He graduated from the University of Bombay in 1953. He trained at the Brompton Hospital and Middlesex Hospital, London and was on the house staff of City Hospital. He is also a renowned writer and researcher. He has contributed to the book entitled, 'Healers or Predators' – Healthcare Corruption in India, edited by Samiran Nundy, Sanjay Nagral, and Keshav Desiraju, which was launched this year.



Surajit Nundy MD Ph.D. trained as a doctor in the US before coming back to India. He leads Raxa Health, a technology platform that seeks to improve the quality of healthcare for all.



Dr. Mithu Alur is a researcher, lecturer, author of several books and papers, and has made contributions, both Nationally and Internationally. Her interests range over the dimension of social policy, producing cost-effective methodologies to address educational needs of children. She has published extensively on issues of disability rights and the 'how's' of educating disabled and disadvantaged children within a challenging framework of exclusion.



Dr. Armida Fernandez is the Founder Trustee of the Society for Nutrition, Education & Health Action (SNEHA), an NGO that provides services in the slums. She is the former Dean and Head of Neonatology at Lokmanya Tilak Municipal General (LTMG) Hospital and Medical College and past President of the National Neonatology Forum.



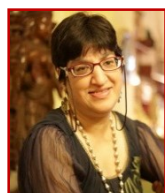
Dr. Anaita Hegde, Consultant Paediatric Neurologist, has a special interest in Paediatric epilepsy, movement disorders and disability. She is affiliated to numerous NGOs which serve children with disabilities.



Professor Zenobia Nadirshaw, MBE, Head of Psychology at Kensington and Chelsea PCT, is also Chief Examiner at Leicester University, Governor of London Metropolitan University and Professor at Thames Valley University.



Dr. Anuradha Sovani, Psychologist and Psychotherapist, Former Professor and Head, Department of Psychology, and former Dean, Faculty of Humanities, SNDT Women's University, has been a Member of the Academic Council, Management Council and Senate of the University. She has formerly headed the Department of Applied Psychology, University of Mumbai. She is Trustee and Consultant, Institute for Psychological Health, Thane, Maharashtra, and National Core Committee member and Ethics Committee Chairperson for Association of Adolescent and Child Care India. She is the co-founder of NoahClique: an innovative online aggregator platform consulting with client organizations.



Ms. Malini Chib holds two International Masters' degrees: in Women's Studies from the Institute of Education, University of London and in Information Technology from the London Metropolitan University. She is an author, researcher, academic and activist in the disability movement. She presently works as a Diversity & Inclusion expert with the Tata Sons, Bombay House.

Action Research Committee



Surajit Nundy MD Ph.D. trained as a doctor in the US before coming back to India. He leads Raxa Health, a technology platform that seeks to improve the quality of healthcare for all.



Mrs. Varsha Hooja, Trustee and Head Pedagogy, graduated with Psychology Honours and has been working in the disability sector at ADAPT for 39 years. She has worked under Dr. Alur's guidance on the researches undertaken: the UNESCO - Four Nation Research, SSI/UNICEF Project, National Resource Centre for Inclusion and the Shiksha Sankalp Research, The Journey of Inclusion in India, and A Birth that Changed a Nation. At present she heads the Training and Pedagogy Department.



Dr. Shabnam Rangwala is Director Community Services and a Paediatric Occupational therapist. She specialises in intervention for neonates and high risk infants. As part of Dr Alur's team she has had twenty-five years of experience in working in the field of Inclusive Education and has worked extensively in the area of inclusion of children with developmental disabilities into mainstream schools. She has also worked in community settings and played an important role in redefining the role of the therapist in Inclusive Education.



Ms. Sangeeta Jagtiani Vaswani, holds a post - graduate degree in commerce, is a qualified Special Educator by profession and has worked at ADAPT for almost 30 years in areas of assessment of students with disabilities, planning and monitoring teaching strategies and interventions. Her specialty is classroom teaching techniques and curricular modifications. She has been the Principal of ADAPT's Bandra Centre and has been lecturing on all training courses conducted by the centre. Mrs. Vaswani has also been the Director of the Asia Pacific Community Initiatives in Inclusion conducted by ADAPT with support from the Women's Council, U.K. Presently she works in the capacity of Director Special and Inclusive Education and will be conducting two research studies under the guidance of Dr. Alur and Dr. Sen at ADAPT.



Mrs. Shobha Sachdev, parent, special educator, and former Principal at ADAPT's Bandra Centre, is now the organisation's Director, Marketing. She also lectures on ADAPT's Training Programmes and participates in the research projects.



Dr. Namita Nair is paediatric physiotherapist who has keen interest in addressing the needs of newborns, infants and children with multiple disabilities. She is currently the Director, ADAPT- Education, Treatment, Pediatric and Adult Neurorehabilitation Centre and is also in charge of the operations of this novel centre. Research and Training is another area of her contribution to the organisation. She is involved in the dissemination of ADAPT's successful transdisciplinary approach within the social context in management of children and adults with neurological disabilities.



Mrs. Madhavi Kumar has a Masters in History from Delhi University and a post graduate diploma in Public Relations and Computer Applications. She has vast experience as a trainer in communication skills, job skills and social skills for the employment of marginalized communities. As a trainer/facilitator in Inclusive Employment at ADAPT, she assesses, trains and places youth with disability at the Skills Development Centre. As a Senior Public Relations officer she is responsible for the dissemination of information to our stakeholders and also heads the publications department. Madhavi is a keen researcher who ponders about the challenges faced in the process of inclusive employment.



Mrs. Reshma Tanna is a Special Educator & a Counseling Psychologist working in the field of disability since the last 20 years. An alumni of the Teachers Training Course in Special Education conducted by ADAPT, she has earlier been the Head of Education at the Colaba Centre. She is a member of the faculty of the training courses conducted by ADAPT. Currently she is the Director of Psychology & the Special Education Department. Along with conducting counselling sessions for parents & beneficiaries, she is also involved in teaching and supervising the implementation of the academic curriculum in the classes at Bandra & Colaba Centre.



Dr. Maneeta Sawhney has a Ph. D in Sociology and has been at ADAPT for the past 12 years. She is at present Director, Education Services and Head Community services at the Colaba Centre and her focus is setting up resource support for people with disabilities in partnership with the local government and community. She was Project Director of the Indo German Shiksha Sankalp undertaken by the organization in collaboration with CBM and BMZ, Germany. She has played an active role in screening and providing need based intervention programs for social workers to implement at grassroots level. In the area of research, she is currently engaged in tracking Children with Disabilities (CwD) in mainstream schools and seeks to understand the barriers they face and researching the gaps in the curriculum of B.Ed courses with regards to inclusive education.



Mrs. Gulab Sayyed has been with ADAPT for the past thirty years. She heads the Sultan Noorani Memorial Karuna Sadan project at Dharavi and is the Deputy Director of Community Services at ADAPT.

Board of Advisors

In addition to the Board of Trustees and Governing Body and the Institutional Review Board, a Board of Advisors has been constituted.



Mr. Shyam Benegal, former Member of the Rajya Sabha, renowned filmmaker and activist for social change, was Chairman of the Film and Television Institute in Pune and is a National Figure who has been associated with ADAPT for many years. He has also directed a film on the organisation entitled '*The Love We Give for Nothing.*'



Kalki Koechlin, an Indian actor, writer, and director, regularly participates in various social campaigns to promote education for children living in rural India and disabled children. As ADAPT's Brand Ambassador, she has participated in several events showcasing ADAPT work.



Mrs. Vera Udawadia is committed to the cause of disability and along with her husband, IRB Member, Dr Farokh Udawadia and has been actively engaged in activities at ADAPT, teaching at the Centre in Colaba, every week.



Mr. V. Ranganathan was formerly Chief Secretary, Government of Maharashtra. He has been associated with Dr. Alur's work. As Chairman of Mumbai Heritage Conservation Committee, he advocated physical accessibility for persons with disability in public places. He is Chairman, Advisory Committee of Citizens Association of Child Rights and Trustee of V Citizens Action Network.



Mr. Nagesh Kukunoor is an award-winning filmmaker. He has been ADAPT's Ambassador for the Mumbai Marathon and has supported most of ADAPT's events.



Ms. Dia Mirza is an actor and producer and is known for her involvement in social causes. She has been a staunch supporter of ADAPT's work and as one of our Ambassadors, has been spreading awareness on disability and inclusion.



Dr. Ragini Sen is one of the leading researchers in the field of Socio-Political research in India and has been a Consultant to the World Bank. She is a Fulbright Scholar in Residence at the Southern New Hampshire University, USA. She has been a Visiting Fellow of Johannes Kepler University, Linz, Austria, and an adjunct faculty at many prestigious universities in USA, UK and Europe. She is an editor and has served on the advisory board of many international publications. Dr. Sen is the author of '*We the Billion: A Social Psychological Perspective on India's Population*' and '*Secularism and Religion in Multi-faith Societies: The Case of India.*'



Mr. Jamshed Mistry appears as Counsel in the Supreme Court and in various High Courts all over India. He is also an Associate member of the Canadian Bar Association and has appeared in the Supreme Court of British Columbia. He is Founder of International Legal Alliance (ILA) which is a worldwide online network of lawyers. Mr. Mistry works actively for social causes.

ADAPT welcomes the change!

A change in the offing...

The past has to be the reference point for the future. If you relegate the past to an ignored footnote, then the future is doomed to suffer.

We at ADAPT have always looked back, while moving ahead. More so, because we not only have experience, but have mined knowledge over a period of 5 fruitful decades. This knowledge is proving to be the fuel for our road ahead.

Since 1972, we have served the cause of disability with commitment and ingenuity. Why ingenuity? Because we have always been an organisation with a culture of study, data diving and analysis. Research was not restricted to published papers and books, but was practiced and propagated.

Inculcating the habit of reading and understanding of our services and people whom we serve, is a mandate of our Founder Chairperson Dr. Mithu Alur, and it is ensured that all staff members avail the enriching literature of our library.

ADAPT is changing, preparing to transform into a Knowledge Management Centre. This academic aspiration is the new vision of the Founder Chairperson, Dr. Mithu Alur and is driven by her. We now hope to distil all well researched and experienced knowledge and become a learning centre, helping the growth of inclusion of people with disability in India and overseas, especially in Asia. Access to the knowledge that individuals need will impact the change. This step is of utmost importance.

As we move towards the mobilisation of our intellectual capital, we will continue with providing services to the disabled as a Resource and Remediation centre. That, of course, is our reason for existence.

So, yet again, ADAPT is cruising in uncharted waters, with new thoughts, new vision and a new tomorrow. As of now, there may be ambiguity surrounding the path to be taken, but assuredly there is no ambiguity of purpose.

We welcome the change!



National and Asian Resource Centre for Inclusion

Colaba Centre

The academic year started on June 14th 2021, with teachers and therapists geared up with new skills to continue the online classes. Beneficiaries were excited to join in after a month-long summer break.

Online teaching: This has been challenging for all children, parents and teachers. Parents acquired laptops, I-pads or smart phones which was the basic need of the new learning process. Teachers used varied the same teaching techniques. All subjects and all groups were addressed through online sessions. A variety of teaching aids were used. Extra-curricular activities were also taken up online. Children enjoyed singing and dancing in front of the camera. Enthusiastic parents sent videos of activities done at home by their children. Our psychologists catered to the parents' and children's emotional needs and held regular Emotional Well-being sessions for them.

Pre-Vocational Class: This class comprises of students who are trained in basic functional literacy skills and are prepared with the skills needed to pursue vocational training. Training in Math, English and EVS along with prevocational skills are imparted to them through the curriculum developed by Dr. Alur and her team over the past 50 years.

NIOS: Three levels of NIOS A, B and C were offered to the beneficiaries who are registered through the NGO Pratham to appear for English, Math, EVS, Kitchen Skills, Computers as well as Painting. Seven of our beneficiaries from the Colaba Centre have registered.

Remedial Classes: These were offered to all beneficiaries who need one on one sessions.

Co-Curricular and Extra Activities: Music and dance classes were held promoting socio emotional development.

Therapy: Physiotherapy and Occupational therapy was imparted to beneficiaries based on their needs.

Counselling Sessions: Psychologists conducted individual and group sessions based on the needs of the children with a focus on value education.

Back to the Centre: In person Services to the Beneficiaries

As the Government eased restrictions with the third wave waning in Mumbai, educational institutions were allowed to reopen after 22 months of closure. ADAPT opened its doors to all its beneficiaries from the 1st of February keeping strict protocols in place.

To ensure the safety of the beneficiaries, a survey was carried out by the teachers to ascertain the vaccination status. This was followed by a meeting to understand the parents' views on sending the children back for services in person.

Case conferences were held to understand the needs of the beneficiaries and the physical modifications that were required. This was followed up by putting the necessary systems in place.

SOPs were discussed with the staff and the ancillary staff to ensure strict adherence to safety protocols.

Volunteer Engagement Programme

ADAPT has, over the last 50 years, sensitized volunteers on disability rights and on making India an inclusive society. Keeping with our mission of sensitizing the youth, we have volunteers from schools and colleges helping us through the year. This academic year, we had volunteers from the B D Somani School, from the IBDP section, engaging with our beneficiaries through online sessions of storytelling on various concepts that had been taught to them. Students of HR and St. Xavier's College helped the teachers with power point presentations and conducted extra online revision classes.

Three online events were conducted by AIESEC volunteers (These have been covered in the events section).

Case study: Nikhat Sheikh

Nikhat is a seven year old girl who is very friendly. Limitations in her cognitive skills hinder her learning process. She is dependent on her mother for dressing and she frequently falls while playing with her friends. She was attending the inclusive Upper K.G class before the lockdown. She could vocalize, however could not focus on the activity given to her. The initial 3 months of online sessions during the lockdown were very difficult for her and she could not attend.

The team started intervention to the family as a whole. Individual sessions were held and videos were shared. Parents were trained online to encourage fine motor activities at home and therapy inputs continued through the lockdown period.

Positive reinforcement from both the team and the parents have resulted in Nikhat regularly attending online sessions. She is now able to jump across small obstacles; her visual scanning skills show improvement. She actively participates in the online cultural celebrations. Her tantrums have reduced and her verbal skills have improved. Her English vocabulary has increased and Nikhat now reminds her mother to record and submit her work.



Nikhat performing weight bearing exercises

Bandra Centre

It had been more than a year since we continued with our online classes. As time went by, we expertly carried on with our services, learning from our mistakes, applying lateral thinking and bringing in innovative technology into the lives of beneficiaries that revolved around zoom calls, videos and whatsapp lessons.

At the Bandra centre, we had five groups: Pre-Primary, Group 2, NIOS, Pre-Vocational and Functional Literacy. Beneficiaries were registered on whatsapp groups which were monitored by the respective staff.

All groups attended the online sessions regularly. Academic subjects like English Language, Hindi Language, Mathematics, Environmental Studies, History and Geography were covered. Six students were prepared for and appeared for NIOS Board examination, five students for level A and one for level B.

Physiotherapy and occupational therapy continued to be provided online to our beneficiaries. Parents played a crucial role in learning and carrying out the exercises as modelled by the therapist. We are extremely grateful to the parents as without their support and commitment, therapy would not have been possible.

Extra-curricular activities like art, music and dance too were provided to promote holistic all-round development. These activities provided a platform for children to interact socially and they enjoyed meeting their peers.

Parent-Teacher interaction: Teachers regularly interacted with parents, creating a positive bond. The challenges faced by the parents were discussed and solved. The unavailability of equipment (laptops/mobiles) were shared by some parents and mobiles were made available to them. Time schedules were re-organized to suit the availability of the parents. Worksheets sent after every session were assessed and regular feedback given to the parents. Beneficiaries who did not attend regularly were followed up by the team and challenges were resolved.

Volunteers, Our Backbone: Engaging with the youth of our society is one way of sensitizing them about disability and the rights of the people with disability. In the pandemic too, students from the National College, SNDT Women's University volunteered their services online. They helped in making power points, videos and worksheets. Interactive story telling sessions and art and craft lessons were also taken under the supervision of the class teacher. As soon as the centre re-opened physically, the students of the Department of Psychology of R.D and S.H National College and S.WA Science College invited us to participate in their programme 'Psychomagicum 2022'. Our beneficiaries were trained by the enthusiastic student volunteers and the finale was a fashion ramp walk by ADAPT beneficiaries. Each Adaptian was escorted by a celebrity and this segment received a thundering ovation.

A Joyful Re-Opening

With broad smiles, walked beneficiaries into their Alma Mater on the first day of February 2022. The young Adaptians entered the Centre amidst the chanting of the Gayatri Mantra and a traditional welcome by teachers. The joy was twofold and mutual. Teachers and students were happy to see each other off the screen, with the hope that 'All will be well' soon.

Though online sessions have been extremely useful over the years, we are all looking forward to in-person classes. Nothing can substitute the warmth, infectious laughter, shouts of glee and spontaneous hugs of our children as we finally meet them in person!



An online session in progress



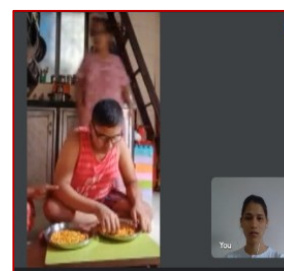
Christmas celebrations on Zoom

Therapy Department

ADAPT has always been known for its tireless and continuous work towards inclusion and making the word impossible more pronounced as "I M Possible". This was followed with new vigour and zeal and a new therapy team.

The ADAPT- Education, Treatment; Paediatric and Adult Neurorehabilitation Centre: A Transdisciplinary Model is a novel unit co-chaired by Dr. Mithu Alur and Dr. Taral Nagda. Five new therapists were handpicked by Dr. Alur with different degrees of experience into the rehabilitation unit. The team also had new additions in the form of Speech Therapists, Social Workers and a Psychologists. Dr. Namita Nair and Dr. Dhruv Mehta were brought in as Directors of the Paediatric and Adult Neurorehabilitation services respectively. The therapy unit will continue to practice the successful transdisciplinary approach and ensure optimal services for beneficiaries and their families.

The team is dedicated to provide online therapy services regularly during working hours and sometimes off working hours to suit the availability of the parents. Beneficiaries who need individual therapy sessions were identified and accordingly provided services. These beneficiaries included children and adults with varied diagnosis such as Cerebral Palsy, Down's Syndrome, Spina Bifida, Autistic Spectrum Disorder (ASD), Attention Deficit Hyperactive Disorder (ADHD) and Learning Disabilities. Children were initially assessed to identify their body structural and functional impairments and various neurological and functional approaches were used to manage these impairments and gain the desired outcomes. Neurodevelopmental approach, sensory integration, strength training, (ADL) training in activities of daily living (ADL) and functional-based training were the most commonly used approaches. The sessions focused on correcting posture and maintaining the integrity of joints and muscles as they spent their whole day at home. Balance training, agility training, improving coordination and fine motor skills were other areas focussed in order to promote optimal functioning. Goal oriented therapy was used to reassess all the students at the end of the year to check for progress.



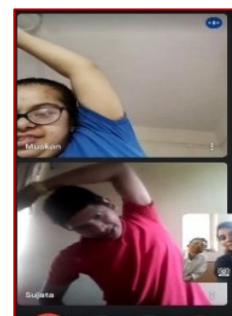
Using grains available in the house for improving fine motor skills.



Strength training using water bottles instead of dumbbells

Beneficiaries were grouped according to age, functional abilities and comprehension levels. These sessions also helped with peer interaction, language, negotiating and problem solving skills during the lockdown.

Online occupational therapy sessions were planned for the beneficiaries at the Skills Development Centre. Assessments were carried out and goals for each beneficiary formed. The individual session broadly focused on strength training, function training, gait training, balance training, fine motor skills, bimanual activities, ADL activities, maintaining muscle length. Group sessions were conducted to maintain aerobic fitness, increase socialization and cognitive skills. Improvements have been seen in beneficiaries in the form of increased strength, range of motion, balance, and socialization, increased independence in ADL skills and increased participation in therapy sessions.



Group therapy Session.

The COVID pandemic gained severity post the second wave and this posed a challenge to the newly appointed team. The team had to innovate ways of documentation and making the tasks and exercises parent friendly, allowing the child to learn and incorporate parents in the session, despite the parents returning to work.

Novel Solutions

Therapists used household items like rice, pillows, clothes clips, grains, newspaper and towels to enable parents to conduct the therapy exercises at home. Household modifications were advised. Google forms were used as a method to document the daily progress of the beneficiaries. This was an initial step towards digitization of all the education and therapy sessions, the format of which can be later translated into the Raxa App. This was further aided with the beneficiaries being given home programs regularly by the therapists in the form of videos or pictures which would allow them to carry out exercises and activities at home. These activities can be self-paced and practiced as per the beneficiary and parent's convenience and comfort and have been saved on google drive for the use of all professionals.



Assessing new beneficiaries

Documentation too was upgraded with regular pictures and videos of the therapist and beneficiaries taken via screenshots and recordings to document the online sessions for the purpose of records and research.

The transdisciplinary approach was utilized with regular case conferences held so that therapists could collaborate with the teachers and psychologists to understand the current needs and accommodations for the beneficiary and how to align the goals keeping in mind.

Back to offline sessions!

From February 2022, beneficiaries were welcomed for offline sessions, after obtaining consent from the parents. Beneficiaries who came to the centre were overjoyed to meet their therapists and were happy to perform the sessions one-to-one. However, there are many parents who are still sceptical about sending their children to the centre, so the online sessions still continue. The new team has also been actively involved in helping ADAPT grow via social media and making the online presence more known and vibrant.

Department of Speech Therapy

Speech therapy plays an extremely important role as components of communication may be limited such as comprehension or expression of language and clarity of speech, pragmatics may be limited. A detailed evaluation was performed to initiate the programme and formulate short term goals.

Some of the methods used were oro-motor strengthening, enhancing speech intelligibility using consonant exaggeration, drills for consonants which are not articulated clearly, using phonetic placement method and modes such as visual, auditory and visual, enhancing narrative skills etc. Focus was given to pragmatic skills such as initiating, repair and terminating of conversation, turn taking, social smiles, greetings etc.

Offline sessions began in February 2022; however, some trainees still prefer the online mode.

Online sessions were conducted via Zoom, Google meet or Whatsapp video calls as per the parents' convenience. A home programme was provided after every session. Short term goals were developed, mid therapy assessment was conducted after 3 months of therapy and goals were modified accordingly.

Daily documentation is carried out and weekly discussions on google forms are held with other team members.

Our consultant speech therapist virtually trained other team members on language stimulation techniques and basic oro-motor strengthening exercises.



Enhancing speech intelligibility

Department of Psychology

The Psychology Department provides a range of facilities to all its stakeholders across all the centres to promote healthy emotional, physical and mental growth. It assists in nurturing good mental health by providing an open, non-judgemental platform to the beneficiaries and families to talk about anything that causes distress. The department works very closely with the other transdisciplinary team members that include education, therapy and social work.

Counselling

With the COVID 19 pandemic and lockdown of all educational centres, we continued relentlessly to provide psychotherapy sessions online via WhatsApp video calls, the Zoom platform or simple telephonic conversations. Issues of stress, fear, aggression, frustration were reported in beneficiaries, though they had reduced, compared to the previous year. Individual counselling sessions were taken for children and adults that needed psychological interventions in managing disturbing emotions and to address issues of anxiety, low self-esteem, anger management and low mood.

The goals for future sessions were made with the help of the trainee and discussion with parents. The ethical practice of confidentiality of the session was maintained and the beneficiary and parent assured of the same.

Parents too reached out to the counsellor for personal emotional issues. The most common fear was of losing their jobs, financial instability and feelings of being overburdened.

At the Skills Development Centre, the trainees as well as families were provided counselling and support for their socio emotional development. Weekly case conferences focused on skills, abilities and interests with the purpose of finding suitable employment opportunities for them.

Emotional Well Being Sessions

An online group therapy, Emotional Wellbeing, was conducted with older beneficiaries. 34 sessions have been taken covering Emotional Intelligence and managing emotions such as happiness, anger, worry, sadness, frustration, gratitude and fear. Parents participated in some of the sessions. Interactive activities are done such as making a Worry Bag to dump worries; an Anger Ladder to understand the connection between anger and its effects on our body, thoughts and actions. Children are told to maintain a personal journal.

Value Education Sessions

A new curriculum on Value Education has been using the medium of stories. Topics such as ‘Sharing Is Caring’, ‘Hands Are for Helping’, ‘Honesty Is the Best Policy’ have been taken up. Power points and animated videos and songs were used to make the learning more fun and relatable. 55 sessions have been conducted with the beneficiaries of the Primary and Functional Literacy classes.

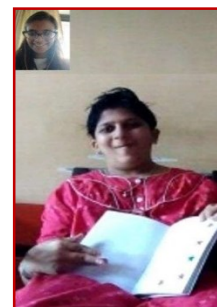
Parents Meetings

Four meetings have been held. The academic session started with a parent meeting in June for each class to discuss the schedules. Some of the parents requested for evening classes as they have started working. Another set of meetings were held in September after the 1st Unit test to share the results and feedback. Parents shared their concerns and were requested to work with the social workers to get their disability certificates and also other necessary documents. The third parents meeting were held in December after the 2nd Unit Test was conducted and a feedback was given to the parents on the progress of their wards. With the re-opening of centres, a parents were explained the SOPs and the protocols that would need to be adhered to.

Case Conferences: The multidisciplinary team of educators, therapists, counsellor, social workers and Heads have held weekly conferences to discuss the beneficiaries and develop comprehensive care plans based on his / her needs and abilities.

Counselling and psychotherapy: Sessions involved assessing the behavioural and socio-emotional aspects and parental counselling to understand the psycho-social concerns distressing them. One of the most distressing issues faced by many of the beneficiaries was the adaptation to the online medium and lack of interpersonal and social interaction. This gave rise to various mood and behaviour concerns such as Increasing anger issues, hyperactivity, and emotional reactivity.

Some beneficiaries have reported experiencing a lack of motivation and willingness to participate in routine activities and a general lethargy. This was worked upon with the help of behaviour therapy using principles of reinforcement and cognitive restructuring to bring a behaviour modification and control the expression of their emotions. Techniques of mindfulness and relaxation strategies were implemented.



An online counselling session

Sessions were held to build up the socio emotional development of the beneficiaries of the ‘Finishing Group’. 25 group and individual sessions were conducted for the beneficiaries. Aspects such as interpersonal communications, self-introduction for interviews, boosting self-esteem, being well groomed, coping with change, maintaining a diary for daily activities, communication at work, teaching importance of multiple ways for happiness, identifying different personality types, were discussed with the beneficiary. The importance of employment and work etiquette was explained.

Department of Social Work



Parent's concerns addressed by our social worker

The Social Workers have been constantly in touch with the parents throughout the lockdown to reassure them and ensure their child received all sessions from the transdisciplinary team. They have also updated the social profiles of the families as COVID changed the situation in many houses. Besides the above, the social workers have helped parents get disability certificates for their children.

The social workers have coordinated and reported the case conferences. They also played a key role in developing and later coordinating the Parent Support Groups (PSG) with the team, under the guidance of Dr. Mithu Alur and Dr. Pravina Shah.

The social workers also guided and supported parents in obtaining UDID cards for their children and motivated them to volunteer in the tailoring and textile units of the Skills Development Centre. Writers were arranged for the National Open School examinations and parents were encouraged to set up co-operatives.

Other NGOs and schools in the Chembur vicinity were networked with to disseminate information about the Skills Development Centre and the skilling courses in an effort to encourage young adults who had dropped out

of the educational system as well as students from the lower socio economic strata to enroll for the programme. The efforts of the Social Workers has led to an increase in enrollments across all centres.

Adult Services: Skills Development Centre

Adhering to Dr. Alur's vision of every individual, with and without disability, living a life of dignity, self - esteem and self - reliance, having the right to education, career development, vocational training and employment, the Skills Development Centre continued to deliver services through the year, in the hybrid modes. Our beneficiaries were assisted in multiple ways with the ultimate aim of obtaining gainful employment in co-operatives, government enterprises, private industry, or self-employment projects. Our programmes included training in self - care, communication skills, social adjustment, functional literacy, mobility, therapy, and a network of other support services.



Offline training at the centre

Re-Opening of physical services

Much to the delight of both parents and trainees, ADAPT re opened all its Centres on Tuesday, 1st February 2022, in a staggered approach. Keeping all Covid protocols in place, double vaccinated trainees were allowed to return to the centre every alternate day, for 2 and a half hours every day. Online sessions continued in the latter part of the day for those who preferred these.

Online Training: Online sessions in skills development and in adult literacy and living skills, continued through the year, despite limitations in teaching certain skills like computers and textile printing, which require hands-on learning. Every trainee's needs are different, and varied skills and strategies are used for the effective delivery of programmes. Trainers had to come up with innovative ideas, tools and teaching material for concepts to be grasped. Training is tailored to meet their specific needs and challenges. Soft copies of worksheets, videos, and interactive links for online learning were sent to the trainees to work with, under parental supervision.

Textiles Department: Trainees enjoyed their first hands on sessions in textile printing after a long gap. Offline sessions include sessions on measurements, designing, drawing, colour combinations, and basic adult literacy.

English Communication: Sessions continued online, with trainees divided into groups according to their levels and abilities. The focus was on topics that are relevant and engaging for trainees: current events, hobbies, daily life, latest movies, sport, travel and tourism, festivals.

These sessions were also used to encourage the trainees to form opinions, build vocabulary and increase confidence through role playing activities.

Computer Training: Basic training in MS Word, Ms Excel and MS PowerPoint have been conducted. Skills of letter writing and making business cards were taught. They were also taught how to create mark sheets using EXCEL functions and making simple presentations using Power Point. The trainees are now more proficient in the basic MS office applications. Some of the trainees were also taught how to use video editing software to make audio-visual presentations.

Job Readiness: Individual as well as group sessions were conducted for the socio emotional development of the beneficiaries of the Finishing Group. Aspects such as interpersonal communications, self-introduction for interviews, boosting self-esteem, being well groomed, coping with change, maintaining a diary for daily activities, communication at work, identifying different personality types, were discussed with the beneficiaries. The benefits of being employed was also reinforced and work etiquette was explained.



Preparing for employment

NIOS: Three trainees appeared for the Grade X NIOS examinations in English, and Art History and three appeared for Business Studies.

Activities of Daily Living: Fundamental skills required to independently care for oneself, such as bathing, brushing, hair and oral hygiene, following a routine, cleanliness and personal grooming were revised. The importance of using masks, sanitizing and washing of hands, organizing one's belongings also stressed upon in this sessions.

Extra-Curricular Activities: Art, craft, Needle work, Culinary arts: Our beneficiaries were kept engaged with craft activities throughout this year: Paper craft, Napkin folding, Collage art, Craft, rakhi making, lace art, stone art, Greeting cards. Drawing activities made use of items easily available at home: Potatoes, string, tooth brushes. Our beneficiaries participated in an online Drawing Competition on Sunday, 5th of September on the occasion of International Literacy Day at an event held by WICCI- Maharashtra State Public Service Council and RD National College. Culinary skills sessions engaged our trainees and taught them how to put together simple recipes without using gas. They put their skills to use during Diwali when they made traditional sweets.

Our beneficiaries were also taught basic stitching as a part of the tailoring activities.

Dance and music sessions: These activities build self-esteem and are enjoyed by the trainees and their families. Dance steps and songs are pre-recorded and sent to parents. Rehearsals are then held over zoom.

Weekend Creative Sessions: Creative sessions in drawing, music, art and craft are held every Saturday morning, conducted by our trainers and volunteers.

Exhibitions: We participated in thirteen exhibitions showcasing the products made by our trainees at various locations: Hindustan Petroleum Corporation Ltd (HPCL), Reliance, Tata Institute of Fundamental Research (TIFR), World Trade Centre, Metro One, Polycab. The exhibitions were very successful and our work was appreciated.

Vaccination Drive: We collaborated with the Golf View Co-op Housing Society at Chembur to conduct a Covid 19 vaccination drive in the first week of June 2021, where the residents of the Society and our staff were vaccinated. Staff and beneficiaries were later assisted to their get 2nd dose of vaccinations at various other centers and locations.

In-House Training Programmes: The training modules created by Dr. Alur for our beneficiaries as well as all our stakeholders were used for programmes through the year. Nine sessions were conducted for Training the Trainers and four sessions for Training the Parents. The issues discussed ranged from the connection between human rights and disability, the social model of disability, disability laws, appropriate language and the concept of universal design. Twenty sessions were conducted for our beneficiaries. These included identifying their strengths and weaknesses, barriers to work, importance of accessible transportation. Safety measures, money management, stress management, building a resume, communication and socialisation, preparing for an interview, taking decisions were some of the topics covered. Staff have been attending physical meetings and also undergoing training in various fields to enhance their professional development and communication skills.

Collaboration with Institutions: Students from the Tata Institute of Social Sciences (TISS) conducted two sets of Dance and Movement Therapy sessions with our beneficiaries. These comprised of needs assessment, orientation, and dance and movement sessions, helping with emotional, cognitive, physical and social integration. The sessions increased muscular strength, coordination, mobility, and decreased muscular tension.

Calamity at the Skills Development Centre - 18th July 2021: Our Chembur Centre suffered serious damages to the building infrastructure due to the devastating cyclone and continuous torrential rains that hit Mumbai on the night of 18th July 2021. Our boundary wall collapsed and the water from an adjacent overflowing 'nullah' flooded the basement to up to 12 feet high. This deluge caused immense damage to assets and loss of property. The basement housed our water pumps, therapy units, training room and cafeteria to train the beneficiaries which included computers, training material, deep freezer unit, cake display, elevators, and air conditioning units.

Uprooted trees damaged vehicles meant for staff and people with disabilities. Cabling and electrical wiring were completely destroyed. We were able to carry out repairs with the help of APPI.



Water being pumped out of the basement

Mother's Kitchen: The Mother's Kitchen became operational again in June 2021. Hygienically ground, fresh, dry spices were marketed via posters and messages to the neighbouring societies, friends and staff and family members. When the centre re opened in February 2022, the kitchen started supplying breakfast to trainees, staff, neighbouring societies and friends.

A pamphlet with the menu was shared on WhatsApp groups, and sent to all the neighbouring societies, and to our other centres as well. From March 2022, we have started serving lunches to staff members, visitors, surrounding buildings and friends.

Project: Azim Premji Philanthropic Initiatives (APPI)

After an eventful take off in 2019-2020, the project put into action the various programmes. A Project Implementation Plan was developed. Detailed reports were sent to APPI after nine and twelve months on the activities, outputs, outcomes and the learning's and reflections which emerged during this period. A brief summary of the progress of the project is given below.

The pandemic led to the shutting down of all institutions and all our services moved online. Teaching had to become a blend of both, synchronous (happening in real time, through phone calls, zoom, live chats, allowing discussions) and asynchronous (unscheduled and self-paced through discussion boards, recorded lectures, videos, allowing students to complete assignments at their own time and pace) methods.

The project supports the following components:

- Preschool Inclusive Nurseries for children between 2– 6 years. The nurseries being run at our three centres in Dharavi, Bandra and Colaba have vulnerable children from impoverished areas of Mumbai.
- Inclusive Education of the 6-18 year age group and pre-vocational training age group over 14 years being run at Colaba and Bandra. Education, treatment socio emotional development activities are carried out with the aim of putting them into regular schools or training in a vocation.
- Skills Development for beneficiaries in the age group of over 18 years. Our Skills Development Centre provides appropriate training, curriculum and counselling, vocational guidance, empowerment and support services to facilitate successful job placements; a process involving all relevant stakeholders.
- Training and capacity building of parents.

The present projects are all a part of ADAPT's programme and are being partly supported by APPI. Under this project, beneficiaries, including children and youth with various disabilities and parents received support through online sessions. Along with academic sessions, they received treatment services like therapy, counselling and extra - curricular activities which facilitated holistic development even during the difficult times of lockdown. Beneficiaries and their families from all 4 centres were approached by our social workers who coordinated with the transdisciplinary team to provide the recommended services. Partnering and actively engaging with parents ensured that the health, physical and educational progress of our beneficiaries did not deteriorate. Individualized Education Plans (IEPs) and Individualized Development Plans (IDPs) were developed in the beginning of the year for each beneficiary and were reviewed every quarter to track progress. Long term and short term goals have been planned for every beneficiary. Co and extra - curricular activities such as music, dance, drama and art classes have helped maintain positivity.

Individual sessions increased as parents resumed work and could not attend the regular classes. An increase in manpower has helped us to focus on the needs and challenges and to keep up the persistent follow up required.

Taking all the challenges in their strides, the beneficiaries prepared for their final exams which were in March. Despite the obstacles, all of them have done well with either an A or B grade. Alternate support was also provided to our beneficiary families through ration drives and travel support. Our services are transdisciplinary and the entire team worked together and tracked progress. To measure the success, parents were interviewed and sessions tracked and logged. Almost 200 meetings were held with parents both individually and in groups to address fears and challenges. As an outcome, parent support groups are being formed under the guidance of Dr. Mithu Alur and Dr. Pravina Shah. 200 virtual staff meetings of teachers and therapists have been held, and strategies for effective online teaching and therapy have been shared. Webinars were conducted and attended by staff on varied topics including counselling and behaviour management. Review and update Meetings took place by Dr. Alur and Dr. Sen to problem solve and address the challenges. Regular case conferences as well as in service training helped achieve the expected outcomes.

A system of collecting beneficiary data in the digital format has begun and we hope will support ease of data collection and improve the scope of monitoring support being provided.

A Project Implementation Plan (PIP) has been created which encapsulates the context and rationale for the project, the Key Deliverables of the Four Programmes, the Work Breakdown Structure, the Roles and Responsibilities and the Ornigram. This has enabled the team to meet the projected outcomes.

Some of the key learnings have been that the thrust has moved towards family centered interventions. Entire families have been involved in the provision of educational and therapeutic services to their children. There is more involvement of the fathers, which we have not seen earlier. During this time, families needed to connect often and regularly, else they felt disconnected. They had to be constantly reassured that the ‘virtual door’ was always open.

A field visit was organized for Ms. Archana Sudhakaran from APPI. She visited our centres at Bandra, Dharavi and the Skills Development Centre at Chembur and was extremely happy about the ongoing activities and appreciated our documentation and social model approach.

ADAPT and HPCL together make Corporate Social Responsibility a successful reality



Initiated in 2011, this project part supports the provision of quality education and treatment based on the individual needs of 125 beneficiaries with disability enrolled at ADAPT and remedial services to beneficiaries with disability admitted in mainstream schools in a supportive environment so that they can realize their full potential.

The project also includes activities to encourage parents to educate their children with disabilities to motivate their children to participate in co-curricular and extra-curricular activities and addresses existing attitudes and prejudices towards persons with disabilities. This is done through the various activities undertaken at ADAPT. Our focus is on non - traditional forms of providing distant support in all areas, a crying need, particularly in these times of the pandemic that does not allow more traditional forms of physical services.

One of our biggest concerns has been the disruption of therapy and education services. Dr. Alur has adopted the format of Tele health which has now emerged as a key vehicle for delivery of services and this is the principle to continue providing services during the pandemic as well as post Covid. She has networked with professionals such as doctors, therapists, psychologists and counsellors, social workers orthopaedic surgeons, neurologists and paediatricians so as to be able to provide to the beneficiaries’ holistic services of therapy, counselling, education, home management as well as training and capacity building. These sessions are conducted individually and in groups on zoom; on video chats, WhatsApp video calls; or ordinary phone calls where smart phones / tablets are not available.

Children with Disabilities (Cerebral Palsy, Downs Syndrome, Intellectual Impairment and Autism) at the ADAPT centres are receiving online benefits of education, training, assessment, therapy, skills development, art and craft, music, yoga and sports, psychological counselling, parents’ sensitization and empowerment and on their return will from the Mothers Kitchen be provided nutritious meals through the day.

Videos on seating, carrying, feeding, posture, self - help skills, building language and communications have been created and uploaded, helping not just the parents of our beneficiaries but others in the country. This will enable our services to reach out to a larger number of beneficiaries who were out of the purview of education and therapy due to various reasons.

For those beneficiaries and stakeholders who do not have the smart phones or tablets needed to maximise the benefits of tele teaching and teletherapy, it is our continuing endeavour to try and procure these for them. Initiatives have been started by our volunteers and we are grateful for their support. Online courses are being developed for parents, psychologists, social workers, regular teachers, special educators as well as B.Ed. students.

The activities reported under all the centres in the Annual Report are partly supported by HPCL.

ADAPT-Raymond



Both ADAPT and Raymond are trusted brands focused on excellence. In 21-22, Raymond became our partner in serving the poor and disabled. Their grant is utilised for education and Skills Development Centre, Chembur.

ADAPT-Citi

Citi has over the years, supports a project entitled, ‘Multiple & Interdisciplinary Management of Children and Youth with Cerebral Palsy’ for beneficiaries at Bandra and the Skills Development Centre at Chembur, through their payroll giving programme of their employees. The project is facilitated by United Way, Mumbai.

The project focuses on providing need based multiple and interdisciplinary therapy for children and adults with cerebral palsy since April 2019.

The project has also part supported education of 150 beneficiaries at the Colaba, Bandra and Chembur. These have covered sessions pertaining to Education, Functional Literacy, Remediation, Vocational Training, NIOS, Skills Development (Computer skills, Textile, Ceramics and Tailoring that were conducted online as well as in person. The activities include Physiotherapy and Occupational Therapy both individual and group sessions as well as yoga.



A counselling session

Under this programme, Speech Therapy focuses on communication skills. Speech therapy techniques such as oro -motor strengthening exercises, extension, expansion, constant exaggeration, modelling, prompting, articulation and fluency therapy have been used.

Psychological counselling and well-being sessions as well as yoga, music and dance therapy are also carried out. Improvements in the functioning of beneficiaries has been reported across centres.



Individual session

Training and Pedagogy: The Mithu Alur Centre for Inclusive Studies

Inclusion is a never ending process; it evolves over time and is dependent on continuous pedagogical and organizational development within the mainstream (Booth and Ainscow 1998).

To address the lack of qualified professionals in the field of multiple disabilities, Dr. Alur began training and pedagogy services on a national level. Training courses were designed and conducted for teachers, therapists, community workers, parents and government. The aim was to build the capacity of teachers to address the needs of any child facing barriers to learning and participation. The underlying philosophy of all our courses became inclusive education. Teacher Training Courses have decentralized the ideology and helped spread it around the country. To date over 400 hundred teachers in India have been trained and this paradigm of a social educational model has been replicated 29 of the 31 States.

Though progress has been made in many areas, there are major gaps that exist. The Right to Education (RTE) in India has mandated that all mainstream regular schools must admit and include children with special needs. However, teachers are not aware of “How To: include and address diversity at the ground level.

We now have the *Mithu Alur Centre for Inclusive Studies (MACIS)* that offers training in inclusion for Regular Teachers, Special Educators and Professionals, Principals and Heads, Therapists, Parents, Siblings, Bureaucrats, Administrators and Policymakers.

Our flagship course is a 6 month Asia Pacific Course for Master Trainers entitled ‘Community Initiatives in Inclusion’ set up in 2001, in partnership with the Women’s Council, U.K. which has trained 350 participants from 22 countries in the Asia Pacific Region.¹ Shorter courses and workshops are offered for other stakeholders including parents, NGOs and personnel from government programmes such as the Integrated Child Development Scheme (ICDS) and Samagra Shiksha Abhiyan (SSA, earlier called the Sarva Shiksha Abhiyan).

¹ Bangladesh, Bhutan, Cambodia, China, India, Indonesia, Iraq, Jordan, Malaysia, Maldives, Mongolia, Myanmar, Nepal, Pakistan, Papua New Guinea, South Korea, Sri Lanka, Tajikistan, Tibetan Govt. in Exile, Tonga and Vietnam.

Inclusion Matters

The corona pandemic affected all training programmes, including the Community Initiatives in Inclusion (CII) Course, supported by ADAPT and The Women's Council, which was not conducted this year due to travel restrictions.

An online course 'Inclusion Matters' was conceptualized by Dr. Alur in the year 2020 when the pandemic hit us. The aim was for professionals to upgrade their skills and deepen their understanding and deepen their understanding of inclusion and learn strategies that would help implement inclusion. We had 35 participants from five states in India.

Since it has not been possible to hold the CII Course in person this year, it was decided that shorter online courses be held and accordingly, two courses of Inclusion Matters and one new course for Parents is being supported by The Women's Council, UK.

The course content is in five clusters: Exclusion of Disabled People, Special Education, and Inclusion: Inclusive Education; Inclusive Employment: Vocational Rehabilitation and Focus on Policy.

Thirty-three participants (twenty-six females and seven male), attended the course from ten Asia Pacific countries: Bangladesh, Bhutan, Cambodia, India, Indonesia, Mongolia, Nepal, Sri Lanka, Tajikistan, and the Tibetan Government in Exile. The participants were from different professional backgrounds, mainstream school teachers, special educators, therapist, social worker, medical professionals, NGO staff, parents, siblings and people with disabilities.

An initial pack of brochures and papers was shared via Google drive before the commencement of the course. References and Reading material was shared. IT and other support was provided and a WhatsApp group shared information and views. An impact analysis is being carried out on the efficacy of the course.

In-Service Training

Dr. Alur initiated a year- long in-service training programme that commenced in June.

- An intensive week of sessions shared details of all the projects and programs, focusing on the goals, key deliverables and the documentation required as well as the financial implications.
- A comprehensive programme exposed all staff to the 10 domains that are followed at ADAPT.
- Sessions were held for all staff at the four centres on Professional Communication
- The role of therapy services and the new ADAPT – Education, Adult and Paediatric Neuro Rehab centre was shared.
- Teaching strategies that had been effective online throughout the pandemic year were discussed.
- The details of the Raxa app, supported by Member Institutional Review Board, Dr Surojit Nundy that we are using to digitise data and documentation were shared.
- Three talks were organized to give a perspective to the staff about ADAPT's future plans and The Way Forward.
- In-service training was conducted within the therapy team where each member of the team presented aspects of sensory based interventions as Staff Development.
- 2 sessions on article reviews on the transdisciplinary model were held by members of the therapy team to help develop an evidence based and updated transdisciplinary module.
- Training in Qualitative Research was conducted by Ms. Devangana Bhatt and has been reported in another section of the report.
- Training in using different platforms to teach online effectively (zoom, google meet, etc.) was conducted for all staff.

In-service Training for Ancillary Staff

A separate in-service programme was designed and held for ancillary staff to maintain and improve the quality of services. The programme was a mix of online and in person sessions. The ancillary staff was given a background on the organisation and the growth traced. A session on experiencing disability in a classroom situation and outdoors brought home the understanding the difficulties faced by children and youth with disabilities.

An in depth understanding of the wheelchair, its maintenance, lifting and transferring techniques were taught and practical activities carried out. Ergonomic advice for care givers, focusing on exercises for strengthening the back, neck and shoulders was given.



Learning how to handle a wheelchair

Sensitization Programmes

Reliance Metro One

Reliance Metro One offered their premises for an exhibition of the products made by our beneficiaries with disability. This opportunity was used to have a brief sensitisation programme for the employees. The programme was very interactive and included a quiz, experiencing disability and a discussion on their experiences as employers, having employed Toshhaan Chatterjee, one of ADAPT's alumni.



Exhibitions at Metro One and HPCL

United Way, Mumbai

An online awareness programme was facilitated for our partners United Way Mumbai where the ideology and philosophy of inclusion as a human rights issue was shared. Ms. Malini Chib's presentation on the Medical and Social models of disability which included appropriate terminology, myths and misconceptions was shared. Ms. Catherine Ameno spoke of her experiences of discrimination and the barriers she faced. The work of the ADAPT Rights Group and its achievements was also shared. Some of the government schemes and concessions were also mentioned.



Experiencing the barriers faced by persons with disability

World Trade Centre

A partnership has been initiated with the World Trade Centre with the aim of creating awareness among corporates on disability. Our trainees showcased their products to the employees of the offices located there on the 20th and 21st December 2021. The exhibition also showcased the publications of ADAPT. The staff also sensitized the visitors on the work of ADAPT over the past 50 years.

Community Outreach

Post the lockdown, ADAPT made its presence felt in the community by organising Jumble sales and street plays to create awareness on inclusive practices. They were organised at Geeta Nagar, Macchimaar Nagar and Churchgate station. About 500 people were sensitized in the community through these events.

Christmas sales were organised at the TIFR housing complex, Reliance complex and the World Trade centre. The outcome of these events were not only just monetary benefits but tremendous outreach in terms of spreading our message of inclusion. About 500 people were sensitised during these events.

With the success of the online training programmes, we are now planning a dual approach to training and we hope to offer training programmes in both in person and online mode.

Research Studies

Research is one of the foremost and central activities in the organisation. The practitioners, comprising of educators and therapists have undergone training in research methodologies and have been presenting their studies to the ethics committee or the Institutional Review Board (IRB) lead by Dr. Samiran Nundy and Dr. Farokh Udawadia. Leading the research at ADAPT is Dr. Mithu Alur. Dr Ragini Sen assists Dr. Alur and Heads the Research Department.

The Research studies undertaken during 2021 – 2022 were:

Parent perspectives regarding teletherapy for children with special needs in a developing country

Conducted by Dr. Taral Nagda

The pandemic lead to all of ADAPT's services being conducted online. Dr. Alur and Dr. Nagda initiated online tele rehab services and this study analysed the limitations and effectiveness of a home based teletherapy rehabilitation programme for children that was a partnership between ADAPT and Dr. Taral Nagda's Muskan Foundation.

It found that the parents felt this was a great initiative and felt supported by ADAPT and Muskan. The children were very happy to see the face and hear voice of their therapist. In the difficult time, at least one of their problems about continued rehabilitation and apprehension about worsening of function was taken care of.

A Social Audit of the Online Course Inclusion Matters

Conducted by Dr. Ragini Sen

A 5-week online course, 'Inclusion Matters' was designed and conducted by Dr. Mithu Alur for teachers, teacher trainees, parents, persons with disability and allied professionals such as psychologists, social workers and personnel of the government programmes.

An impact analysis was conducted to help in designing more effective courses. The sample comprised 35 participants who attended the course from 5 states. Pre and Post questionnaires were administered, along with a feedback form.

The analysis showed that the response received was positive. There was very high satisfaction and the course had been effective and lead to an increase in subject knowledge. The suggestions will now be used to streamline and replicate the present online course.

An Evaluation of the Content on Inclusive Education in B. Ed Courses

Being undertaken by Dr. Maneeta Sawhney and Mrs. Archana Kolambkar

Teachers are unprepared to address diversity in their classrooms. Since there is now a mandate to include children with disability, there is an urgent need to rectify this gap. The aim to study and evaluate the gaps or lacunae in the area of disability and inclusion in some of the existing B. Ed Courses in India. The suggested hypothesis is that the hours. The suggested that the hypothesis is that hours of teaching are not enough as part of the BED training. The literature review will include the syllabi of B. Ed colleges and IGNOU and NCERT and all ADAPT training programmes, as well as our flipcharts and training work at the community level.

An Anecdotal narrative study of inclusion of children with disabilities into mainstream schools.

Being undertaken by Mrs. Sangeeta Jagtiani Vaswani

ADAPT has been including children with disabilities into mainstream schools for over two decades. We would like to document the process followed at ADAPT to include children in mainstream and to determine the common factors that lead to successful inclusion.

Prospective Study to track beneficiary data using technology

Being Conducted by Dr. Shabnam Rangwala, Dr. Namita Nair, Mrs. Sangeeta Manna, supported by the entire team at ADAPT.

ADAPT has been using paper and pen methods to record all their beneficiary data. Digitization would help leverage technology for better archiving methods. The Raxa app that is currently being used by medical professionals has been offered to ADAPT by Dr. Surojit Nundy as part of Raxa's CSR initiative on a no cost basis. This study aims to leverage technology to record beneficiary tracking data at ADAPT; to create an easy access source for all beneficiary data for the multidisciplinary intervention team at ADAPT and to support the creation of donor specific reports and matrices for impact assessments

Initial dialogue has begun with Raxa to see how the app may be modified to suit the needs of ADAPT. Simultaneously the team at ADAPT is looking at their assessment forms to create them into google forms or excel sheets. The sample is 300 beneficiaries across the centers of ADAPT.

Do the Sustainable Development Goals do Justice to Persons with Disability?

Being conducted by Mrs. Varsha Hooja

A set of 17 very broad, aspirational goals called the Sustainable Development Goals (SDGs) have been set up, to be achieved by the year 2030. The key principle of the SDGs is to 'leave no one behind', i.e. 'no goal is considered to be met unless it is met for everyone'. Each of the 17 SDGs also include some targets that are meant to be more specific and concrete. The SDGs specifically mention disability in parts related to education (Goal 4), growth and employment (Goal 8), inequality (Goal 10), accessibility of human settlements (Goal 11), as well as data collection and monitoring of the SDGs (Goal 17). This study focuses on Goal 4: "Ensure inclusive and quality education for all and promote lifelong learning." A Literature Review undertaken reveals that there are no indicators specifically addressing disability. It is not possible to promote inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels when persons with disabilities are not included.

SDG 4 poses a strong challenge for India and unless consistent measures are taken, it will not be possible to achieve them by 2030.

The aim is to look at the Way Forward to facilitate true inclusion of persons with disability into Goal 4 of the SDG and ask the experts in the field for their views and suggestions on indicators that should be included to make SDG 4 truly inclusive. The methodology includes Literature Review, Desk Research of documents and Interviews with National and International experts including persons with disability.

Critical examination of India's progress vis a vis SDGs Goal 8

Being conducted by Mrs. Madhavi Kumar

The gaps in Selective training for Selective placement by Corporates for People with Disabilities to ensure Inclusive employment as per UNSDG Goal 8

This research study is concentrating on selective skilling for selective placement of people with disability for employment in corporates based on the International labour Organisation (ILO) principles and linking it to the UN SDG Goal 8 which is "Decent work and Economic growth for all.

This study aims to understand the current gaps in Inclusive Employment with a special focus on whether the corporates are looking at selective training for employment of PWD.

It aims to examine what are the different skills needed by the target companies to employ PWD to facilitate the process of selective training for selective placement.

Understand the reluctance by the corporates to approach training centers for selective placement to bring in Inclusive practices and environments.

At the macro level understand the provisions made different Ministries like Labour Ministry, the Ministry of Skills Development and the Ministry of corporate affairs to facilitate Inclusive Employment.

Creating a transdisciplinary inclusive training module of training and an impact analysis of the module

Conducted by Dr. Namita Nair

In 1972, there existed a wide gap between the needs of persons with Cerebral Palsy and the understanding of the same by health care providers. This was addressed by Dr. Mithu Alur and Ms. Pamela Stretch with the support of Indian and British governments by providing therapy and management under one roof without the disciplinary boundaries. Although this successful transdisciplinary model is being practiced by many rehabilitation and school settings in India, it is not the most commonly practiced approach in the medical settings. Medical model still outweighs the social model at many instances, even amongst professionals working with disability.

This study aims to create a transdisciplinary inclusive module of training integrating the social model of disability for medical and paramedical professionals, parents and stakeholders. It will also analyze the impact of the transdisciplinary inclusive training module on changes in attitudes of the participants using a pre and post self-report questionnaire.

The module of training is being developed using the inputs from the transdisciplinary team. Literature is being reviewed to understand the outcomes of such disability-based modules used in ADAPT and other organization worldwide. The limitations of certain modules used in the past will be tried to be controlled in order to improve the impact of the module being developed.

The module will be delivered only to the experimental group, whereas the control group will only be part of the pre and post questionnaire. Data of the pre- and post- questionnaires from the participant will help in analyzing the effect of the workshop on the attitudes of the participants towards disability and their care.

Impact analysis of the CII Course

Conducted by Mrs. Sangeeta Jagtiani Vaswani

ADAPT, supported by the Women's' Council, U.K. has been conducting the 'Community Initiatives in Inclusion' course for Master Trainers from the year 2001 and has trained 325 Master Trainers from 20 countries in the Asia Pacific region.

This Anecdotal Narrative Study of Master Trainers from the Asia Pacific Region aims to conduct an impact analysis of the course from the 2001 to 2010, to analyse the evolution of the course in terms of content and to study the impact on 100 participants from the 20 countries in the 10 years.

Secondary data analysis will enable us to study the impact on the course in the initial ten years. Focus Group Discussions and case studies will provide rich anecdotal data.

Insight and perspective of stakeholders

Social audit questionnaires have been to support the research under the APPI project.

To understand the perspectives of different stakeholders: Parents, teachers, therapists, donors, ancillary staff, volunteers and training staff.

Data has been collected and analysed. At present the report is being worked on. Perspectives which emerge from this will help us to streamline the organization so that it works as a cohesive unit.

Training in Research Methodology

The objective was to familiarise participants with the basics of research methodology and the research process, with a focus on Qualitative Research. 2 Groups of participants were covered in separate sessions. Theory and practical sessions were conducted both online and in person. Participants worked on mock projects to get a hand on experience of the research process.

Impact Analysis of Pre and Post Testing

Participants were given a test to gauge their familiarity with Research at the start of the first session and this test was repeated at the end of the course. Test scores (Pre and Post) revealed a significant improvement in Research Understanding for both groups of participants.

Group	Average Pre–test score	Average Post–test score	% increase in scores
1. First Group	3.71 (17 participants)	11.07 (15 participants)	198%
2. Second Group	3.08 (13 participants)	10.8 (10 participants)	250%

Post Training Feedback

A Feedback form was circulated to all participants after the completion of the Training Sessions

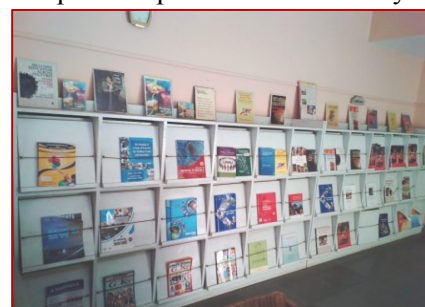
On the whole, the training was well received by all and the Practical Mock Projects were particularly appreciated by many participants. All participants felt that the training helped them better understand the basics of research and the research process. Interestingly, some felt that the Qualitative Research questioning techniques (particularly Enabling and Projective techniques) could also be used in their normal day to day professional interactions.

Library & Media Resource Centre (LMRC)

Knowledge is power, but has little value unless it can be easily accessed and put into practice. The Library & Media Resource Centre (LMRC) was set up in 1992 to create awareness and disseminate information. The LMRC functions from our Centres in Colaba, Bandra and Chembur and is a specialized unit that offers reading and reference facilities to children and youth, with and without disabilities, parents and siblings, staff, lecturers, other professionals, NGOs, research scholars and others.

The LMRC services are aimed at the entire community and provide knowledge support for research and training as well as for information dissemination. The LMRC houses resource materials, references and electronic resources, databases, national and international documents, community resources, various syllabi and curricula, publications. It also has a parent’s corner and children’s library.

Our collection comprises of 8525 books, 1000 resource books for children, reports from ADAPT as well as other organisations, popular magazines, national and international journals, newsletters and periodicals. The



LMRC, Bandra

collection has 250 audio-visuals, 754 educational slides, 257 dissertations, 454 publications, 150 CDs of films; documents and media clippings are available to all.

We now have archival departments, which are a treasure of knowledge, at all our centres. Over 1500 files are catalogued in the archival hub, including teaching aids, individualized education plans & individualized development plans. The interventions on each beneficiary can be here. The archives preserve all reports, booklets, research papers, worksheets, brochures, syllabi, remedial reports, newspaper articles and journals. The collection of 10,000 books and 6,000 digitalized documents, photographs, publications, research work, student's files, reports, flip charts, journals, published articles, films and papers presented and a bank of photographs and films on disability have been uploaded on our Knowledge Management Centre Portal.

Despite the continuing COVID - 19 pandemic, the LMRC continued to provide a myriad of online services to users. The pandemic presented us with many challenges requiring us to change the way we deliver services and reach our users.

Online learning management continues under the Knowledge Management Centre. The LMRC provided support to the Online Course 'Inclusion Matters' designed by Dr. Alur. Resource and reading materials was sent electronically to the participants from 10 countries.

Our resource material has also been shared through displays at our exhibitions held at TIFR, Reliance Metro Station Head Office and the World Trade Centre.

The LMRC shares expertise, connecting people to physical and online resources and supports the creation of a vibrant and welcoming culture that expects and respects diversity.



Achieves at Bandra

Revenue Generation

ADAPT is founded on the core principles of service delivery and not for profit ideology. This was an excursion into the virgin territory of people with disability and their needs which were invisible to the government and society. None should be deprived of services, was the mantra.

For forty years our financial management rested on a charity framework, but with the massive growth, came the need to move towards a more sustainable financial model. This definitely led to volatile times, but innovative planning led to stability and growth. Stable revenues were achieved by diversification. Grants, sponsorships and investments formed a smart strategy.

It is a recognition of our quality of work that the Government of India included SSI amongst the first batch of sanitised NGOs eligible for CSR funding.

Capturing the essence of 2021 - 2022

We concentrated our energies both on funding initiatives supporting our programmes and building up the corpus.

Corpus Donations: Since 1972, ADAPT has been slowly building its corpus. The genetic fabric of prudence inbuilt in the organization, the capacity of our Trust members drives our expending of funds on our services. The benevolence of those who have full faith in our services, keep the corpus healthy.

Sponsorships and Earmarked Funds: We express our thanks to all the individuals, organizations and corporates who fund our services of education, treatment and transport of beneficiaries with and without disability. Our celebrations of festivals and events are also factored into the annual budgets. Books of accounts carry details of donors and contributors. We thank each one of them.

Project Grants: ADAPT is in the service of children and adults with disability and we have created a synergy with many corporates who support our efforts in this domain.

ADAPT & HPCL: This partnership is now 13 years old. They are our second largest service donor. Together we ensure that every child and youth with disability in all 4 centres of ADAPT receives quality education and treatment.

The Women's Council, U.K.: This partnership has stood the test of time. Since 2011, The Women's Council, U.K. has been supporting our Asia Pacific Course, 'Community Initiatives in Inclusion' (CII), which has trained

almost 350 Master Trainees in 22 countries in the Asia Pacific Region staying true to our mission of spreading the message of inclusion far and wide.

In 2020 – 2021, we could not run this course due to the pandemic. Dr Alur designed a six-week online course Inclusion Matters that was supported by The Women’s Council, UK and was attended by 33 participants from 10 countries.

Our thanks to The Women’s Council for keeping the faith.

The Worley India Pvt. Ltd.: Worley started by supporting the ceramic and pottery unit but now they fund the education and therapy of 17 adults with disability enrolled in the Skills Development Centre, Chembur. We have enjoyed the trust of Worley since and we remain trusted partners to each other.

Citibank Payroll Giving Programme through United Way, Mumbai: This support is towards therapy and their consistency helped us build therapy and rehab centre both for children and adults. The impact has been beneficial and channelized and focused therapy has led to measurable outcomes.

Infogain India: Not just continued but increased the grant amount.

Raymond: They partnered with us in 2021 and support our remedial and education of children with disability.

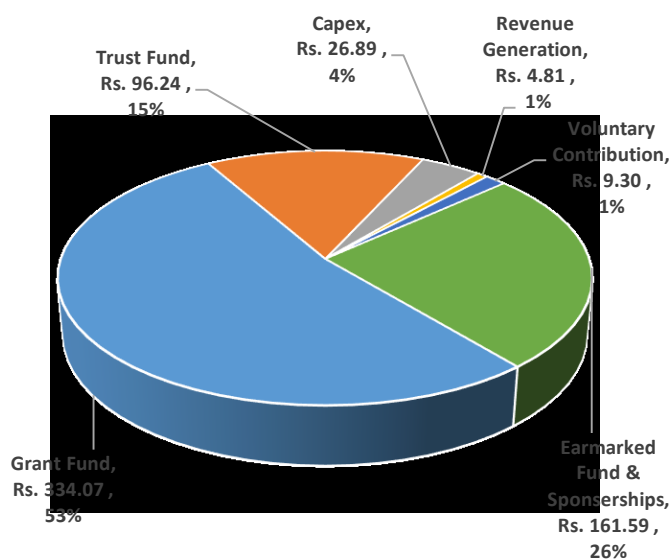
Azim Premji Philanthropic Initiative (APPI): This project is in its 2nd year.

This project funds 100% of our Dharavi project and 60% of the other 3 centres till October 2021 and from November 2021 to March 2022 their contribution will be 30% towards all centres APPI was kind enough to allow us to divert our unutilized funds towards Chembur repair and renovation.

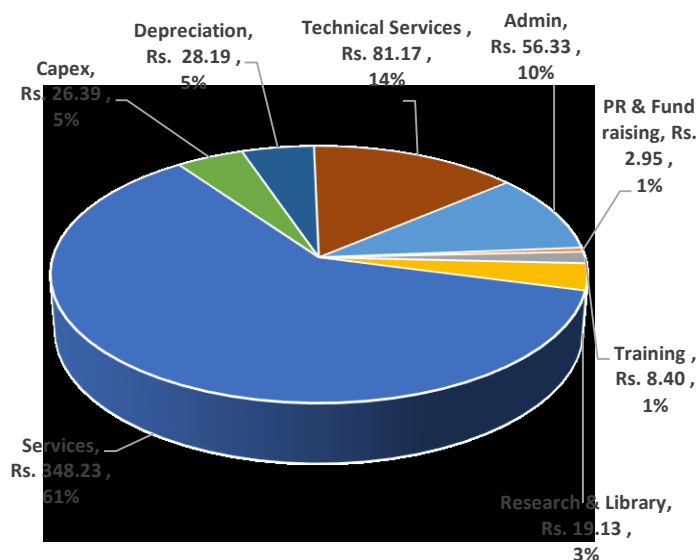
2021 to 2022 came with its challenges. But with enhanced grants and new donors coming in we managed to complete a happy year and move. We await new beginnings.

We take this opportunity to thank each one of you for your invaluable support.

Sources of Funds: Rs. 632.90 Lakhs



Application of Funds: Rs 570.70



Community Services

ADAPT’s outreach services in the slums of Mumbai began as a part time outreach programme in Asia’s largest slum, Dharavi and has, over the years, been expanded to create a resource hub for children and people with disabilities in Dharavi.

Currently there are two programs being operated by ADAPT:

1. The Karuna Sadan Centre: A inclusive preschool service for children with and without special needs
2. Resource Hub: Providing need-based resource support to children attending mainstream school in Dharavi and need based support to children and adults with disability in the community.

Karuna Sadan Centre

The Karuna Sadan (KS) Centre sowed the seed for services for people with disability in Dharavi. KS was set up at The Urban Health Centre, Sion hospital after Founder Chairperson, Dr Mithu Alur was invited by Mrs. Bilques Latif, wife of the then Governor of Mumbai, to set up services in the slums of Dharavi. With the aim to facilitate early intervention programs, a partnership with the local municipal hospital was established, which continues till today. Over the years the KS programme extended to become a full-time programme, providing holistic interventions to children with special needs, combining treatment and education under one roof for children in the critical preschool years. The centre operates as a preschool service for children in the age group of 3.5 years to 5.5 years living in Dharavi. The aim is to give a head start to children with disabilities and support their development in the critical 5 year period.

Due to the pandemic, since March 2020, face-to-face services at the hustling bustling KS centre had to be closed and all services moved to the online model. Tele services were started and gradually gained pace as the innumerable challenges surrounding online interventions were tackled by the team at ADAPT. Some of the challenges that were faced by the staff included migration of families that led to drop in number of beneficiaries, thus having to maintain constant telephonic contact and occasional home visits. Staff did not have access to good quality smart devices and working with small devices was very challenging. Many of the challenges for our beneficiaries were financial, leading to reduced focus on education and therapy; complete lack of access to smart devices to be able to sign in for services small noisy houses leading to poor communication during the sessions.

All the above-mentioned challenges were overcome through the tireless efforts of the community staff with strong support from the ADAPT management.

The year began in June 2021 with spreading the information within the community of the centre being operational in an online mode.

Education and therapy guidance were given via video or voice calls based on the availability of devices. Ongoing counselling with parents was maintained, and in certain cases, home visits were also made. Sessions were conducted individually and in groups using various digital methods. Work sheets and video resources helped parents manage their children.

In the current academic year 83 beneficiaries provided support at Dharavi of which 14 children with special needs are enrolled at the Karuna Sadan centre. With the easing of government rules, a few of the beneficiaries now attend face to face sessions, adhering to COVID protocols. Smaller groups have been formed to maintain social distancing.

Resource Hub

In the current academic year, 29 children with special needs studying in regular mainstream schools were provided support through the Resource Hub. A needs analysis was done of each child. Remediation support for education was provided on a weekly basis and therapy support depended on the needs of the child.

In addition, 40 beneficiaries were enrolled under the Resource Hub and were provided needs-based interventions. The beneficiaries received counselling sessions on an individual level helping them cope with the challenges of the pandemic.

A majority of our beneficiaries come from the economically weaker sections of the society and have suffered loss of jobs, income which has forced some of them to return to their native homes. With the online services we have been able to reach out to them.

Our multipurpose resource team from Dharavi will now begin visiting mainstream schools to provide support to the child, teachers and the management.

Participation in activities in the Community:

- Our staff supported in mobilizing people for a medical camp organized by a local corporator on 30th June 2021 for a general health check-up. 800 people attended the camp and were given medicines.
- Ration distribution drives were conducted by ADAPT staff in June 2021 and September 2021. 800 ration kits were distributed amongst our beneficiaries and other needy families in Dharavi. The kits were supported by Meher Oxygen and Hope for all Foundation.
- On 15th August 2021 a flag hoisting ceremony was attended by Ms Gulabjan Sayed at the Ganiban Society, Indiranagar, Dharavi. 60 people attended this programme and Ms Sayed gave a short talk on awareness on inclusion and the right to education for children with special needs.

- Ongoing awareness amongst our beneficiaries and the general community on the importance of following COVID appropriate behaviour was done.

Parents meeting and awareness

- On the 14th October 2021 with the easing of lockdown rules, the first parents meeting was organized at the KS centre with appropriate COVID protocols. 30 parents along with their disabled children attended the first meeting.
- On 27th November 2021, 25 parents attended a workshop organized by the Indian Academy of Cerebral Palsy and conducted by Nayi Disha on the process to procure a Unique Disability ID (U D I D) and Niramaya Health Insurance for their child.

One Little Finger Department

The One Little Finger Department (OLF) was formed when support came from a relative of Ms. Malini Chib from the US who had read her book, One Little Finger, with a suggestion that it should be used for advocacy and empowerment.

The One Little Finger Department is the rights and entitlements arm of the parent body ADAPT, set up by Ms. Malini Chib, Trustee, ADAPT in the year 2001. Over the years, OLF has evolved into a team advocating for the rights of people with disability. Since its inception, OLF's motto has been 'Nothing about us without us'. The OLF has been instrumental in getting some key changes done with regards to accessibility and rights of Persons with Disability (PWD) in the state of Maharashtra. Our team audits public places and gives suggestions on how to make them accessible. Many places now have accessible features ramps due to the efforts of this inclusive group that has persons with and without disability as members.

The pandemic had curtailed our public, awareness spreading activities; however, we did host a few on virtual platforms.

World Cerebral Palsy Day

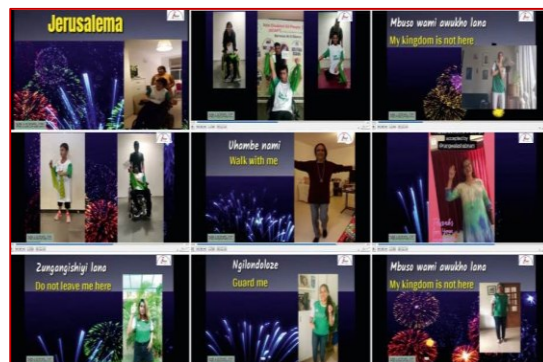
World Cerebral Palsy (WCP) Day was celebrated on 6th October 2021 with the theme 'Millions of Reasons'. World CP Day is a day when children with cerebral palsy and their families across the world celebrate together and take the initiative in spreading awareness about certain stereotypes that exist in the society. On 6th October 2021, like every year. ADAPT celebrated this day with great excitement and joy by launching two social media events titled "Pride and Prejudice" and a social media campaign '#wcp dance with me' challenge. The Slogan contest titled "Pride & Prejudice" was in line with the global tag line of #Millions of Reasons with ADAPT giving it a twist by adding millions of reasons why we need to break the "Prejudices" and be "Proud" of Cerebral Palsy. The winners were four persons with CP that included Ms Vinayana Khurana, New Delhi, Mr Shaurya Kukreja, Karnal, Haryana, Mr Vaibhav Adlakha, London, UK and Ms Reetika Tiwari, Dehradun, Uttarakhand. Ms Joyce Dsouza, Goa, a professional working with children with CP, Mrs K S Vani Prasannam, Chennai, a caregiver for her son Ananth with CP were also the winners.

The other pre-event conducted was a dance choreographed by Mrs Anusree Bonnerjee, Director, Events at ADAPT, focusing on the theme of YOU & ME – TOGETHER that aimed to highlight the interdependence of people with and without disability. The dance challenge had children and adults with disability challenging others to take it up. The challengers with cerebral palsy included Ms Malini Chib, Mr Yatesh Sahu, Mr Gauresh Chandramore, Mr Toumaghna Banerjee, Master Arman & Mr Swapnil Kuselkar. The celebrities who took up the challenge included Ms Kalki Koechlin, Ms Shonali Bose, Ms Tanvi Palav & Ms Aakriti Anand Singh.

A panel discussion titled "Nothing about us without us" was moderated by Ms Malini Chib and Dr Taral Nagda. The panellists included experts in varying fields related to disability work, Professor Prabhat Ranjan, currently the Vice chancellor of the DY Patil International University, Pune and a nuclear scientist who has been part of the Indian THINK TANK working on technology solutions for people with special needs, Dr. Neelam Sodhi, a Gynaecologist by profession, who set up organisation called Aashirwad in Ludhiana and a mother of a software engineer with CP, Ms. Ketaki Bordoloi currently the Director at Shishu Sarothi, Assam and a strong disability activist with several years of experience of having worked in the disability sector, Ms. Jasmina Khanna, an ADAPT alumni with an MA from Mumbai University currently working at an MNC in Mumbai and also the Founder of the NGO Access to Hope with the aim to work on accessibility issues in Mumbai. Mr Nikhil Chib a celebrity chef and economist by profession, a Trustee at ADAPT, shared his experience as a sibling.

We notched up our efforts to reach a larger community and spread disability awareness with a short film release #JUSTASK on World CP Day which received plaudits and overwhelming response from people across various spectrums of communities. ADAPT collaborated with Award Winning Producer Shonali Bose, Mytri Warrior and Director Nilesh Maniyar to create this 3-minute video campaign.

Members of the OLF department continue to create awareness through social media. The group spread relevant information's, discussed disability issues through whatsapp group created by OLF, members. All events like World Cerebral Palsy Day, Women's Day, etc. celebrated and conducted by OLF was disseminated via face book, Instagram, Whatsapp and Twitter.



We are now looking at corporate sensitisations, empowerment courses and public events to raise awareness.

Macro Level Work

Our work at ADAPT is focused at three levels: micro of demonstration and teacher education; mezzo level of community and macro level of policy. Macro-level work includes identifying needs, designing interventions and implementing strategies designed at improving the quality of life for all individuals within the community. This section outlines the larger macro level work carried out.

Transformation of Services

The Right To Education (RTE) now includes children with disabilities and inclusive education is now a mandate. The need of the hour is resource support and remedial services to support inclusion. Under the NEP 2020, school and school premises would be helped by providing resources to include children with disability and to appoint special teachers who are trained to teach such students. Considering that the children with disabilities shall have the choice of regular or special schooling as per the RPWD Act 2016, resource centers along with special teachers and trainers have been considered very important by the government.

Keeping this in mind, Dr. Alur has begun transforming our existing services to provide this much needed support. ADAPT is gradually moving to become a resource centre for children and young adults with disabilities who will be included in the mainstream. The Inclusive Education Coordination Committee (IECC) will be revived and trained. Resource support will be provided by the transdisciplinary team who will support the child, parents and mainstream school management for successful inclusion.

ADAPT will also be a resource centre to provide support services to children who need remedial educational and therapy services in the afternoon. These trainers will be provided short term training courses by ADAPT. A dual model or a twin track approach will be implemented under which in the morning children and youth attend mainstream schools or vocational centres in the morning *with* support from the Inclusive Education Coordination Committee and return to our centres for therapy and remedial support in the afternoons.

New Models at ADAPT

New Models have been developed by Dr. Alur in keeping with her belief in the twin track or dual track approach of special as well as inclusive education. A new innovation has been the setting up of the *Education, Paediatrics and Adult Neuro Rehab Centre*, a brainchild of Dr. Mithu Alur and Dr. Taral Nagda.

The Centre is guided by the Social Model of Disability and is linking up with the Mita Nundy Centre for Community Studies to collaborate on activities for well-being, including yoga, meditation, dance and music. The scope of the Centre will include children and adults and children with neurological problems which would include cerebral palsy, autism, stroke, Parkinson's, Alzheimer's, Dementia. A Governing Committee will advise the Centre and a Management Committee will supervise the day to day working.

Our New Presidents!

Dr. Samiran Nundy, internationally renowned Surgeon and Emeritus Professor, Department of Surgical Gastroenterology and Liver Transplantation, Sir Ganaga Ram Hospital, New Delhi and Dr. Farokh Udawadia, Consultant Physician, Breach Candy Hospital, have been unanimously nominated as Presidents of the Board at

ADAPT. Both are eminent and illustrious professionals and also Co- Chair the Institutional Review Board and the Endowment Fund set up by Dr. Alur.

Additions to our Board

We welcome to our Governing Body, two new members who have been supporting us over the years: Dr. Sanjay Nagral, Honorary Hepatobiliary Surgeon, and Founder Member, Forum for Medical Ethics and Dr. Surojit Nundy, Fellow at Harvard and leads Raxa health, a technology platform that seeks to improve the quality of healthcare for all.

New members

We welcome on our Board of Advisors, Mr. Jamshed Mistry, Counsel Supreme Court of India and Binary High Court and Founder, International Legal Alliance. He will also Chair the ADAPT Rights Group and Dr. Ragini Sen who has joined us as the Executive Director, Quality Assurance and Research, APPI. Together we all shall move towards building a disability friendly nation. We welcome all of them with open hearts.

Meeting of the Institutional Review Board (IRB)

The IRB was set up by Dr. Alur to guide research studies undertaken by the organization. This meeting was also attended by members of the Trustee Board, Governing Body, Board of Advisors, the Research Action Committee and staff. International Research studies undertaken in the past as well as the studies planned were presented and the members were updated on the services being provided at ADAPT. The IRB suggested the way forward for the prospective studies, which are listed in the research section of this newsletter.

Parent Support Groups

It has been Dr. Alur's vision to have thriving Parent Support Groups. Though we have had a very good relationship and rapport with parents over the years in keeping with the parents in partnership ethos she developed, this has never been formalized nor has there been a continuum of support and sharing between parents. To address this gap, Dr. Alur has appointed Dr. Pravina Shah the Chair of Parents Support Groups. Meetings have been held by Dr. Alur and Dr. Shah with the staff to understand the challenges and plan strategies to take this initiative forward. Regular meetings are now scheduled.

Legislative initiatives and collaborations: A Legal Cell

Mr. Jamshed Mistry, Member, Board of Advisors and Head, ADAPT Rights Group and Ms. Ajuni Chawla a lawyer who has set up India's first digital, integrated legal network designed to enhance civic participation and connect citizens to legal professionals, decision makers and policy makers, have, with the ADAPT Rights Group, initiated the setting up of a platform to provide various for a for sharing legal knowledge, innovation and empowerment. It is hoped that individuals and global innovators can collaborate and contribute. The idea is to provide a web and mobile application that makes citizen participation easier and more meaningful. This initiative aligns with the UN Development Goal 16 “working” towards community building and fostering access to justice in India.

The platform has been designed to include, among other offerings, a directory of lawyers who can be contacted, our courses, blogs, legal empowerment programmes, repository of documents, workshops, internships and scholarships and legal publications.

The application is targeted at civil society, NGOs, legal professionals and legal cells, research organisation, government agencies, policy makers.

Crisis Management at ADAPT

The cyclone driven damage at Chembur was great in magnitude. Our Chembur team rose to the challenge and together resolved and addressed issues at hand. The SDC team worked in difficult conditions without water, electricity and internet. Swami Mounananda’s technical inputs were very astute and helpful. With support from APPI the repairs were carried out.

Sharing Knowledge and Experience

Dr. Alur addressed the Research Forum at Pravin Gandhi College of Law (PGCL) Mumbai at a Webinar on Exploring Research Possibilities in Social Sectors, an event supported by the Lions Club. The students of PGCL, who have been brought in by Advocate Jamshed Mistry, will intern with the ADAPT Rights Group.

Dr. Alur, Malini Chib, Nikhil Chib and Shonali Bose participated in a public forum on Cerebral Palsy at the International Forum on Neuro Rehab on 11th April that was held to share the journeys and voices of parents,

siblings, professionals and people with cerebral palsy with the participants that included persons with disabilities, their families, doctors, and allied professionals.

On the 5th of September, commemorated as Teachers Day across India, in honour of the birthday of our first president, Shri Sarvapalli Radhakrishnan, R.D. & S. H. National College & S.W. A. Science College, Bandra, in collaboration with WICCI, Maharashtra State Public Service Council celebrated World Literacy Day and International Day of Charity virtually on the zoom platform. Dr. Alur was invited to address the participants which included college students, lecturers, professionals from other areas and spoke on “All for One and One for All”

Dr. Alur is Patron of Samman Association, that empowers people with epilepsy and, on the occasion of their Golden Jubilee, launched their epilepsy education animation film 'Jio Samman Se', with co Patron, Dr. B.S Singhal.

Knowledge Dissemination: Dr. Alur's Golden Jubilee lecture at TIFR on 21st March 2022



Dr. Alur's Golden Jubilee lecture at TIFR

This year we complete 50 years and are planning a series of events to mark this milestone! Dr. Alur was invited to deliver the third Aveek Guha lecture by the Tata Institute of Fundamental Research (TIFR) Alumni Association. She shared her views in a lecture entitled 'Establishing Equal opportunities, Social Justice and Human Rights in India and the Asia Pacific' on the 21st of March 2022. This kick started our Golden Jubilee year celebrations. There was also be an exhibition of publications and products at the venue. Her talk focused on the Conspicuous exclusion has existed in India with massive failure of services for children and youth with disabilities, institutionalising discrimination and the strategies to establish inclusive practices in

education, health, welfare, rehabilitation, skills development at the grassroots and in policy and how Reculturation, Transformation was achieved while transforming Pedagogy and Community. She shared her journey both as a parent and professional and answered questions after the session. Over 350 of TIFR staff, Naval K G and Kendriya Vidyalaya teachers and principal, well-wishers attended the lecture which was also beamed on zoom and Youtube for both national and international audience. Over 200 people had watched the lecture on zoom and You tube on the same day.

Dr. Mithu Alur's article 'Disabled in India...A Charity Model?' was published in the Journal of Medical Evidence Volume 2 Jan - April 2021.

Dr. Alur was invited along with Dr. B.S Singhal, as Patrons of 'Samman' to launch an animated film on epilepsy, ' Jiyo Samman Se' on the occasion of the Golden Anniversary of the National Epilepsy Day in an online celebration, on 17th November, 2021.

Satellite Hubs

The Community Initiatives in Inclusion Course has trained over 350 Master trainers in 20 countries in the Asia Pacific. Many of our alumni of the course have returned to their respective countries where they have set up and supported inclusive services, worked with parents and mainstream schools and governments. The next step in this progression is the setting up of Satellite Centres which will be nodal agencies. The concept was introduced by The Women's Council to expand the reach of the course and of the philosophy of inclusion, coordinating training programmes supported by ADAPT in their regions, screen and support the Master Trainers trained through the CII course, and build a critical mass needed to promote and support inclusion in their respective countries and be knowledge centres to disseminate information and support the creation of advocacy group, Parent Support Groups and Disabled Peoples Organizations

Through the Hubs, the learning from ADAPT and the CII Course can be adapted and replicated in other regions. This will demonstrate knowledge in action. Four Hubs have been identified:

- In Nepal with Ms. Astrid Beseller and Suresh Kaphale and Sama Nepal.
- With the Tibetan Government in Exile in partnership with Youdon Aukatsang and Apa Lhamo, Empowering the Vision.
- In Nagaland with the State Disability Commissioner and the State Disability Forum.
- In Tajikistan in partnership with Lola Nasriddinova and Iroda.

The Hubs will expand the impact of the training programmes to others who have not been able to avail of the opportunity to come to India for the course, especially mothers and families and will be supported by The Women's Council, UK and ADAPT.

International collaborations

Dr. Mithu Alur had a spate of meetings in London, where she explored international collaborations.

She had several conversations and meetings with members of The Women's Council, U.K to discuss the Asia Pacific Course that is supported by The Women's Council, U.K., the Community Initiatives in Inclusion (CII). The course had not been held this year due to the pandemic. Given the situation at present, it has been decided that shorter online courses entitled 'Inclusion Matters' are scheduled.

Dr. Alur initiated contact with the Aga Khan Centre in London to explore collaborations with them on Inclusive Education, broadening and furthering our work in the Asia Pacific Region. We have, over the years had many participants, mainly from Tajikistan and India, who follow the Aga Khan and Dr. Alur would like to work with them and their contacts to further the cause of inclusion through the Central University and the Foundation.

Professor Seamus Hegarty has been a long standing friend and supporter of Dr. Alur's work and has also co- edited a book with Dr. Alur entitled, 'Education and Children with Special Needs, when he was the Director, National Foundation for Educational Research in England and Wales. Dr. Alur met Professor Hegarty to discuss research.

Dr. Alur met with Richard Rieser, General Secretary, Commonwealth Disabled People's Forum and Suzie Rieser on advocacy issues. We are applying for membership to the Forum.

Professor Nora Groce, Chair and Director, UCL International Disability Research Centre, University College London was also met with.

Ms. Malini Chib and Mrs. Varsha Hooja have been co- opted into a Disability Advisors Group set up by Rotary International and the sub- committee in India. The aim of the group is to increase focus on diversity, inclusion and equity for persons with disability.

Membership has been sought to the Commonwealth Children and Youth Disability Network.

'Friends of ADAPT' (FOA) is a group being set up with the support of Ms. Rosina Dhalla. This international group of friends and well-wishers will expand our reach. The FOA has begun fund raising.

Sad News:

This year we have lost close friends and partners.

It is with great sorrow that we share the sad news of the sudden passing away of Mr. Keshav Desiraju, a close friend of Dr. Alur and Mr. Alur and a staunch ally of the disability movement. Mr. Desiraju was a co-editor of the book Healers or Predators, along with Dr. Samiran Nundy and Dr. Sanjay Nagral. Dr. Alur performed a pooja for him in London and we lit a diya in Mumbai.

Another close friend and partner in two Indo Canadian Projects, Dr. Marcia Rioux passed away. Dr. Alur paid homage to her memory....



I was shocked and saddened about Marcia's passing away. I did some very path breaking work with Marcia... I learnt a great deal from her intellectual, sharp mind and we laid the foundations of Inclusion in the subcontinent.... Together...and I know she was very proud of us and the fact that we and the Government...had passed legislation RTE and the Right to Education was passed making Education a right for all disabilities.

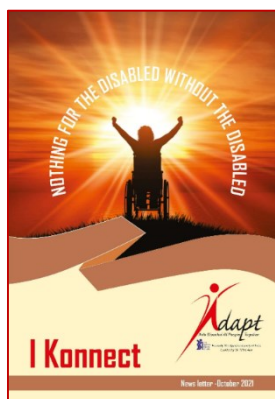
Besides all this we were both personally good friends and I found her to be the most globally sensitive to other countries needs and the most mamic from all I met from Canada. We will miss her terribly."

Mrs. Urmila Bakshi, wife of former Trustee and Indian Ambassador to various countries who was instrumental in getting us the land for our Bandra Centre and who was a close friend and well- wisher, attending all our meetings and working with the children also passed away



We will miss them.

Our Newsletters



I KONNECT

ADAPT's newsletter I Konnect endeavours to keep our beneficiaries, parents, staff, consultants, donors and the community at large, informed and connected. With Dr. Mithu Alur's encouragement and support, Mrs. Bhavana Mukherjee, our CEO brought out the monthly newsletter during the pandemic year 2020.

It is an essential medium of communication that updates members on the latest events and is also a fun way of sharing, explaining, and reinforcing the values and culture of the organisation. The objective of sharing engaging content is to disseminate information, share knowledge and research to make our services better, foster team spirit and also to reflect on the way forward. It also shares relevant and valuable information with our network of stakeholders, giving them a panoramic view about us. We also have retrospective segments which share the history and the work done

do far. The section on 'bygones yet not bygones' aims to share our experiences in the past and connect their relevance to the present. A creative vent id provided for staff to express their views through prose and poetry. Employees are encouraged to express their views candidly in the random reflections section.

The I Konnect has become a popular in house source of communication. Our staff eagerly looks forward to the latest news and happenings at the organisation. In the future we would like to share social media tracks, sentiment around ADAPT, competitive benchmarks. Our newsletter is not just a connecting theme but a motivating factor we all look forward to. We aim to look back, look forward and also know the potential of our human resources.

सितारे - Newsletter by our children

ADAPT's very own children's quarterly newsletter was rolled out in August 2020. With Covid-19 and the ensuing lockdown it was the apt way to get all beneficiaries & their families together (online) to create and produce something that they could call their own! The newsletter is divided into different sections like Creative Writing, Art from the Heart, Laugh Out Loud, Story & Poem, Photo Collage and Science is Fun where beneficiaries from all the four centres contribute their work. A segment called Parents Corner is for parents to share not only yummy recipes but also any accomplishments or lessons learnt during the pandemic. In a section called Family Spotlight, the parents of a beneficiary are sent a list of simple questions to which they have to answer, like favourite movie, cuisine, song etc to know them better. The most interesting feature of the newsletter is 'Know Your City', wherein landmarks and heritage sites of Mumbai are written about. Volunteers and ex-students too write about their experiences and memories at ADAPT. In the events section, all the online events that ADAPT organizes are showcased from the Founder's Day Celebrations, World Cerebral Palsy Day, Independence Day, etc. Sitare has been a bridge that connected all the stakeholders of ADAPT together. Seeing their beautiful art work published gave our children a sense of purpose and accomplishment in the bleak days of lockdown.



Seminars and Workshops

Continuing Education has been Dr. Alur's 'mantra'. This is required to upgrade the skills of staff in keeping with the global trends and developments in the area of education, treatment and inclusion. Our continuing education has been in the form of external and internal programmes. Given below are the seminars, conferences, workshops conducted and attended in the year 2021 – 2022. In-service programmes have been reported in the section on the Mithu Alur Centre for Inclusive Studies.

- 3 sessions conducted by ISSA Connects for Learning:

- ✓ How can we support meaningful interactions in early childhood education and care?
- ✓ Building your organisations resilience.
- ✓ Early Childhood Education and Care during the Pandemic.
- Online workshop on Jellow communication system.
- Discussion on Climate Change and Disability by Carlos Kaiser.
- A Webinar on Awareness Sessions on New Treatment Options organised by MEDICO EXPERTS.
- 25 parents attend a workshop on Unique Disability ID (UDID) and Niramaya Health Insurance by Indian Academy of Cerebral Palsy.
- Training on red flags for children with Autism and ADHD by Dr. Poonam Agarwal.
- What do we need to know about disability and what can we do? By Professor Tom Shakespeare, Professor of Disability Research, London School of Hygiene and Tropical Medicine for Learning.
- Disability Research: Identifying the Research Gaps in India and Beyond on 10th November 2021 by Dr. Shatanu Tripathi and Dr Arun Singh for increasing knowledge on Research.
- Disabilities competencies training for health professionals by Dr. Satender Singh & Dr. Aamir Maroof.
- Enabling Inclusion through transdisciplinary services by Dr. Marie Brei and Dr Franzina Coutinho.
- Seminar on 'Making learning accessible for all children' by Pratham.
- Webinar on Autism and Social Stories.
- Webinar on the Role of Assistive Technology and Devices for children with CP by Ms. Radhika Shah.
- Covid 19 Management and Vaccination for Parents.
- Webinar on Persons with Disabilities and Employment Opportunities by the Tata Institute of Social Sciences.
- Webinar on Inclusive classrooms by Divya Balgi, Maharashtra Dyslexia Association.
- Webinar by the Sujaya Foundation on the Importance of Data Entry Operation for Earning Livelihood.
- Mindfulness Workshop by the Rise Infinity Foundation.
- Making UDID card and its benefits by the Multiple Sclerosis Society of India, Delhi.
- Social Impact Measurement and Management conducted by 4th Wheel Social Impact in association with CSRBOX.
- National Webinar on Vocational Training and Livelihood Opportunities for Person with Disabilities organised by the Tata Institute of Social Sciences - School of Vocational Education.
- Role of Assistive Technology for Children with Cerebral Palsy by Radhika Shah.
- Getting prepared for the third wave Covid - 19 in Children by Dr. Mayank Rawat and Dr. Meenakshi Singh.
- Driving Inclusion for Person with Disabilities at the Workplace organized by Mint and Accenture.
- Optimising Mental Health conducted by Dr. Suresh Kumar Murugesan.
- Art of Positive Parenting conducted by Ms. Vijaya Priya Challenges in families during lockdown conducted by Dr. J. Antony Jerald Anand.
- Media and Drug addiction conducted by Ms. Al Yasmin.
- Dealing with Stress / Anxiety conducted by Ms. Kunali Muchhala.
- Webinar on Practical Teaching Tips & Activities for Your Child (ASD) by Mrs. Kamini Lakhani, Sai Connections. Narrative Ideas - Exploring The Externalizing Map conducted by Ummeed.
- Functional Cognitive Disorder and Malingering by Dr. Narinder Kapur.
- Addressing Cognitive Health in People with a Serious Mental Illness by Dr. Medalia.
- Epilepsy beyond seizure control: Psycho - social Comorbidities in Epilepsy by Dr. Urvashi Shah.
- Corona Induced Developmental Problems in Toddlers by Dr. Srinivasan Venkatesan.
- Western Region Consultation regarding Implementation of Sustainable Development Goals.
- Elastic Therapeutic Taping in Paediatrics.
- Online certificate course in Grief Therapy conducted by Psychoshiksha.
- ADS Workshop - Understanding Children with Sensory Dysfunction at the 8th Annual National Conference of Society of Hand Therapy, India (SHTI) & 44th Annual National Conference of Society for Surgery of Hand (ISST).
- International Webinar on Physiotherapy in Adolescents Scoliosis a Problems and Challenges.
- Integrating the ICF into Practice by Jenney Carroll, Centre Director and Consultant Physiotherapist at Cerebral Palsy Cymru, U.K.

Workshops Conducted:

- Beating the Stress workshop was conducted for the adult beneficiaries of Skills Development centre and of NIOS classes.

- Menstrual Health & Hygiene workshop was conducted for the girls and mothers NIOS & Functional Literacy Classes.
- Self-Care & Personal Well Being conducted for parents of NIOS.
- Narrative Ideas – exploring The Externalizing Map conducted by Ummeed.
- Functional Cognitive Disorder and Malingering by Dr. Narinder Kapur - 15th June 2021.
- Addressing Cognitive Health in People with a Serious Mental Illness by Dr. Medalia
- Epilepsy beyond seizure control: Psycho-social Comorbidities in Epilepsy by Dr Urvashi Shah.
- Corona Induced Developmental Problems in Toddlers by Dr. Srinivasan Venkatesan - 31st Dec 2021
- Media and Drug Addiction conducted by Ms Al Yasmin.
- Dealing with Stress & Anxiety conducted by Ms Kunali Muchhala.

Dr. Alur addressed the Research Forum at Pravin Gandhi College of Law (PGCL) Mumbai at a Webinar on Exploring Research Possibilities in Social Sectors, an event supported by the Lions Club. The students of PGCL, who have been brought in by Advocate Jamshed Mistry, will intern with the ADAPT Rights Group.

Important Events and Festivities at ADAPT Centres

21st June: Yoga Day

Yoga Day was celebrated online with children sending in their yoga postures after the zoom event. Teachers and therapists repeated some of the exercises that are done regularly before the start of every online session. Our yoga volunteers spoke about the importance of yoga, meditation and did asanas with all the participants. Parents shared their experience, on how yoga had helped them in this pandemic.

15th August: Independence Day

Independence Day was celebrated both online as well as physical events at our three centres. At the Colaba Centre, Founder Chairperson Dr. Mithu Alur hoisted the National Flag along with Ms. Malini Chib. Dr. Alur shared how she started the services in 1972 when disability was not known or recognised in the country. She explained the nature and scope of the organisation. Trustee, Mr. Nikhil Chib also addressed the staff and stressed the importance of working together.



Hoisting the flag at the Colaba Centre



Dr. Alur addressing the staff on the meaning of independence

Dr. Alur and Ms. Chib then travelled to the Skills Development Centre, Chembur which was decorated with the colours of our National Flag. After the hoisting of the flag, Dr. Alur spoke to

the staff on the meaning of independence. The festivities culminated at the Bandra Centre. Following the salutation to the National Flag. Dr. Alur and other Heads spoke of what independence meant to them. The finale was a dance on the theme of Independence by Ms. Anusree Bonnerjee, Head and Creative Trainer & Facilitator, ADAPT.

Other activities included a workshop on the importance of Independence Day and the values we must imbibe. It ended with making a salad using the tricolours of the National Flag. A lunch for staff rounded up the celebrations.

19th August: Raksha Bandhan

The teachers conducted an online art and craft session on how to make Rakhis using materials available at home. Some of the students also demonstrated how to make simple sweets.

Teachers Day 5th September

On the 5th of September, commemorated as Teachers Day across India, in honour of the birthday of our first President, Shri Sarvapalli Radhakrishnan, R.D. & S. H. National College & S.W. A. Science College, Bandra, in collaboration with WICCI, Maharashtra State Public Service Council Celebrated World Literacy Day and International Day of Charity virtually on the zoom platform. Dr. Alur was invited to address the participants

which included college students, lecturers, professionals from other areas and spoke on “All for One and One for All”

10th September: Ganesh Chaturthi

The staff of all the centres celebrated Ganesh Chaturthi on 10th September with our Trustee Mr. Nikhil Chib at Colaba and Advisor, Skills Development Centre, Swami Mounananda at Chembur. We were fortunate to have our donor Rotarian Jagdish Tanna support us in our prayers. The final aarti and hawan took place on 11th afternoon followed by the visarjan. The children were greatly missed.



Ganesh Chaturthi at the Skills Development Centre

2nd October: Founders Day Celebrations

Colaba, being the headquarters of the organisation and the centre where the services started 49 years ago, celebrated Founders Day with a homage to all who helped our Founder Chairperson in her journey of making India inclusive. An online event was organized in the evening where Dr. Alur spoke about the work over the years and the journey that lies ahead. Trustee and Founder student, Ms. Malini Chib shared her work and experiences. Well-wishers and supporters of Dr. Alur highlighted the 49 years of work of ADAPT. Some of the key speakers were Professor Sitanshu Mehta, Mr. Sathi Alur, Mr. Nikhil Chib and Dr. Rupin Shah. “Amar Mukti Aloye Aloye, Prano Bhoriyee” a performance by the staff was choreographed by Ms. Anusree Bonnerjee, Head and Creative Trainer & Facilitator, ADAPT.

Mrs. Rekha Vijayakar, Principal Director, School Operations, Training and Pedagogy, discussed the services through the Pandemic which was followed by our alumni sharing their experiences. Dr. Samiran Nundy, Chair and President, Institutional Review Board (IRB) spoke about the nascent years of the organization. The event culminated with a dance Ekatva, created from bytes sent by trainees of the Skills Development Centre, choreographed by Ms. Bonnerjee.

6th October: World Cerebral Palsy (WCP) Day

ADAPT has been the Indian partner to the World Cerebral Palsy Day event since its inception 11 years ago. Ms. Malini Chib, Founder ADAPT Rights Group & Trustee, ADAPT has been the Brand Ambassador to this global event. Two online events were launched by ADAPT in the month of September to commemorate World Cerebral Palsy Day.

A slogan contest titled ‘Pride & Prejudice’ was in line with the global tag line of #Millions of Reasons. The campaign received entries from across the globe with entries from Bangladesh, Nepal and the U.K. A social media dance choreographed by Mrs Anusree Bonnerjee, Director Events at ADAPT to the song Jeruselema on the theme of YOU & ME – TOGETHER aimed to highlight the interdependence of people with and without disability. The celebrities who took up the challenge included Ms. Kalki Koechlin, Ms. Shonali Bose, Ms. Tanvi Palav and Ms. Aakriti Anand Singh. The campaign received over a thousand views on Instagram and Facebook and had over 200 people take up the challenge on Instagram reels.

The event, held virtually, included the release of the ADAPT film #JUSTASK directed by Mr. Nilesh Maniyar and co-produced by Shonali Bose and Mytri Warriar. The film, released on social media generated overwhelming responses and was shared by celebrities like Dia Mirza, Pooja Bhatt, Prannoy Roy and many others on their social media handles.

A panel discussion titled ‘Nothing about us without us’ moderated by Ms. Malini Chib and Dr. Taral Nagda and a Just a Minute session titled ‘I am proud of my Cerebral Palsy because...’ where the winners of the slogan contest were given an opportunity to share their thoughts.

22nd November: Diwali Party

A magic show was organized by a popular Magician Zenia. The act was followed by music and children with their mothers and siblings and put everyone in a festive mood.

24th December Christmas Party

The Christmas party was hosted by AIESEC volunteers and began with Christmas Carols and the introduction of both the organisations. The event touched upon the reason for the celebrating of Christmas through a video and a few fun Question and Answer sessions. The volunteers conducted a drawing session for the children where they learnt to make a snowman. This was followed by dances and music when everyone participated in.

24th January Republic Day Celebrations

AIIESEC volunteers organised an online event to help bring the spirit of Republic Day among the beneficiaries of ADAPT. The event began with the unfurling of the flag and the National Anthem. There after the children were entertained through an interactive quiz. Patriotic songs were followed by a dance and patriotic music. The Flag hoisting ceremony was held at all the centers. Then followed an online programme that included reflections from the senior staff of ADAPT. A graceful presentation of a dance by Mrs. Anushree Bonnerjee and her daughter Triya. Ms. Moumita Das presented a medley of dances by our students.

Social Media

This year we were able to make a mark on social media!

It took us some time to understand the medium and how differently it worked. The content had to be engaging for the youth who are the 'flick of the finger generation'! One has 10 seconds to intrigue them and captivate them.

ADAPT is garnering attention on the Social media as our posts are being noticed and creating an impression. Would like to mention a few that were liked and shared by many.

#JustAsk a short film made by Nilesh Maniyar set the conversation around disability rolling. Other than social media this film was shown on NDTV and metro trains in Mumbai for a few days.

#JustAsk was premiered on IGTV and on YouTube on 6th October, 2021

We received thousands of views on both platforms.

The movie was given a shout out by celebrities like Shonali Bose, Zoya Akhtar, Soni Razdan, Fatima Sana Shaikh, Tanvi Shah, Anaita Shroff Adajania, Sayani Gupta and various others on social media.

We were also supported by NDTV India and Viacom18 studios on Instagram.

Many social influencers including our Goodwill Ambassador Kalki Koechelin shared the film widely.

World CP day 2021, we initiated the #wcpdancewithmechallenge on Instagram reels with our beneficiaries in collaboration with Kalki, Shonali Bose and social influencer Tanvi Palav.

We encouraged the audience to remix the reels with our beneficiaries and dance with them and received a great response.

We have initiated a social media campaign called "This Is Us" on Instagram starting with our own Annamarie Shepherd from ADAPT.

With this campaign we are trying to encourage our audience to get to know the person with disability as the person they are and not their disability.



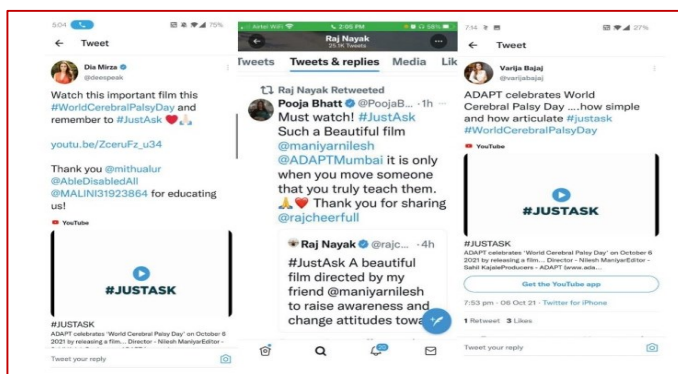
We aim to address their disability as a part of who they are but not the only thing that defines them.

We are now working on other interesting campaigns with the objective of visibility and fund raising and to create a large community around the cause of disability A few short films are being created to celebrate our 50th year!

We now have a website totally dedicated to the sale of our products made by our trainees! Another milestone!

Sharing the link <https://www.adapt-ican-shop.com/>

Our events like IDOD, WCP and Women's Day on YouTube live were watched by hundreds and the biggest hit was the lecture of Dr. Mithu Alur at TIFR, which flagged off golden jubilee celebration of ADAPT. This was widely watched in India and boasted of a global audience also.



Voices

Parents speak

Mrs. Priya Harshal Salaskar (A Mother's Story)

"I am Priya Salaskar. My son's name is Shardul Salaskar. Today I am going to share some of my experiences with you. When my son was two years old, I realized he has ASD. The initial period was very difficult. We were upset with his behavioural issues. We used to be very irritated but ever since we have started therapy for Shardul, his behaviour has changed. Then we found out about Dr Mithu Alur is an inspiration to all parents. All teachers are working very hard on Shardul. I thank everyone for supporting us. He is now appearing for Level B of NIOS.

I think the best thing about online classes is that students can attend their classes from anywhere. It also provides some level of time flexibility as students don't have to travel with him. It saves his time and which provides good balance of life and study/work for him as well as for me.

Online classes have given me and my kid new exciting experience as we learned to use online meeting apps. It also improved his sitting tolerance. This is an important learning for children that a mobile can be used sensibly for study and not just for entertainment and fun.

Availability of online exam option an opportunity to my son to attend all exams online. School teachers and NIOS board coordinators administered online exams very well and we are satisfied with the experience."

Mrs. Kamble, Smith's mother

"Pandemic situation was stressful but the online classes have brought discipline in Smith. He was very happy with online classes... teachers made the subjects interesting and Smith learnt to sit and listen."

Mr. Fayyazvis, Mohammed Hassan's father

My son Mohammed Hasan was learning very well while he was going to Karuna Sadan. Teachers helped him a lot. Earlier he was not showing any sign of interaction, however when he started going to Chota Sion Hospital there was some change in behaviour. Because of Covid-19, everything is affected, and he could not continue. He was under guidance of Ruksana Teacher & Gulab, we, as parents had to make great efforts to interact with Hasan, but the Ruksana and Gulab helped us lot on online class. They tried their level best to improve my child's interaction. Today he is quite good in his interaction and behaviour, we are quite happy that we are at the right place & with right people for the betterment of my child. Now he plays with his brother and sister, he is doing very well.

This is all because of good organisation we are dealing with.



People Behind The Organisation

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Dharavi: Suman Chaudhary

Dr. Alur's Golden Jubilee year lecture at TIFR



  
Establishing Equal Opportunities, Social Justice,
and Human Rights in India and the Asia Pacific

Padmasree Dr. Mithu Alur, Founder Chairperson
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