



ANNUAL REPORT

2020-21



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.

Table of Contents

1. Chairperson’s Message.....	3
2. The Trustees and Governing Body.....	6
3. Institutional Review Board.....	8
4. Board of Advisors	10
5. ‘Unlocking’ during Lockdown.....	11
6. Micro Level.....	12-34
i. The Lockdown Year and Courage.....	12
ii. Colaba and Bandra Centres	15
ii. Therapy and Psychology.....	17
iii. Adult Services: Skills Development Centre	19
iv. Our Projects: HPCL, Oracle, United Way, Worley Parsons and APPI	22
v. Training and Pedagogy: The Mithu Alur Centre for Inclusive Studies	30
vi. Revenue Generation.....	31
3. Mezzo Level	34-35
i. Community Services	34
4. Macro Level Policy.....	35-47
i. One Little Finger Department	35
ii. Macro Level Work	38
iii. Seminars and Workshops	43
iv. I Konnect	45
v. Voices	47
5. People Who Make The Organisation	48

Chairperson's Message



Dr Mithu Alur

Dear Friends and Well Wishers,

To continue... When in 2020, the Covid 19 crisis struck, followed by a LOCKDOWN, our single pointed aim was to reach out to those badly affected, our poor families with disabled children stuck at one room tenements in the urban slums, and the poor migrants as well. We soon got into action and began three or four programmes to help support this agenda. We got in touch with all beneficiaries across the city. Online classes for the beneficiaries were held. Counselling for families and children badly affected, began. Skills of the different departments of the Skills Development Centre (SDC) were imparted online. This is being continued till we reopen our services.

The children and families trapped at homes, majority coming from small tenements) were at high risk of falling back on their development, in the area of Treatment. So, to prevent this from happening, Varsha Hooja together with Dr Taral Nagda, began Tele Therapy services, bringing in Dr Nagda's Foundation called the Muskaan Charitable Trust. Online classes and the Tele therapy were supported by HPCCL our long standing Partner and by our new Donor, Azim Premji Philanthropic Initiative (APPI).

In Dharavi, Jagdish Tanna, President of Rotary International, began a Rotary International Aid Project with ADAPT and enabled us to distribute rations, both wet and dry, to our beneficiaries as well as migrant labourers. Gulab Sayed and Bhavana Mukherjee took this up and Gulab later received an Award from the International Human Rights Association for helping and supporting people in need during the time of Covid 19 pandemic.

We also designed a five-week online course entitled 'Inclusion Matters' that focused on the exclusion of disabled people from mainstream education and employment and shared strategies to address this exclusion through special education techniques, principles of inclusive education and vocational and skills development. This we delivered over zoom. It was an interactive course with panel discussions.

35 participants completed the course from five states: Punjab, Nagaland, Gujarat, Rajasthan, and Maharashtra. This included regular teachers, remedial teachers, special educators, parents, persons with disability and ADAPT staff, all of whom are now members of our All India Alliance for Inclusion (AIRA).

A research study about the outcome of all this was begun. It appears that this New Model of providing online services have helped the parents enormously and other beneficiaries to cope with the pandemic. Kudos to the high quality of people, our staff, our colleagues, our volunteers of the School, the Community and the Skills Development Centre, who together worked cohesively and collaboratively with Rekha Vijayaraj and Varsha Hooja.

Dr Ragini Sen, Director and Head of Research, conducted pre and post analysis with the aim of doing an impact analysis of the online course in order to help in designing more effective courses.

Other highlights:

- The beginning of a New Centre called The Paediatric and Adult Neuro Rehab Centre, with a Transdisciplinary Approach within a Social Model by Dr Taral Nagda, and Dr Mithu Alur, with Dr Surajit Nundy, Dr Dhruv Mehta, Dr Pravina Shah, Dr Neelu Desai and team, headed by new Director, Dr Namita Nair.
- Another exciting development is that ADAPT will now be publishing a Journal called ABLE DISABLED PEOPLE TOGETHER in the Asia Pacific Region with Dr Samiran Nundy, Dr Farokh Udawadia, and Dr Mithu Alur as Editors. We are very grateful to Dr Samiran Nundy for initiating this and Dr Farokh Udawadia supporting us in moving this organisation towards being a scientific, academic, research oriented organisation, an area I have particularly enjoyed working on. We look forward to being able to share the studies and the journal with you.

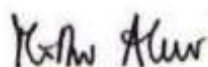
The quality of our work depends on the people working behind the scene. Once again I thank all my volunteers, parents, disabled people, colleagues, who have supported us with earnest diligence, sincere passion and commitment, making this journey a truly meaningful one.

Our work has been our religion, it has been a work of love, a work which has allowed us to care for the powerless, the needy, the disabled, the poor.

Best wishes to all of you. Stay with us. Stay well. Stay safe.

Thank you,

With kind regards,



Dr Mithu Alur

Founder Chairperson,

ADAPT (formerly The Spastics Society of India)



In Memory of Antonia Derry

Antonia was a very special person representing The Women's Council (TWC), UK, in India. She was an excellent professional till the end. ADAPT has been associated with The Women's Council for 18 years, and has, with the TWC, set up what is now the largest movement dealing with disability in the Asia Pacific region.

Antonia, with her modesty, her humility combined with her professional skills, could have headed any International organisation, had she been ambitious for herself, but no, she was devoted to larger aspects of serving humanity showing the breadth of her personality.

I have lost someone who became a close friend of Malini my daughter, and myself. We spent many moments doing different fun things together... another aspect of Antonia which I had the privilege to see.

To you, then my dear friend, you will never leave us, our memory of you will continue through the values you have worked so hard for.

I will always keep you close to my heart and remember, all the times we spent together, your laughter, your warmth, your affection for me.

Mithu Alur

*Dr. Mithu Alur
Founder & Chairperson ADAPT*

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 to implement the Right to Education Act (RTE). She 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 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 38 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 with the Dr B.C. Roy Award for his work. He is the Founder President of the South Asian Society for Sexual Medicine.



Member, Governing Body, 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) graduate 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).



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.



Member, Governing Body, Usha Ramakrishnan, is the former Chairperson, Vidya Sagar (formerly The Spastics Society of India), Chennai. Mrs Ramakrishnan is Consultant for Emotional Intelligences and Emotional Wellness (for Parenting, Teaching, Management, Leadership). She is also Vice President Indian Council for Child Welfare, Tamil Nadu, International Consultant for SKCCMH Learning Centre (formerly Hincks Dellcrest) Toronto, Canada, for their early years parenting programmes in India, Central Asia, South East Asia and Africa. 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 special needs, parents, professionals and managements to enable and maximise their potential.



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 premier at the Toronto Film Festival where it was the only Asian film in the prestigious Gala section of the festival.



Due to professional commitments, Ms. Aslesha Gowarikar has had to step away from membership of ADAPT's Governing Body. Her contribution to the organization will be cherished. She will be missed. Our relationship with her as a friend of ADAPT and the cause continues. Our warm wishes for her future endeavours.

Institutional Review Board



Dr. Samiran Nundy, Chairperson, Institutional Review Board, 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, 'Healers or Predators' – Healthcare Corruption in India, was launched this year.



Dr. Farokh Udawadia, Co-Chairperson, Institutional Review Board. He is Consultant Physician, Breach Candy Hospital, and 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 'hows' 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 Pediatric Neurologist, has a special interest in Pediatric epilepsy, movement disorders and disability. She is affiliated to numerous NGOs which serve children with disabilities.



Professor Zenobia Nadirshaw, 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, M. Phil, Ph.D. and Chancellor Gold Medalist, University of Mumbai, and Professor and former Head of Department of Applied Psychology at the University of Mumbai, is currently Professor and Head, Department of Psychology and Dean, Faculty of Humanities, at SNDT Women's University.



Ms. Malini Chib holds two international Master's 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.



Varsha Hooja, Trustee and Head Pedagogy, graduated with Psychology Honours and has been working in the disability sector at ADAPT for 38 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.



Dr. Shabnam Rangwala is Director Community Services and a Pediatric 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 over 25 years in areas of assessment of students with disabilities, planning and monitoring teaching strategies and interventions. Her specialty is assessment in the classrooms. She has been the Principal of ADAPT's Bandra Centre and has been lecturing on all training courses conducted by the centre and 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.



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



Mrs. Gulab Sayyed has been with ADAPT for the past twenty nine 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, Ex-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.*'



Mrs. Vera Udvardia is committed to the cause of disability and along with her husband, IRB Member, Dr Farokh Udvardia 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.



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.



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



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 for the Mumbai Marathon, she has participated in several events showcasing ADAPT work.

'Unlocking' during Lockdown



National and Asian Resource Centre for Inclusion

A pandemic and a never before lockdown defines 2020. Everything came to a grinding halt. Our collective consciousness was scarred, a collective grief was experienced by the world. But when humanity is pushed against a wall, human spirit endures, adapts and survives. We were down but not for long. A global 'new normal' set in. At ADAPT too, smart minds and technology aligned to create a new service delivery system.

Given the circumstances the only way forward was to reinvent and recast our existing model

and base it on individual needs.

One of our biggest concerns was the disruption of therapy and education but then a plan of action was devised by Dr. Mithu Alur our Founder Chairperson and Dr. Taral Nagda (Member, Governing Body, Director Institute of Paediatric Orthopaedic Disorders), Tele Rehabilitation emerged as a driver to deliver services be it education, therapy or skills development. Our unique Transdisciplinary services model was transferred online.

Mr. Sathi Alur, Consultant World Bank has always advised us and guided us towards data warehousing and data mining, as ADAPT is a knowledge driven organisation, very rich in intellectual capital. Research, audits and studies are the bulwark of the organisation. A lot of documented information had been digitized and disseminated under our knowledge management center but going online during lockdown accelerated this process, crystalizing strategy and further emphasizing the need of data mining and dissemination for greater good and impact.

The ideal way to move forward is by carrying forward the lessons of the past. Dr. Alur has implemented a cost effective model providing focused services to larger communities, through knowledge partnerships and collaborations. Make it community based and reach out to a larger mass is our mantra.

Melinda Gates said 'this pandemic has magnified every existing inequality in our society, systemic racism, gender in equality and poverty'. Cannot agree more.

ADAPT has been addressing issues of social justice and discrimination against the disabled and poor since 1972, and in amidst challenges and difficulties.

The Lockdown Year and Courage

1920 had a pandemic in store for the world. This and the lockdown came with economic distress, coupled with a health scare from the unknown virus. Our grants were withdrawn or reduced and suddenly we were faced with a distressing situation.

Our Chairperson showed us the way. She led from the front. Assuaging fears and at the same time taking some tough decisions regarding retrenchment and furlough of a few. This, she did with a heavy heart. She steered the ship in stormy waters, courageously. During these difficult times, ADAPT was in the forefront, providing food and medical support to the poor and the needy in Colaba, Bandra and Dharavi. Many of our well-wishers too, supported our kitchen initiative during the pandemic, including Mr. Jagdish Tanna, President, Rotary Club of Nariman Point, Dr. Rupin Shah and others and we are grateful to them. Members of our Mita Nundy Community Centre also donated rations in kind and helped us in feeding hope.

To continue our services, a post covid plan of action for tele rehab and online teaching was initiated by Dr. Mithu Alur. The 3D's developed by her, i.e. demystify, deinstitutionalize and deprofessionalize became the cornerstone of our post covid service plans. Details of the same are available in the other reports. We went online and were very successful.

Professionals also had to learn the 3R's that Dr. Mithu Alur has developed: Retraining, Relocation and Redeployment of time.

- **Retraining** into a new context and culture of the online learning at home.
- **Relocation** away from the Institute to the Community which meant developing more tools and aids specific to the context of the family and
- **Redeployment of time:** Online classes had to happen at a time when the beneficiary was prepared and receptive to attending an online class. Other factors included convenience to the parent as well as on the availability of the device.

The cause was larger than any individual.

As soon as we docked on the shores and the financial situation improved, some staff was reinstated. These unprecedented times were overcome with elegance.

We share some images which would give you a glimpse of the smart solutions that were provided during the pandemic and lockdown.



Learning colours and shapes



Guiding the mother on the phone



Learning to adjust to zoom





Abhishek Agarwal learning about colours through audio visual stories



Adult literacy classes were conducted



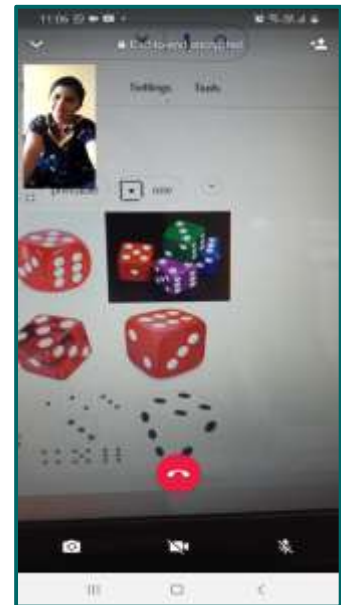
Yoga goes on line



Individualised online therapy session



Parents carried out therapy under the instructions of the therapists



Akshata learnt Numeracy, through matching digits to dots



Answering exams at home



Pre-vocational activities carried out at home: Learning the basics at home



Our CII participants keeping the spirits up during Christmas



CII participants and staff worked together during the Pandemic



Swami Mounananda provided much needed moral and emotional support during the pandemic



Yoga during the lockdown to stay in good health and spirits



The pandemic taught us many things, one of which was that nature needs protection and preservation. To nurture a garden, is to feed not just the body but the soul



When tragedy struck, we stuck together: Prayer service for our CII participant Dilrukshi's mother who passed away in Sri Lanka while she was here



Rations that were distributed to the needy and the poor



Feeding the community in Dharavi



Our covid warrior, Gulabjan Sayyed, being acknowledged and rewarded for her work in Dharavi during the lockdown



Our distinguished panelists and ADAPT staff at the World Cerebral Palsy Day



Celebrating our champions with Cerebral Palsy on the World Cerebral Palsy Day



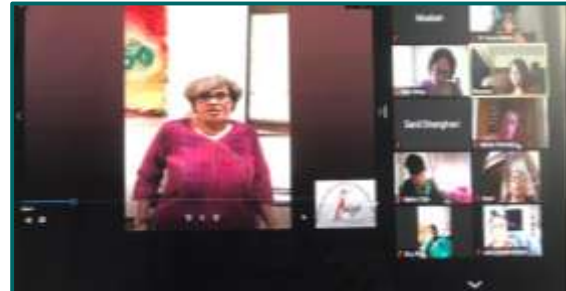
Mr. Keshav Desiraju, former Secretary, Government of India, Mrs. Shakuntala Gamlin, Secretary, Ministry of Social Justice and Empowerment and Dr. Mithu Alur sharing their experiences at the virtual celebration of the International Day of the Disabled



Dr. Mithu Alur, Jenny Stanzl, Leena Sahijwani and Malini Chib share the Tata Experience on Inclusive Employment



Anita Prabhu chaired a panel of disabled achievers on the International Day of the Disabled: Nilesh Singit, Toshhan Chatterjee, Sunita Sancheti, Prakriti Bhattarai and Purana Sunthari



Dr. Ketna Mehta participated in the 'I choose to challenge' segment

Colaba and Bandra Centres

It was a difficult year. However, we soon caught on to the new rhythm and pattern and provided services to the best of our capabilities. Online service brought to fruition the vision of Dr. Mithu Alur, of parents and professionals working in tandem. All Centres followed a similar methodology and this is a combined report of the Colaba and Bandra Centres which held joint classes online.

Dr Alur in her research project with UNICEF highlighted the Whole Community Approach and this was the methodology that was followed by her team to start the online system of education and therapy. To indicate the 'HOW' of inclusive online services we studied and worked out.

- How children with disabilities could avail the online services.

Each of the four centres got in touch with the families of the beneficiaries to understand how they could avail online classes. A large majority of them did not have an independent device so a strategy had to be designed for them to be able to use the shared device. Details on the type of app that could be accessed on the device were taken, so that the best way to provide service could be designed as per individual needs.



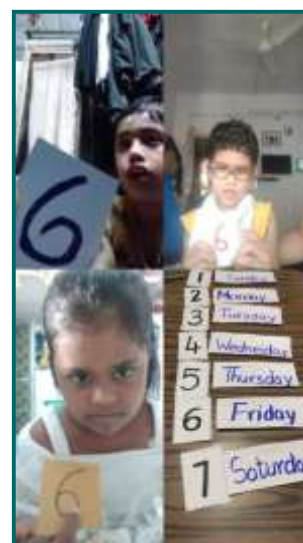
Art, painting and other co-curricular activities were not neglected

- What is the preparation at the family level that needs to be done to ensure services can be availed by children with disabilities?

Since a majority of the parents were concerned about the disruption of services, sensitization and preparation of the family had to be done to ensure that they give time their disabled children and help them access online services. Our survey suggested that their non-disabled child was first given access to online learning and thereafter the disabled child.

- What are the modifications that needed to be done by the team to ensure the children’s participation within the class?

Innovative presentations keeping in mind the perceptual and cognitive abilities of the beneficiaries were created in accordance with a lesson planned. Using Dr Alur’s Key Principles of Inclusion, the team followed the 3D’s of demystification, deinstitutionalization, and deprofessionalization to make it appropriate at the community grassroot levels. It was a lesson for the team as well, as they realized that the parents were able to do the job of the professionals, with guidance and support.



Learning Numbers

Novel methods of teaching have been developed. Flexible curriculum, multi-level teaching, with slight modifications of furniture recommended to the parents for home use, and combinations of teaching aids, new cost-effective methods of breaking communication barriers such as use of Apps “Let me Talk”, “Voice to Text” or “Read me”, smart phones, tablets and computers have enabled students to pursue their academic study. The centres are registered with the official School Boards and the same syllabus as regular schools is followed. Teachers learnt to adapt to online teaching, creating appropriate teaching aids and modifying the curriculum as per the needs of the students.

The table below indicate the number of sessions undertaken from June (the beginning of the Academic term) to April at our Centres.

Centre	Education session
Dharavi	883
Colaba	1470
Bandra	972
Chembur	2059
Total	5335

This year brought with it a huge learning curve for all stakeholders, children and young adults with disabilities, parents, teachers, therapists and other professionals, all of whom are now better equipped to deal with the ‘new normal’.

Therapy Department

Covid19 Pandemic Adaptations: Dr. Mithu Alur's Post Covid 19 plan of action

We at ADAPT, were severely impacted by the social and economic effects of the COVID crisis. The children and families were trapped at home, the majority coming from small tenements, and at high risk (because of the Centre being closed) of falling back on their development. To prevent this from happening, Dr. Mithu Alur began an alternate form of delivery of Tele Rehab.

Tele therapy services were set up by our Orthopaedic Consultant, and Member, Governing Body, Dr. Taral Nagda. Our therapists advised parents on the exercises needed for their children, as well as on posture, seating and other management aspects. The therapists connected with the beneficiaries and their families through whatsapp video calls and zoom calls and guided them through the therapy regime. In cases where smart phones were not available, parents were reached through simple audio calls. Videos of the exercises to be carried out were made and shared with the parents.



Online Physiotherapy for Eye Hand Coordination and to improve fine motor skills

Many of our beneficiaries who had relocated due to loss of livelihood, were connected with and motivated to continue with therapy and learning. Dr. Nagda conducted a survey on the efficacy of this system and the parents' responses. This revealed that the parents were very grateful and happy with the services. A drive to collect smart phones for our beneficiaries was begun and those collected were distributed. Donor agencies were also requested for laptops, computers, tablets and smart phones.

A Disability Health Care and Counseling Helpline was also launched called 'EkTaara.' Trained counselors provided free, professional counseling on the telephone and referred to other professionals if needed, supporting persons with disability and their families in these times of the pandemic, when traditional forms of face to face counseling and support were not available. Fortunately, we have a team of qualified personnel doing this.

We will continue this till we are able to re-open services.

This new model of providing online services has proved to be a much needed succour in these times, as lack of therapy can lead to secondary and tertiary deformities and regress the process of rehabilitation.



Guiding the parents

With the online services we have been able to reach out to them and provided counseling services. The following have been conducted:

- 806 online sessions have been held for our beneficiaries in Dharavi.

- 270 online sessions at the Chembur Centre.
- 462 sessions at the Bandra Centre.
- 60 individual sessions at the Colaba Centre.
- In addition, sessions were held with parents to update them and check on the children's progress.

Although tele therapy began with a lot of trepidation because providing individualized therapy online was a huge challenge, Dr. Taral Nagda and Dr. Mithu Alur developed innovative methodologies and tools and therapists, parents and beneficiaries adapted and adjusted. Online therapy has taken root, and the outcome has been very satisfactory.

Department of Psychology

It has been a challenging year for all at ADAPT, particularly our beneficiaries, who have had to adjust to a whole new way of learning. With the sudden onslaught of an invisible enemy, COVID 19, we had to, overnight, figure out 'how to school from home.' Not an easy task, as there was no reference to fall back on, no one to guide us as to how online teaching/ counseling could be successful. The process became more challenging as many of our parents did not have access to smartphones or internet and often one phone was shared between all members with elder siblings in colleges getting priority.

However, after some trial and error, systems were put in place and teachers and therapists were able to take online sessions in groups and sometimes individually, to accommodate most of the beneficiaries. Due to online learning, it was observed that parents too became more involved and participated to a greater extent in their child's academic, physical and social progress. Often sessions were only with parents to demonstrate how to teach their children using the available resources at home.

Counseling:

With the pandemic and the sudden lockdown, issues of anxiety, stress, fear, depression, frustration and behavior challenges increased in children and adults. These were referred to the Psychology Department and the beneficiaries were counseled online via whatsapp video calls or just simple telephonic conversations. Parents across all the four centres were spoken to over the phone and were reassured that the counselor was always available. The most common fear found was the fear of losing their jobs and feelings of being overwhelmed and of surviving the present pandemic. Many mothers spoke about feelings of being burdened by too much work and finding it difficult to manage all the household chores, looking after restless children, their online classes etc. Using the principles of Cognitive Behaviour Therapy and Rational Emotive Behaviour Therapy, trainees, children and parents were counseled.

An online group therapy, Mental Wellness, for older beneficiaries that focusses on emotional health was also started. Using the platform of zoom, children were given a safe, non-judgmental space to discuss their thoughts and feelings. Pleasant and unpleasant emotions were discussed and strategies to tackle them were brainstormed. Through the medium of art work and journaling, children shared their beliefs and experiences and the way they coped with them. Sessions were interactive, different emotions were labelled, uncomfortable emotions were given funny names to externalize them. Emotions such as happiness, anger, worry, frustration and sadness have been spoken about in the sessions. In a few sessions, mothers were requested to join and encouraged to share their emotions

and stories. In this year of online therapy, 15 Mental Wellness group sessions were held.

There were challenges. Children and trainees are not used to an online medium and the lack of in person sessions makes them uncomfortable. Many non-verbal indicators of behavior and emotions are missed in an online session. Another big hurdle is that most of our beneficiaries live in small homes, so there is a lack of privacy and they do not talk openly. Parents too reported that they were not able to implement the strategies taught by the counselor and this impeded progress.

Webinars and Workshops Attended

The lockdown was the right time to learn and gain knowledge, thereby making fruitful use of time. These are reported in another section.

The department conducted the following trainings:

- 1) Lectured on Learning Disability, Autism, and Teaching Strategies in an Inclusive Classroom for the participants of Dr. Alur's ADAPT's online course "Inclusion Matters."
- 2) Lectured on Attention Deficit Hyperactivity Disorder for the teacher trainees of Helen O Grady International.

The pandemic taught us valuable lessons. Perseverance and determination in the face of adversity can help one to surmount all obstacles. New ways of teaching, new ways of therapy and a new way of socializing were learnt. We are so proud of our children who have shown such resilience in these trying times, of our staff who have gone the extra mile to make learning optimal for our students, of the ADAPT parents and families who slowly but surely walked with us in this transition.

Adult Services: Skills Development Centre

Programmes followed at the Skills Development Centre were imparted via online platforms: Google Meet, WhatsApp, and Zoom. Sessions in Computers, Painting, Ceramic Art, Adult Literacy, Activities of Daily Living, NIOS, were conducted online. Beneficiaries accompanied by the parents, followed the instructions of the trainers during the sessions at the allotted timings.

Extra and Co-Curricular activities also continued online, so as to engage the beneficiaries and encourage creativity. Despite the challenges of bandwidth, non-availability of devices, parents not being available at convenient times due to an increase in their workload, individual and group sessions were conducted, sometimes well into the evening, to continue the process of education and learning. The beneficiaries have adapted to this new mode of learning and the trainers have been successful in teaching new concepts.

Online Training

Our online sessions follow the pattern of virtual, practical and personal engagement. Lessons in Pre-Vocational skills, Computer Studies, Music and Dance Therapy, Art and Crafts, Conversational English and NIOS (Business Studies, English and Painting) were taken. All sessions include Adult Literacy and Numeracy.

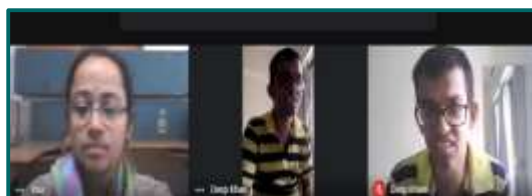
Trainees were engaged by way of one to one interaction, videos, story telling and group sessions.

Stories both through videos and oral, helped them understand basic human values, increased their general knowledge and vocabulary. Listening skills were improved during question-answer sessions. The stories were offered in 3 languages (Marathi, Hindi and English) so that parents and trainees could select their preferred language. Each of the beneficiaries have benefitted from our sessions, as was seen through the positive feedback from the parents.

Practical engagement entailed worksheets and mathematical games and storytelling. Soft copies of worksheets were sent to trainees for completion under parental supervision. Personal engagement was important and trainees were encouraged to open up about issues that bothered them. Such communication helped us to develop rapport, faith, trust and emotional bonding.

Computer Literacy

Imparting training to people with multiple disabilities has been a challenging task through the lockdown. Most trainees are not equipped with computers and are using smart phones. This presents its own set of issues with the small text and screen. Few trainees need parental assistance as communication was the barrier. Deep Khan has shown great progress with one to one sessions. He assists other trainers with any computer related issues and Zoom snags that they may experience. The computer training class has benefitted the parents as well as they too have developed an eager interest to learn computers.



Training Deep to sort issues

NIOS

This year 3 of our trainees have been preparing for their examinations in their respective subjects: Painting, Business Studies and English. Due to the pandemic, the scheduled 2020 exams have been postponed. Examinations will be written in the coming year. Sessions however, continue, in preparation for their upcoming papers.

Pre-Vocational

Trainees developed basic skills to observe, manipulate and participate in work practice during our online sessions. Most lessons were carried on a one to one to basis, as beneficiaries had varying needs and abilities. They learnt socially desirable values, such as teamwork, perseverance, tolerance, and ethics at the work place. Trainees also learnt to identify the tools, equipment and material, used in the production of goods and services.

Communication Skills were also taught by way of role playing exercises for developing interpersonal communication skills, expressing needs and wants without appearing demanding. Adult Literacy and Numeracy was also taught in all sessions. Trainees were also given practical real life situations to help improve their interpersonal communication skills at the work place.



A pre vocational class on zoom

English Conversation

Two sessions were held every week to increase fluency and literacy levels in students. Trainees were encouraged to speak and respond to questions. This built confidence as they were able to express themselves clearly and converse. Reading levels and vocabulary increased simultaneously.

Events and Programmes held during the year

Independence Day

India's Independence Day is celebrated every year, throughout the country. This year was no different as ADAPT took its celebrations online and celebrated the event virtually, with all Centres contributing to the event. Patriotic songs, dances and speeches were rendered by beneficiaries. Swami Mounananda, Honorary Advisor, Skills Development Centre hoisted the flag at the Centre.



The Tricolour being hoisted at Skills Development Centre.

Beat Boxing Workshop

A Beat Boxing workshop for persons with disabilities was organised by the American Consulate, Mumbai, was held on September 22nd and 23rd 2020. BEAT (Bridging Education & Art Together) is a New York City based non-profit that provides Art Education rooted in Hip Hop culture. Their mission is to empower youth and communities around the world through creative expression.

Trainees from across centres, accompanied by parents, learned virtually, on how to make cool beat-boxing sounds and music-using nothing but their own voices.

Diwali Celebrations

A zoom Diwali Party was held across centres on Friday, 6th November 2020. The programme began with an invocation hymn by students across the centres. A video of the students dancing in their respective homes to a song taught by the music teacher was woven into the programme.

Christmas Party

A Christmas Party like no other was held online with beneficiaries from all centres participating. Ms Meagan Vaz, an Education Associate from the Chhatrapati Shivaji Maharaj Vastu Sangrahalaya, was our volunteer host. She kept learners enthralled with her vibrant and animated story telling and puppet show. A virtual tour of the museum was also included in this presentation. Notes of appreciation and gratitude from parents came rolling in after the event. We thank Ms Vaz for her efforts and continued support in Education.

Art & Crafts and Culinary Delights

From book marks to origami, finger painting to Christmas cards and decorations, trainees were kept busy during the interactive art and craft lessons. A bit of the festive spirit lifted the moods of all participants.

Art, craft and cooking lessons were conducted thrice a week. Parents also joined in and helped their wards create wonderful works of art and sumptuous delicacies. Many tried their hand at making festive goodies like crunchy dried fruit and nut chocolates, a healthy sprouted salad, sandwiches and a fast food snack bhel.



Tejas, Ayush and Riddhi with their Christmas cards.

Collaboration with Institutions and Volunteers

New, innovative ways of presentations have been created with the help of volunteers and organisations. Subjects like cooking, yoga, clay art, storytelling, puppet shows, painting and drawing were presented in interesting ways. Volunteers assisted in our online lessons by showing us how to model clay into figurines, and to educate us on the different painting styles of Warli and Madhubani Art.

Our volunteer, senior citizen Mrs. Omna also felt the pressures of the lockdown and volunteered her services during the lockdown, to teach and communicate with trainees, ending the isolation and loneliness that creeps in. Their time has been invaluable in providing support, guidance, and comfort to our trainees.

Fitness, yoga and movement therapy classes were conducted thrice a week. Volunteer yoga instructors provided much needed therapies to our trainees by involving them in asanas and breathing exercises.

ADAPT and HPCL together make Corporate Social Responsibility a successful reality

Children with disabilities supported by HPCL at the ADAPT centres received online sessions, continuing their assessment, education, therapy, counseling, skills development. Socio emotional development was also addressed through art and craft, music, yoga, dance and psychological counselling. Parents were also sensitized, counselled and empowered.

A majority of the parents were concerned about the disruption of services. Sensitization and preparation of the family had to be done to ensure that they gave as much importance to their disabled children to help them access online services.

Education

Education is being imparted online through zoom and video sessions, based on the SSC syllabus. Worksheets, training videos and power points are also sent to the beneficiaries for revision and follow up. The homework is returned via WhatsApp and discussed online. The beneficiaries prepared for their first tests in November and final exams were conducted in March. The Primary Group, Gr. I, Gr. II, NIOS Group, Pre-Vocational Group, Functional Literacy Group and Group X have had regular online classes. Academic subjects like English Language, Hindi Language, Mathematics, Environmental Studies, History and Geography were taken up as per the syllabus. Counselling sessions continued on an individual level with both beneficiaries and parents.



Grade X attend a class on History

This new model of providing online services has helped the parents and the beneficiaries cope with the pandemic. A majority of our beneficiaries come from the economically weaker sections of society and have suffered loss of jobs and 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 and provided counseling services. One positive outcome has been that all our students who appeared for the National Open Schooling exams online in July 2020, even though they were in their native homes, have passed with flying colours. Some had to be carried to the nearest bank to access internet and this is a testimony of their determination and grit.



*Pre-Vocational activities being carried out at home:
Learning to cook*

There have been challenges. Internet bandwidth and network, parents not being available at convenient times due to an increase in their workload, individual rather than group sessions have had to be conducted.

Our Skills Development Centre has continued to teach skills in computers, ceramics, soft skills, adult literacy online.

Dr. Alur believes in the all-round development of personality and therefore also focuses on the socio-emotional development of our beneficiaries through co-curricular and extra-curricular activities. We provided exposure in the areas of physical education and sports, drama, music, pottery, art and craft and dance and our beneficiaries performed at online events held to celebrate major festivals.



Answering exams from home

Karuna Sadan – Our Community Centre in Dharavi

In the community, each parent was contacted individually and introduced to the new system. Some were taught to use their cell phones and motivated to continue the education and therapy of their children even under stressful times. Group sessions were also held, making learning fun for the children as they got to see their friends. The parents too were motivated seeing other parents making teaching materials at home. Parents also learnt how to make videos and shared them in their groups.

In the current academic year, children with special needs in the aganwaadi programme received online educational services and availed of therapy and remedial services through individual online programmes. Those included in mainstream schools were provided assistance through online remedial classes.

Counselling sessions continued on an individual level with both beneficiaries and parents. This new model of providing online services has helped the parents and the beneficiaries cope with the pandemic.

Vital services and aid provided to the Community during the pandemic have been reported in other sections in this report.



Siblings also contributed

Skills Development Centre (SDC)

At the Skills Development Centre, online sessions were conducted for the various courses offered to the trainees, which included pre vocational studies of adult literacy and numeracy, computer studies, NIOS and pottery and ceramics in addition to art, music and dance.

Trainees were engaged by way of one to one interaction, videos, story telling and group sessions. Stories, both through videos and oral recitation, helped them understand basic human values and increased their general knowledge and vocabulary.

In keeping with the holistic curriculum developed by Dr. Alur, online dance, art and craft and music sessions have continued along with education and therapy. Dances and songs are pre-recorded and sent to parents. Beneficiaries and trainees practice and rehearsals are done via the zoom platform.

Therapeutic interventions are now online in the form of individual sessions with the beneficiary and the parent. The therapists share their intervention plans and strategies with the parents and other staff to enable them to follow up. Individual sessions are more specific in overcoming limitations and mainly focus on gaining selective motor control, specific muscle strengthening, training balance and coordination, activities of daily living and improving precision in skill performance. Zoom sessions with demonstrations on how to do therapy and guiding the parent while they conducted the therapy online, has been the practice followed through the year. Coupled with zoom and whatsapp video calls, appropriate videos and you tube links are shared with the parents.

The psychologist worked with the beneficiaries as well as parents, to address challenging behaviour. Issues of anxiety, stress, fear, depression, frustration increased in children and adults. Parents and beneficiaries were counselled online via whatsapp video calls or just simple telephonic conversations by the psychologist. The most common fear was of losing their jobs and feelings of being overwhelmed and incapable of surviving the present pandemic.

It has been a challenging year and we are grateful that we have been able to continue services

through the pandemic. Dr. Alur's Post Covid Plan of Action will continue to be the norm till such time that we can reopen our centres. We thank HPCL for staying with us in this journey and look forward to be co-travellers in the years to come.

ADAPT-Oracle Project

Mita Nundy Community Centre (MNCC)

Come March 2020, and our world was turned upside down. A dreaded phenomena had gripped the world and the global ramifications were profound. We were locked inside our homes. Gradually some protocol and discipline was set. Online became the new normal.

Our Mita Nundy Community Center is a Senior Citizens' organisation. It commemorates the memory of Dr. Alur's sister, the late Mrs. Mita Nundy, a pioneer of services of persons with disabilities in the North, who spent her life in the service of the poor and needy. The centre caters to senior citizens, parents of students with disability, adults with disability and the community at large. The main objective of the Mita Nundy Community Centre or MNCC, as it is known to all, is to engage its members in activities that will boost their physical, emotional and mental wellbeing.

The Covid-19 invasion and the lockdown scenario did not deter us from rethinking and reorganizing our services to the MNCC members. Our members were isolated, scared and battling the unknown. They needed our support and we went online. All sessions were designed and planned with a fresh approach and perspective. Regular activities of MNCC continued.

The challenge faced was the inability of members to use online apps like zoom and computers. This we achieved through individual sessions of computer training and introduction to the apps.

We regularized our yoga and meditation practices as the members needed that calm and peace which these could bring. Our resource persons prepared videos and shared them with the members, and the members shared their individual videos in the group. This proved to be very uplifting. Pratinidhi Dhyani was about meditation. Regular online sessions were held and the feedback of them feeling more centred and less anxious was very comforting

Our staff had to now engage with them more to keep them in a healthy happy state of mind. Out of the box thinking was the need of the hour. Team ADAPT conducted online dance classes and then held dance competitions. We were in for heart-warming surprises. The elderly mastered steps and poured their heart and soul into the dance moves.

Music is the Elixir of Life. It heals and restores, so our team organised antaksharis and music sessions. The response was overwhelming. Hidden talents shone bright.

Cooking competitions spurred them further on. They shared videos of new recipes right out of their kitchens and we had our own bands of Master Chefs and the numbers of recipes shared can be compiled as a book.

Fancy dress competition tickled their imagination and they came out as stars

Our members were very happy with our film shows. Beautiful films were selected to fill their empty hours and they so looked forward to each show. There were 40 of such shows.

Tambola ! Yes call it Housie or Bingo but this game was a super hit with our members. They could not get enough of it. 'Vartaalaap' conversations sessions were held so that our members

could share, learn and unburden. This comforted them and fulfilled their need to socialize.

Events

- Mr. Saurabh Kaushal, a young, singing sensation, rocked an evening for them by singing yesteryear songs. An evening they say they will cherish forever.
- A Kathak performance by a renowned artiste Ms Nilakshi Rai stole their hearts.
- An invigorating talk on mythology and significance of it in our lives was brought to them by a group called The Mythology Project.
- An interactive song, storytelling, games and magic session too was organised, which the members found very engaging.
- Our elderly give more than they take, and as a result, MNCC members planned a social welfare activity for people who were in need, and had lost their jobs and sources of income during COVID-19. They collected funds and personally distributed necessary grocery items to the needy at ADAPT's Bandra Centre with necessary precautions and care. We hope we have touched their lives and hearts.

Too often we underestimate the power of a touch, a smile, a kind word, a listening ear, an honest compliment, or the smallest act of caring, all of which have the potential to turn a life around. – Leo Buscaglia

Knowledge Management Centre (KMC)

The outbreak of the COVID-19 Pandemic across the world has profoundly altered almost all aspects of life. It disrupted education, commerce, construction, production, every area one can think of, related to human lives. But in its wake, online became the new buzzword, distance working and learning, the new normal. The world saw huge benefits. There was flexibility of timings, efficiency increased, interactivity got a boost and people either acquired or sharpened their computer skills. Online learning was not a new concept, but it gathered huge mileage and momentum for ADAPT, during this last year.

We were a little ahead of the curve, we had shifted to this technological alternative of online learning management via our KMC project. Since our online training courses had been conceived in the previous years, the rubber was on the road.

The need for inclusive schools is growing in India. However, the biggest challenge is lack of awareness and knowledge amongst the teaching fraternity about inclusive education. The purpose of this project is to bridge this gap by dissemination of information even to the most remote corners.

As an evolutionary tool, a chat box was developed on our website. Here, all queries pertaining to the course or the subject of inclusive education were addressed. This became the one stop solution provider.

ADAPT's online Digital Library was further populated by 217 new digital assets. All these were uploaded for users. An encouraging number of 253 new users registered. Change is incremental, even a slow pace indicates progress.

As a next step, we went vernacular. Designed by our Founder Chairperson, Dr. Mithu Alur, our Pilot Course, "Understanding the Exclusion of Children with Disability (especially children with cerebral palsy) from regular schools" was launched in Marathi with the intention of penetrating Maharashtra. Translations in Hindi too have been successfully launched. Success is heartening and we plan to translate the course in other languages, and thus wheel the courses across the country and make a tangible difference on the ground. Maximum reach is the goal,

and for this, the demolition of linguistic barriers is a must.

Participants

ADAPT reached out to different parts of India in 2020-2021

- Of a total number of 518 trainees who registered for the course, 150 teachers were from AWWA, the Army Wives Welfare Association, which runs a network of schools called ASHA.
- 19 of the Asha schools in North India successfully completed this course.
- 166 students of the B.Ed Courses from the Bombay Teachers Training College, and the Kapila Khandvala College of Education completed the English version
- 29 school teachers from the BMC, Sarva Shiksha Abhiyan from Mumbai and SPMESM from Aurangabad benefitted from the Marathi version.

We are sailing into uncharted waters with this initiative, which is why research is important. This initiative will help us identify the gaps that exist within this pilot, and help us fine tune the module. This will also help identify the features that have been effective, the glitches due to technology and the ease of access of the module and will guide the methodology for future courses planned.

A team of practitioners were guided by Dr. Mithu Alur and Dr. Ragini Sen, Director, Research, to conduct and analyze the pre and post survey and feedback received, with the aim of testing the efficacy of the course in terms of content, delivery and design and get suggestions for improvement.

This was followed by content development and creation of new Empowerment Courses, which was the high point of the year. A module for Corporates aimed at fueling understanding of the subject of inclusive employment and helping them invigorate the space has been developed. The module for parents aims at assisting parents in the management of disability at home.

Under the stewardship of Dr. Mithu Alur, we plan to address government and bureaucrats as well and sensitize corporates and parents to make disability visible, to pave the way for the inclusion of people with disabilities through the democratization of knowledge, experience and research.

Ceramics & Pottery Project, supported by Worley Parsons India Private Limited

Worley Parsons part supports services for a few trainees at our Skills Development Centre, since December 2020. Interactive online sessions have been taken at times convenient to both parent and trainees in accordance to a timetable. These sessions provided opportunities for much needed social interaction and facilitated the continuity of education via remote learning. Some sessions were carried out telephonically, assisting and guiding the parent or sibling in home management techniques, whilst others were imparted via online platforms, such as Google Meet, WhatsApp, and Zoom. Sessions in computers, painting, art and craft, adult literacy and activities of daily living, NIOS were conducted online. For the adult trainees, life skills are important, hence they were taught to be aware consumers. They learnt about handling currency, carrying out simple transactions, reading the ingredients on products and medicines and to identify signs and symbols in public spaces.

Skills needed to run small businesses such as weighing products, making bills were taught through innovative techniques.

This year three trainees have enrolled for the NIOS and will appear for Painting (Theory–Art History, plus Practical), English, and Business Studies. We continue to prepare for the forthcoming examinations.



Multi & Interdisciplinary Management of Children and Youth with Disability: The Citi Payroll Giving Programme

The Citi Payroll Giving Programme supports this initiative, called Multi & Interdisciplinary Management of Children and Youth with Cerebral Palsy which is facilitated by United Way, Mumbai. The contributions of the employees is matched by a grant from the parent company and helps us provide much needed therapy services across our centres.

2020-2021 signaled a change in the delivery of our services, and we adopted the tele rehab model developed by Dr. Mithu Alur and Dr. Taral Nagda. Initially the reception to online therapy was lukewarm by the beneficiaries and parents till they acclimatized to the change. Our therapists too had to think out of the box and devise innovative solutions and within a month, the online programme picked up steam.

Physiotherapy, Occupational Therapy, Speech Therapy and Counselling sessions continued on line as did yoga, dance therapy and music therapy. Parents became true partners, as they learnt the techniques and carried these out at home.

Our Challenges

Time tables could not be strictly followed as parents had other priorities and we learned to adjust and adapt. Often sessions were held late in the evening. Some parents had to be guided on the telephone as they did not have smart phones.

Case Study

Kavya Patil is 7 years old and has cerebral palsy diplegia with mild dystonia. Due to tightness in the hips, she found it difficult to go to cross sitting and half kneeling as well as to sit on a chair or stool.

Kavya could communicate meaningfully in 5-6 words phrases, however had dysarthric speech. She was independent in eating and combing her hair and needed some support with brushing her teeth, wearing clothes and toileting.

The goal was to transition to stand without support for 5 minutes and do forward reach outs and side reach outs as well as walk with a rollator for longer durations. Regular online therapy and consistent follow up with the mother who diligently carried out the exercises at home, has improved Kavya's physical status and she is learning to pull herself to stand with the help and support of a rollator and sits independently for a couple of minutes.



Pulling to stand with the rollator

ADAPT-Azim Premji Philanthropic Initiatives (APPI) Project

A New Project: The Mithu Alur Centre for Special Education and Inclusive Education

We are pleased to share that we are beginning a new three year project, in partnership with the Azim Premji Philanthropic Initiatives (APPI). APPI aims to make a difference in the lives of disadvantaged and marginalized people and facilitate a just, equitable, humane and sustainable society. They work, partner and collaborate with civil society organisations who share the same ideals and the project, the *Mithu Alur Centre for Special Education and Inclusive Education*, consolidates the work of our Founder Chairperson over the past five decades.

APPI is now part supporting our existing programmes for children and youth with disability at all our four centres, focusing on:

- Preschool Inclusive Nurseries for children in the age group of 2-6 years.
- Inclusive Education for children and youth the 6–18-year age group and pre-vocational training for youth above the age of 14 years.
- Skills Development for young adults above the age of 18 years.
- Training of parents.

As with all the projects undertaken by us, Dr. Alur has developed the Key Deliverables and Performance Indicators for the Project Implementation Plan.

The project has begun in November 2021 and at present, all the services are being continued virtually during the pandemic. Baseline data has been gathered through a special social profile form, and a social audit will help monitor and evaluate the efficacy of the programme and hopefully provide valuable inputs on the Way Forward.

Training and Pedagogy: The Mithu Alur Centre for Inclusive Studies

With the entire year being dominated by Covid-19, Dr. Alur's focus shifted to online courses, workshops and webinars.

This year, our flagship programme, the Community Initiatives in Inclusion was not held, as we mourned the passing away of Mrs. Antonia Derry, Trustee and Treasurer, The Women's Council, UK, who support the course.

Online Course 'Inclusion Matters'

The period of the lockdown was an ideal time for teachers to upgrade their skills and deepen their understanding of inclusion and the strategies that would help them to address all differences in their classroom. Dr. Alur used this opportunity to design a five-week online course entitled 'Inclusion Matters', delivered via zoom calls four days a week.

The course was targeted at mainstream teachers, special educators, teacher trainees, NGOs, teachers from the SSA and BMC, people with disability, parents and siblings and aimed to enable the participants to address discriminatory forms of practice towards people with disability and to build the capacity of teachers and teacher trainees to teach all children in an inclusive classroom.



Dr. Alur in one of her lectures during the online course

The course was designed by Dr. Alur in four clusters, namely, Exclusion of Disabled People, Special Education, Inclusive Education and Inclusive Employment: Vocational Rehabilitation. Every session was structured to have case studies and films to illustrate the information being imparted. Reading lists, references, and resources for the sessions were shared with the participants. The sessions were interactive.

Panel discussions with parents, students who had been included and young adults with disabilities who had been employed enriched the course.

The faculty, headed by Dr. Mithu Alur, comprised of professionals at ADAPT with wide experience of working in the field of disability, education health and development. We had 35 participants from five states (Punjab, Nagaland, Gujarat, Rajasthan, and Maharashtra) which included regular teachers and ADAPT staff.



Ms. Malini Chib presented her Social Model of Disability

An analysis of the pre and post-questionnaires and feedback forms by Dr. Ragini Sen, Director Research, showed that there was a marked increase in subject knowledge and that the participants thought that the course had 'high utility'. There were very positive responses and high satisfaction with the resource persons and the teaching methods since they encouraged discussion. Participants expressed a desire for more training courses and suggested that online modules be conducted at least thrice a year. One of the participants summed up the experience

by stating 'Overall it was a learning journey'

An Action Plan for the Way Forward has been drawn up and the participants have been inducted into the All India Alliance for Inclusion (AIRA) that Dr. Alur has established to further the cause of inclusion. This is now being expanded to become an International Alliance.

Other Workshops

Society for Nutrition, Education, and Health Action (SNEHA)

A virtual workshop was facilitated by Ms. Sujata Verma for twenty-two Programme Officers, Community Officers, Counselors, Programme Coordinators who work in urban slums at SNEHA on 28th October 2020 on Disability and Gender in Indian Patriarchy.

Helen O' Grady International's, Early Childhood Care & Education (ECCE) Program

A virtual, interactive workshop on ADHD was conducted by Mrs. Reshma Tanna for thirty participants from different parts of India by Helen O' Grady International on 11th December 2020. This included mainstream teachers, parents, special educators, counsellors and teacher trainees. She shared the signs and symptoms, assessment tools, causes, classroom interventions and strategies in the management of ADHD through case studies and the experiences of the participants with students with ADHD.

The MACIS has sensitised 957 parents and trained 363 other participants in the last two years.

Revenue Generation

Financing of Services

ADAPT stands on the strong foundation of sustainability. This foundation has been the corner stone of all projects the organisation has undertaken. It has been a key driving factor in giving the organisation the confidence to crystallize its vision into action.

ADAPT focuses on customized quality level service delivery at the grassroots level. It has not only been a pioneer in showcasing a unique model of education and therapy under one roof, but also a torch bearer of key flagship projects in the disability sector, which have revolutionized it completely. This has been a key driver in advocating and practicing inclusion across a large spectrum.

ADAPT has always advocated the rights model and firmly believes that the models it has showcased can only be sustained by embedding them within the existing government framework. The organisation has constantly endeavored to establish that service delivery cannot be successful in a vacuum, if it is not supported by advocacy, sensitization, training and research. This alone can provide the impetus to generate a momentum which will lead to empowering a community, which can take ownership of the disabled through a rights-based approach. Ties forged in the early years with international organisations have become a platform to share and exchange ideas and absorb context-specific best practices in this journey of evolution.

During the pandemic, our Founder Chairperson Dr. Mithu Alur ensured that no beneficiary was deprived of services whilst we continued our endeavor and struggles to sustain services. Many

new activities were learnt by the educators, parents and beneficiaries. We were able to achieve sustainability in these difficult times with the support of our donors.

Thus, financing of current services and the need to finance new initiatives to promote Dr. Alur's ideology on a macro level go hand in hand, and continue to be a trapeze walk, even after more than four decades of contribution.

The organisation has been founded on the ethos of 'not for profit', and continues to ensure that it has a 'no fee' policy extended to its beneficiaries. Families choose to make voluntary contributions by way of donations. 92% of the revenues come through mobilization of donor funds based on the key principles of sustainability, to bring together various stakeholders and assigning economic responsibility to them in a structured manner.

Capturing the essence of 20-21

The focus was both on mobilizing the corpus as well as project driven funding initiatives.

Corpus Donations: ADAPT's Corpus was initiated in 1972 and has been growing at a steady pace. The wisdom of the Trustees and Governing Body guides our expending of funds on our services.

We thank the Lutherhjalpen Church, the Karita Foundation and the Sri Bhupal Anna Bahirsheth Memorial Fund for constantly building our corpus.

Sponsorships and earmarked funds: Consistent support and contributions of individuals and service organisations and corporates go a long way in funding education, treatment, transport and other support costs of children with and without disability. This support is also extended to sponsorship and organisation of festivals and events during the year. Whilst we would want to acknowledge every donor individually, it is just not possible to do so. Donor-wise contributions received during the year are reflected in the books of accounts.

Project Grants: ADAPT has initiated partnerships with like-minded corporates, who believed in supporting grassroots level developmental work, much before the concept of CSR was introduced within the corporate world and eventually formalized by the Amendment of the Companies Act.

We mention some of the partnerships in brief:

ADAPT HPCL Service Delivery project: Twelve years of partnership continues, with HPCL being our single largest service donor. The objective of this project is to ensure that every child/youth with disability enrolled in the ADAPT centres in Bandra, Colaba, Chembur and the Community Services in Dharavi is provided with quality education and treatment, as needed, in an enabling environment so that he/she can realize their fullest potential.

The Women's Council U.K., ADAPT CII course: This partnership for Master Trainers in the Asia Pacific Region has endured since 2011 and trained over 350 Master Trainers in 20 countries including Bangladesh, Bhutan, Cambodia, China, India, Indonesia, Iraq, Jordan, Malaysia, Mongolia, Myanmar, Nepal, Pakistan, Papua New Guinea, Sri Lanka, Tajikistan, The Republic of Maldives, Tibetan Government in exile, Tonga, Vietnam. Unfortunately, the course was not conducted this year.

The Worley India Pvt. Ltd Project was introduced at the Skills Development Centre. The objective of this project is to support the provision of quality education and treatment of seventeen youth with disability enrolled in the ADAPT centre in Chembur. The Skills Development Centre has always brought together the essence of ground-level training, on-the-job experience, along with the production to sustain the training.

ORACLE - ADAPT project supported by Charities Aids Foundation (CAF) India: This project supports two programmes, the Mita Nundy Community Centre (MNCC) and the Centre for Digital Content Creation & Knowledge Management (KMC). Committed to innovation, leadership, and excellence, Oracle is known for its support of innovative projects. The Mita Nundy Community Centre aims to provide a platform for wellness, mental and physical well being to senior citizens, adults with disability and their parents. The programme also addressed the socio-emotional issues of the members.

Under the Knowledge Management Centre, a pilot online module was uploaded and completed by teachers. 12 short awareness generating films have been completed and disseminated. A few more modules have been created.

Citibank Payroll giving Programme through United Way Mumbai continues to support therapy for children and youth at our Colaba, Bandra and Chembur Centres. The outcome has been monumental and through the Tele Rehab Unit, started by Dr. Mithu Alur and Dr. Taral Nagda, our beneficiaries were reached through online services.

Oil and Natural Gas Corporation Ltd: The project supported 100 beneficiaries at our Dharavi centre and enabled them to gain access to mainstream education. The project was completed in August 2020.

Infogain India Pvt Ltd, continued to support the education and training of our beneficiaries.

Revenue Generation Initiatives:

ADAPT is on the threshold of re-strategizing its fund-raising initiatives.

Annual Show: This was not possible this year as well, as gatherings are prohibited. Our donors have been generous in allowing us to carry forward the sponsorship amounts for when the event is possible.

Tata Mumbai Marathon: This year, due to the pandemic, the event was planned to be organised on a virtual platform, however it did not pan out.

I Can Bazaar: Unfortunately, the fund-raising event was not conducted this year due to the pandemic.

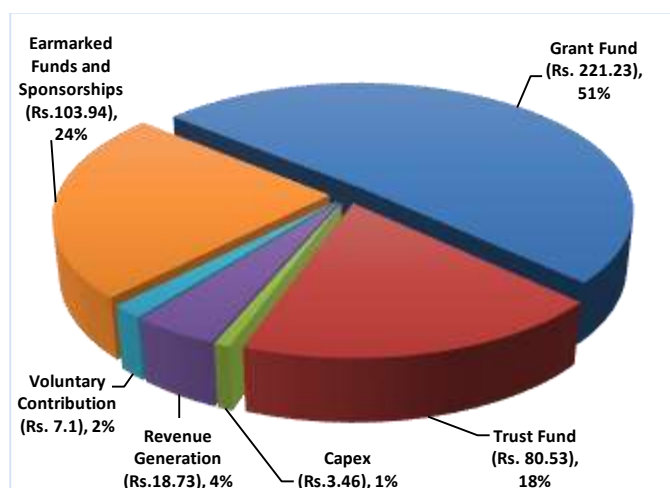
Raymond: is our new donor who had pledged support towards education and remedial services for children with disability.

Azim Premji Philanthropic Initiatives: This is a three-year project giving part support to 300 beneficiaries with disability across the centers. The objective of this project is to ensure that every child/youth with disability enrolled in our centers at Dharavi, Bandra, Colaba and Chembur is provided with quality education and treatment, as needed. The project gives full support to Dharavi and part support to rest of the three centers.

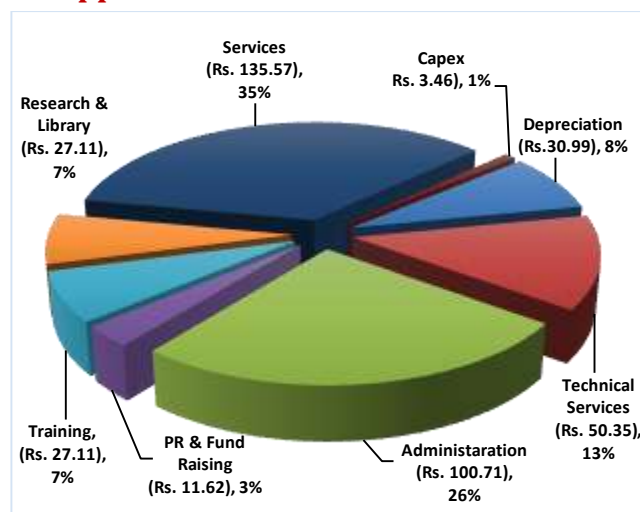
As the year ends and a new one rolls in, one thing is certain that ADAPT will focus on revising its strategy for mobilizing funds. The year ahead, 2021-22, will pose a new challenge whereby ADAPT will need to absorb costs of new projects within its own budgeting framework, where seed funds have been provided by corporates. ADAPT is confident to be able to take this new step forward to sustain these new flagship projects.

We at ADAPT, take this opportunity to thank all our donors, corporate partners, well-wishers, parents and volunteers. Your support is invaluable.

Sources of Funds: Rs. 434.99 Lakhs



Application of Funds: Rs.383.88 Lakhs



Community Services

In the academic year 2020-2021, due to the pandemic and subsequent lock down and closure of educational institutes, we followed the new approach developed by our Founder Chairperson Dr. Mithu Alur to provide services to the children in the community. This new methodology of tele therapy services was exciting as well as challenging for the Karuna Sadan Community Service.

The new programme involved a process of introduction and an explanation of the rationale and the benefits of the programme. Our Multipurpose Workers connected with each parent and motivated them to continue with the online sessions for both education and therapy in these stressful times. They were trained to use their phones to connect to the sessions. Initially, each parent had to be connected with individually, however as they understood the use of whatsapp video calls and google classrooms they were able to connect in groups. This made learning fun for the children as they got to see their friends.

In the academic year 2020-21, 81 children including 21 children with special needs in the anganwaadi programme received online educational services. 82 children were provided therapy and remedial services through an individual online programme. 36 children studying in regular schools were provided assistance through remedial classes.

Counselling sessions continued at an individual level with both beneficiaries and parents.

Serving the Community during the Lockdown

The efforts of our Founder Chairperson to provide succor to not just our beneficiaries and their families but also to migrant labour and others has been shared in other sections of this report. We highlight a few initiatives taken in the Community.



Aliya arranging rings at home



Ration Distribution

- A telephonic survey highlighted that majority of our beneficiaries' families and their neighbours were in need of rations due to loss of daily wages. In partnership with Rotary Club of Nariman Point and their President, Rotarian Jagdish Tanna, Dr. Alur organised rations for 500 families in Dharavi with the support of CEO Mrs. Bhavana Mukherjee and our covid warrior Mrs. Gulabjan Sayyed. We were also supported by Dr. Rupin Shah, Trustee, ADAPT and others in this endeavour.
- 1000 migrant workers were distributed cooked food twice a day in partnership with AI Panjantan Committee.
- Mrs. Bhavana Mukherjee, CEO, ADAPT networked with Mr. Vilas Rao Gangawane the Senior Police Inspector, of Shahu Nagar, Dharavi Police Station, who then provided support and protection to enable us to distribute rations, cooked food, sanitary napkins among the women in the community and masks and sanitizers to improve hygiene. We have been coordinating with the BMC officials and Municipal Counsellor for regular sanitization of the area.
- Online methods were used to create awareness of the importance of hygiene and using masks.
- ADAPT, along with local Municipal Corporation to help fill out the forms for 1000 migrants to assist their return to their native places.

ADAPT's services are always available to all the needy and the poor, and continue during the pandemic.



Distribution of cooked food



Distribution of Mask and sanitizers.

One Little Finger Department

The COVID-19 pandemic has moved swiftly, infecting millions and testing the health care systems of countries. In the course of the pandemic, the vulnerabilities of certain groups of people have been highlighted such as the elderly and the homeless. Less apparent, has been the plight of people with disability, who have a range of vulnerabilities that include health problems, and social disadvantage. The concern of families and carers is that people with disability may be forgotten as the pandemic unfolds and that responses should not exclude people with disabilities.

OLF creates awareness through online and social media

People with disabilities have a right to benefit from services that meet their specific needs during this unprecedented COVID-19 crisis, just like other citizens. Headed by Ms. Malini Chib, members of the OLF Department created awareness through social media. A whatsapp group was created with the members of OLF, adults with disabilities and their families, which disseminated relevant information on the pandemic.

Under the One Little Finger Department, events this year were conducted on virtual platforms.

World Cerebral Palsy Day 2020

World Cerebral Palsy Day (WCP) was celebrated with a panache which is unique to ADAPT. Dr. Taral Nagda as Chairperson of the WCP Committee brought it all together, Ms Malini Chib

conceptualized the program and Dr. Shabnam Rangwala was a pillar of support. Our Champions of 'Unlock your Hero' during the lockdown shared stories of how they faced their challenges and emerged victorious. This was peppered with heart winning performances by parents and beneficiaries during lockdown.

The audience was welcomed by Mrs. Poonam Natarajan and Mrs. Shubhra Chatterjee, well known in the disability sector. Ms. Malini Chib addressed the audience and shared her experiences. Ms. Kalki Koechlin, actor, writer, Member, Board of Advisors and Brand Ambassador, ADAPT was the special guest and shared her journey with Dr. Alur and Ms. Chib. A panel of eminent



doctors shared their views on *Corona Dialogue: Health and Rehabilitation in Covid19 Pandemic*. The interactive dialogue aimed to have a bird's eye view of the current situation and explore innovative solutions to the challenges and opportunities in socio medico economical context. Moderated by Dr. Taral Nagda, the intellectually stimulating session had Dr. Samiran Nundy, *Chair, Institutional Review Board, ADAPT*; Dr. Sanjay Nagral, Honorary Hepatobilliary Surgeon, Founder Member, Forum for Medical Ethics, Editor, *Healers or Predators?: Healthcare Corruption in India*; Dr Anaita Hegde, *Consultant Neurologist, ADAPT*; Dr Pravina Shah, *former Head, Neurology, Seth G. S. Medical College and K.E.M Hospital*; Dr Urvashi Shah, *Neuropsychologist*; Dr. Shabnam Rangwala, *former Head of Therapy, ADAPT*; Dr. Mithu Alur, *Founder Chairperson, ADAPT*, as the panelists. The grand finale was the AV 'One Little Finger' on Ms. Chib, which inspired everyone present at the zoom event. This event was viewed widely as it was also streamed live on Facebook.

International Day of the Disabled 3rd December 2020

A global webinar, replete with Panel Discussions and a collage of wheelchair dances was organised by our Founder Chairperson Dr Mithu Alur, to commemorate the International Day of the Disabled. Dr. Alur conceptualized the event on the theme of Inclusive Employment, specifically looking at empowerment of the corporates, disabled people and their families; the challenges in employment being faced by people with disability at workplaces; whether companies and government are complying with "Goal 8" of the SDG which is *"To promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all"*. The focus was also on the present legislation and whether this was being operationalized as well as the progress made internationally. The event was planned as a series of panel discussions by people with disabilities, international and Indian professionals and experts.



Mr. Desiraju, Ms. Gamlin and Dr. Alur on the first panel

Mr. Keshav Desiraju, formerly with the Ministry of Human Resource Development introduced Ms. Shakuntala Gamlin, Secretary, Department of Persons with Disability & Empowerment, Government of India, who detailed the

government's initiatives for persons with disability. People with disabilities shared their experience in employment. The Corporate viewpoint was shared by Tata Sons. The international perspectives were shared by a host of professionals from UK and Canada.

A collage of wheelchair dances rounded up the evening.

This virtual celebration was held on evening of the 2nd of December to usher in the International Day of the Disabled.



The finale



Dr. Mithu Alur (India), Mrs. Jennifer Evans (U.K), Mr. Cam Crawford (Canada) and Mr. Richard Rieser (U.K) share International Perspectives on Disability on the occasion of the International Day of the Disabled.

International Women's Day

International Women's Day is a global celebration of the achievements of women, which also makes a call to action for strengthening gender equality and accelerating women's empowerment.



Dr Alur dedicated the programme to all women

The theme this year too was "Women Matter". The event began with Dr. Mithu Alur, Founder Chairperson, ADAPT, explaining the significance of the day and dedicating the programme to all women who face barriers and show courage.



Ms. Kalki Koechlin, actor, writer, feminist and Member, Board of Advisors and Goodwill Ambassador, ADAPT, spoke of what emancipation meant to her. Ms. Malini Chib discussed the barriers

impeding the growth of women with disability. The taboo topic of sexuality was addressed through excerpts from Ms. Chib's book, *One Little Finger* and a panel discussion with young women with disability. Women from different walks of life shared one dogma or bias that they chose to challenge and also did a ramp walk. Mothers of persons with disability and spouses shared their journey.

Ira Singhal the first woman with disability to qualify for the Indian Administrative Service (IAS,) spoke about overcoming her disability and the importance of mental strength to make it

to the top. She stressed that disability was just one part and one should believe in oneself.

The beautiful event was wrapped up with a wheelchair dance “Women are Smarter” by Ms. Chib, Shonali Bose, Kalki Koechlin, Mrs. Reshma Tanna and Ms. Fatema Electricwala.

Empowerment Course and Research

Amidst the pandemic, Ms. Chib held regular meetings online, to brainstorm and develop online empowerment courses on the Medical and Social Model of Disability. Internet Research was carried out and strategies discussed to increase visibility by disseminating information. The Department will now offer online sessions for school teachers, students, parents and care givers.

The One Little Finger Department assistants Tsuknungtula, Tsewang and Catherine are currently working on research. The archives of Malini Chib’s writings are being set up and successful inspiring stories of disabled persons are being collated.

“Nothing about us without us”

Macro Level Work

ADAPT coped with the 'new normal'

The pandemic brought with it numerous challenges. We could not operate "as usual" The country was under a lockdown. Our centres were shut. The beneficiaries were at home. In the first few weeks, Dr. Alur focused on creating safety measures at our centres so all living there were protected. We had senior citizens, babies, CII participants from eight countries, staff members and guests, almost forty people living at our Bandra Centre. Their continued stay, meals, entertainment, eventual travel back to their countries was organized, and it slowly became apparent that the lockdown, the need for social distancing would be "the new normal" for a while. Education and therapy were being impacted.

Dr. Mithu Alur put in place a new Post Covid plan of Action with the objective of making services available to our beneficiaries, who due to Covid 19 could not come to the centres. Provision of Care, Education, Therapy, Home Management, Counseling had to be made available, adhering to the new norm of social distancing. Dr. Alur began looking at how services could continue from within the "work from home culture" and Tele Rehab was born reinventing her existing model.

Tele Rehab

Tele Rehab is the system now being used to provide online education, counselling, home management and therapy to our beneficiaries across all our centres, through various means. The most effective and interactive of course is through zoom calls or whatsapp video calls where the beneficiaries and their parents are present with the teachers.

Tele therapy became the norm under the guidance of our consultant and Member Board of Advisors, Dr. Taral Nagda. Therapists conducted individual tele therapy sessions mainly through whatsapp calls as well as sending videos on the exercises to be carried out. We thank Dr. Taral Nagda for playing a key role in helping us make therapy available online. Over 700 sessions have been conducted and a survey conducted with parents showed a very

high rate of satisfaction.

There were challenges. Many of our beneficiaries did not have computers, tabs or smart phones. We tried to have some of these donated. Those who did not have smart phones were guided through audio calls. Most parents were enthusiastic.

Children who have returned to their home towns have been contacted and motivated to continue with therapy and learning. The therapy services have benefitted beneficiaries immensely. Treatment is critical to their well being.

Online Teaching

Education was online through zoom and video sessions, based on the SSC syllabus. Worksheets, training videos and power points are also sent to the beneficiaries for revision and follow up. The homework was returned via whatsapp and discussed online. To supplement these sessions, and for the benefit of those who cannot access zoom, videos on the topic being covered in various subjects, are being sent on whatsapp. Dr. Alur directed all staff to multi task and re-allocated duties, so all were involved in providing educational services and daily classes online till our beneficiaries return to the centres.

Counselling sessions, continued on an individual level, with both beneficiaries and parents. Exams too were held successfully. The needs of hundreds of children were addressed.

Skills development courses were also conducted online Individual computer, ceramic, functional and adult literacy, textile printing classes were held on a daily basis to ensure continuity. We will continue this till we are able to re-open services, which we are unable to predict at the moment.

This new model of providing online services has helped the parents and the beneficiaries cope with 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 and provide counselling services. One positive outcome has been that all our students who appeared for the National Open Schooling exams online, even though they were in their native homes, have passed with flying colours.

Classes are held on a daily basis to ensure continuity. Beneficiaries are also preparing artwork and paintings for an online exhibition and sale planned. Music and Dance classes are also being conducted online.

Relief Work during the Pandemic

Our own fiscal challenges did not deter Dr. Alur from providing for those less fortunate and she launched relief work in Dharavi and two slums in Colaba. Collaborating with Mr. Jagdish Tanna, President Rotary Club, Mumbai, Nariman Point Chapter, she organised for rations for more than a hundred impoverished families, thereby helping ADAPT march steadfastly in its mission to serve the poor. We thank our Trustee, Dr. Rupin Shah for donating towards this cause, Mrs. Reshma Azhar Nakhwa, who supported some needy families of our beneficiaries through a supply of rations. Mrs. Gulab Sayyed was our Covid Warrior, coordinating the distribution of rations in Dharavi during the lockdown. This would not have been possible without our Founder Chairperson Dr. Mithu Alur, who not only ensured ADAPT's participation in service of the poor in this very serious national crisis, but also went the extra mile in helping some employees of ADAPT who were in need.

Helpline

CEO, Mrs. Bhavana Mukherjee set up a Disability Health Care and Counselling Helpline called EkTaara where trained counsellors provided free, professional counselling on the telephone and referred to other professionals (special educators, therapists, psychologists and counsellors, social workers along with medical professionals such as orthopaedic surgeons, neurologists and pediatricians) if needed, supporting persons with disability and their families in these times of the pandemic, when traditional forms of face to face counselling and support are not available. Fortunately, we have a team of qualified personnel doing this.

CSR Committee

These have been difficult times for us. Grants have been withdrawn and stringent measures had to be taken to carry on with Dr. Alur's Post Covid 19 Plan of Action. Financial prudence and fundraising were the needs of the hour. Under the guidance of Dr. Mithu Alur, CEO, Mrs. Bhavana Mukherjee is driving our CSR initiatives and looking at creative ways of raising funds through crowd funding.



Social Media

We took baby steps in the amazing world of social media and tested the waters in 19-20. Posts were fewer and response was scant. That was expected as one cannot write a success story in a short time! It was learning time for us.

In 2020-2021 we saw some success as we worked out our campaigns designed to garner eyeballs and make disability visible!

- To engage with people especially the youth;
- We showcased our work to a global audience;
- Ignited interest in our cause; got into contact with supporters; and
- Tried to generate a global conversation!

We created very short films for a global audience, and based on a few of them, could generate funds which were utilised by ADAPT for the food and shelter of the migrant workers. This campaign was called: *Feeding smiles. Feeding hope.*

We shared interesting videos of online teaching and therapy, and the audience gained insight into the work and became involved in our cause. The eyeballs increased and we were overjoyed to see the number of likes and shares.

We then started a campaign of profiling each child with a warm happy write up. Focus was on them not their disability. The response was heartening! This campaign is an ongoing one.

Our Goodwill ambassador Kalki Koechlin came up with an idea and she followed that up with a beautiful, smart, cryptic script. This has been translated into a short social media film with the help of Ace filmmaker Ms Shonali Bose, Mr Nilesh Maniyar and Ms Mytri and her crew.

Our alumni acted in it and have given award winning performances! We will soon showcase the film too!

More ideas are being incubated, discussed with Malini Chib, Bhavana Mukherjee and plans are being formulated for more soft content under the guidance of Dr. Mithu Alur.

Social media is a great opportunity and definitely worth it in the long term. Social media has grown to accommodate all the needs of social causes, meaning that it's perfectly equipped to help non-profits.

We plan to use it to our advantage.

Website

We have professionals coming in to help us create a website, and work on the construction and architecture of the website has been initiated by Mr. Cyril and we hope to have a new dynamic website within six months. Ms. Malini Chib is working closely with the team on the website venture.

Creating a community around our cause and promoting fundraising are our objectives, and social media is the most cost-effective way to do this.

Sharing Knowledge and Experience:

The Indian Academy of Cerebral Palsy (IACP)

Dr. Alur was invited by the IACP to share her experiences, views, suggestions, the models she has created and the Way Forward.

Valedictory Function

Dr. Alur was the Chief Guest at the SNDT University's Department of Special Education's celebration of the International Day of the Disabled on the 3rd of December 2020.

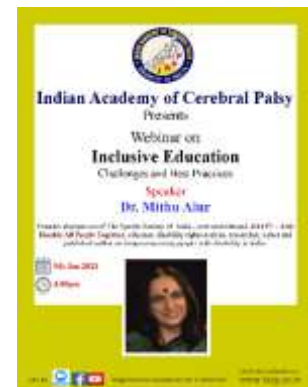
This was a virtual event on zoom and Dr. Alur addressed professionals in the field of disability and education, students of the B Ed and M Ed courses and other NGOs on the critical need for accessibility as a broader concept, in the areas of curriculum, examinations, physical infrastructure, attitudes. Dr. Alur and Ms. Malini Chib also released a book entitled 'Accessibility: Barriers and Solutions' comprising of papers by professionals across India.

Sensitisation Webinar

Ms. Malini Chib was invited to a webinar by Bloomberg on sensitization to disability for their employees. She, along with Mrs. Shobha Sachdev, shared their stories and experiences during the lockdown, and this advocacy and empowerment exercise received very positive feedback. Bloomberg approached us for practical tips for making their office accessible for people with disability.

Documentation

Dr. Mithu Alur focussed on documentation and created new archives for Finance, Educational Services and Ms Chib's contributions at the Bandra Centre. Standard Operating Procedures and Job Descriptions were revisited and modified in keeping with the fresh impetus being given



Dr. Alur releases the SNDT publication



Ms. Malini Chib and Mrs Shobha Sachdev address the employees of the Bloomberg

to Community Based Rehabilitation by Dr. Mithu Alur.

Standard Operating Procedures (SOPs)

The period of the lockdown was fruitfully utilized by Dr. Alur to develop the SOPs for the various departments with CEO Mrs. Bhavana Mukherjee. As Director, Quality Assurance and Operations, Dr. Alur continued reviewing the short and long term goals of her team.

In 20-21 a new set of SOPs were constructed and existing ones were also worked upon infusing them with new energy and novel perspectives, in keeping with the agile and proactive ethos of ADAPT.

Pedagogy

Dr. Alur met with Professor Varun Sahni, Vice Chancellor, Goa University with the aim of taking forward discussions she had earlier with His Excellency, Governor of Maharashtra and Goa, Shri Bhagat Singh Koshiyari on the gap that exists in the area of Higher Education. Dr. Alur picked up the threads with Professor Varun and discussed Teacher Education and the inclusion of children with disabilities in mainstream schools. The Vice Chancellor has promised all support.

New Models:

Awards and Recognition

Dr. Mithu Alur has been invited by Professor Varun Sahni, Vice Chancellor, Goa University to Chair the Department of Economic Policy and Public Policy at Goa University and lecture at the University.

ADAPT's work during the lockdown, helping vulnerable people and migrant workers in the slums was appreciated by a number of organisations and our Deputy Director Community Services, Mrs. Gulab Sayyed was felicitated as a Covid-19 Warrior with a certificate from the Dr. Babasaheb Ambedkar Bahuuddheshya Magaswargiya Samazik Seva Sanstha and the International Human Rights Association and the Dharavi Police.



Gulab Sayyed receiving the certificate from the Dharavi police.

ADAPT 29

With an aim to replicate services across the country and reach all States of India, and to create a critical mass of professionals working towards the inclusion of persons with disability at all levels, Dr. Alur has envisaged the creation of Zonal Hubs in the four corners of India under the project ADAPT 29. The four Zonal Hubs will be the four Chapters of the All India Regional Alliance for Inclusion (AIRA) set up by Dr. Alur, comprising of like-minded organisations working toward inclusion in their respective regions. Each of the Hubs will be headed by a Secretary General.

Collaboration and partnerships is the Way Forward. That is the vision of our Chair.

Raymond

Raymond & ADAPT come together to empower the disabled and needy. Since its inception in 1925, Raymond has been synonymous with trust quality and excellence. An indigenous brand we Indians are very proud of. Maintaining a 95 year track record of excellence is no mean achievement.

We are happy that Raymond has decided to partner with us in our service to the poor and disabled. ADAPT as an organisation is a benchmark of excellence and trust in providing quality

services to the disabled since 1972. The grant from Raymond will be utilized for Education and Skills Development of our beneficiaries.

We welcome this support wholeheartedly and will endeavour to strengthen our relationship.

New Models Developed

Dr. Alur believes in a twin or dual track approach of special and inclusive education, and has directed our services to evolve under different models namely:

Model 1: Special Education

Model 2: Inclusion Education

Model 3: Resource and Remedial Centre

Model 4: Training

Under these will be all our programmes:

- Special Education and Therapy Services, including an Adult and Neuro Rehab Unit,
- Inclusive Education Services,
- Home Management,
- Parent Support Groups,
- Remedial and Resource Centre,
- Vocational Rehabilitation,
- Training and Capacity Building,
- Community Services, which will sensitize and empower families as well as the community and society,
- Placement and Employment.

These will be fructified in the coming academic year.

Seminars and Workshops

The lockdown was the right time to learn and gain knowledge and thereby making fruitful use of time. Listed below are the workshops attended this year.

- Dr. Alur's online course 'Inclusion Matters' was attended by all staff as an in-service programme from 21st September 2020 to 25th October 2020.
- Webinars organised by FICCI:
 - ✓ White Paper on the Inclusion of People with Disabilities through Information and Communication Technology.
 - ✓ 16th Annual Higher Education Summit.
 - ✓ Role of India Inc in creating safe and inclusive workplaces.
- Webinars organised by the Azim Premji Philanthropic Initiatives:
 - ✓ Continuing Programmes in Covid 19 times: Persons with Disability Partners.
 - ✓ Round table Coalition of Funders with Partners in the Disability Eco System.
- Augmentative and Alternative Communication Beyond Classrooms conducted by Vidya Sagar.
- Teaching staff attended a webinar on Universal Design for Learning organised by Sethu.
- Virtual Masterclass on Google Drive for Trainers and Educators by CSRBOX.
- BEAT Rockers Professional Development Training for teachers.

- Webinar on "Sexual Abuse" among Children with Special Needs organised by SOREM special school Chandigarh & Discover Ability Mohali.
- Paricharcha: School Virtual Summit for Principals and Teachers to discuss reinventing school education post Corona by Vidya Prakashan Mandir (P) Ltd.
- Empathy and Resilience by Ms. Jaya Aiyappa.
- Social Impact Management and Measurement in association with CSRBOX.
- National Education Policy: School Virtual Summit for Principals and Teachers by Prakshan Mandir Private Limited.
- How and Why Teachers and Students have to Adapt to Digital Learning: A key to unlock skills by Vidya Prakashan Mandir Private Limited.
- Education system Then and Now' by Hema Foundation.
- 'Raising Happy Children' by Hema Foundation.
- Relationship and Family Counseling conducted by Khyati Psychotherapy Centre, Mumbai.
- Learning Disability: 4 days workshop conducted by Caring Minds, Kolkata.
- Autism Spectrum Disorder: 2 days workshop conducted by Caring Minds, Kolkata.
- Behaviour Management for Autism and Intellectual Challenges conducted by Sopan.
- Understanding and Responding to Challenging Behaviours in Classrooms by Ummeed, Mumbai.
- Universal Design for Learning by Sethu Centre for Child Development and Family Guidance, Goa.
- The Autistic Brain, conducted by Dr. Temple Grandin.
- Behaviour Therapy by Dr Avinash Desousa.
- Using CBT Tools for Suicidity by Asira Chirmuley, Atha Centre for Psychotherapy & Training.
- Self Care – How to Overcome the Barriers by Asira Chirmuley, Atha Centre.
- Self Exploration with Art – 4 days workshop by Shatarupa Chakraborty, expressive Arts Based Therapist, Bangalore.
- Addressing Academic Challenges faced by children with ASD, by Neeta Mehta organised by Eblity.
- Mindfulness Workshop by Caring Minds, Kolkata.
- Anxiety Tool Kit by Asira Chirmuley, Atha Centre for Psychotherapy & Training.
- Webinar on National Education Policy 2020: The Way Forward.
- One Day online Seminar on "Companies (CSR Policy) Amendments 2021-Compliance Challenges".
- Pratham Open Basic Orientation Programme 2020-2021.
- NIOS Orientation Programme for final online exams 2021.
- Zoom Workshop for Hashu Advani College of Education. Orientation of ADAPT as a Centre of Special Education.

NOTHING FOR THE DISABLED WITHOUT THE DISABLED



I Konnect



Newsletter I Konnect

A monthly e newsletter, I Konnect was begun by CEO Mrs. Bhavana Mukherjee during the pandemic to keep the beneficiaries, parents, staff, consultants, donors and the community at large informed and connected.

A newsletter is essential to the organisation and plays a role in shaping the workplace environment. Besides being a way to update Adaptians, I Konnect is also a fun way of sharing, explaining, and reinforcing our culture.

Internal marketing is as important an aspect of brand knowledge and enhancement as external marketing. We need to know, propagate and feel proud about our organisation. Our newsletter aims to do that. It has enhanced employee engagement and keeps the communication level high.

I Konnect is striving to become an invaluable mouthpiece for stakeholders throughout the organisation. The resulting content is a 360-degree view of what is going on in an organisation.

When we embarked on this journey, we wanted to look back, look forward and also know our human capital. Hence we have retrospective segments which share the history and the work done do far, sections that show future direction and some related to the present ongoing.

The I Konnect newsletter helps reinforce brand voice, style, imagery, and personality. We highlight our webinars, events, projects, case stories. Our newsletter intends to communicate the thought leadership of Dr. Mithu Alur and also reflects our values

Through I Konnect, we make efforts to bring in the voices of our stakeholders. I Konnect gives space to parents, our closest companions of our journey, donors who put trust in our services and our staff members, as there is no better advocate for the brand than happy employees!

We have a star employee of the month section that helps those involved feel appreciated and encourages more sharing of ideas and resources, which boosts employee engagement.

I Konnect also works towards reinforcing transparency as a mindset. Having an internal newsletter opens up a line of communication and it has elevated synergy.

I Konnect is at a nascent stage and we have plans. We would like to share social media tracks, sentiment around ADAPT, competitive benchmarks. We need and aim to increase the community around ADAPT and also network with other partners and NGOs.

Voices

“Mohit was initially very upset as we were not getting him ready for school but with online classes and same thing to be done at home has made him relaxed and not angry with us. At sharp 9 am he wears his uniform and sits in front of the mobile.” - *Mrs. Maurya*

“Initially I was very apprehensive of how I will be able to best teach the children but with the support of the parents they are doing well in Geography, Math and kitchen skills. Parents have made teaching aids as I instructed them. Credit goes to the children and parents.”

- *Asha Mehrotra, Teacher*

“Abdullah loves the music lessons online and looks forward to the singing. He has adjusted to the online therapy too.”

- *Mrs. Moubina Sheikh*

“As we know, the pandemic is such a difficult time for us and even we all were locked in the home. My brother was so hyper and he got angry so easily. But when he attends the online classes he stay little calm. He listens to his teacher’s instructions and is more receptive to her than us.”

- *Preeti Shah, sister of Rohit Shah studying at SDC*

“Thanks for the easy techniques and making painting so interesting for each one of us.”

- *Ms. Sanil mother of Sanghvi studying at SDC*

“Yeh lockdown me Zikra ki online padhai bohot ache se ho rahi hai aur bohot improvement aya hai.”

- *Mother of Zikra Shaikh*

“With the pandemic, mental health concerns took centre stage. Feelings of anxiety, frustration, fear, loneliness and depression escalated. Counselling provided a safe and non judgemental platform for parents and beneficiaries to share their pent up emotions and practice strategies to mitigate emotional disturbances to an extent.”

- *Mrs Reshma Tanna, psychologist and councilor at ADAPT, Head of Department of Psychology*

“Thank you maam for all the efforts ADAPT puts in. Very proud to see this and we are grateful for all the help and guidance.”

- *Bharka Israni, mother of Muskaan*

People Who Make The Organisation 2020-2021

CENTRAL SERVICES

NATIONAL & ASIAN RESOURCE CENTRE FOR INCLUSIVE EDUCATION

Dr. Mithu Alur, *Founder Chairperson, Operations & National Policy*
Ms. Malini Chib & Mrs. Varsha Hooja, *Trustees*
Ms. Bhavana Mukherjee, *CEO*
Dr. Ragini Sen, *Executive Director, Quality Assurance, Policy and Research*

CHAIRPERSON'S SECRETARIAT

Ms. Theresa D'Costa, *Secretary*
Mr. Lucas Baretto, *IT Officer & Web Management, Colaba*
Mr. Anand Singh, *Establishment Officer*
Ms. June de Sousa, *Secretary*
Mrs. Janvi Satavase, *IT Coordinator, Bandra*

FINANCE

Major General Khurshed Balsara, *Principal Director*
Mrs. Madhavi Dave, *Senior Finance & Accounts Officer*
Mrs. Rohini Kulkarni, *Finance Manager*
Mrs. Sandhya Salian, *Executive Assistant to the Accounts Department*
Mr. Utpal Shah, *Finance Manager*
Mrs. Sheetal Sawant, Ms. Kavita Rajput, Ms. Sonal Jagtap,
Ms. Bhakti Lotankar, *Assistants*

ADMINISTRATION

Mrs. Arundhati Bose Verma, *Head, Admin*
Mr. Bijoy Kumar Thapa, *Senior Maintenance Officer*
Mrs. Sana Khan, *Housekeeper Cum Warden*
Ms. Annamariae Shepherd, *Secretary*
Ms. Ruchika Shinde, *Receptionist*

REVENUE GENERATION

Mrs. Manju Chatterjee, *Director, Colaba*

TRAINING

Mrs. Varsha Hooja, *Head, Pedagogy*
Ms. Sujata Verma, *Course Coordinator, CII*
Ms. Catherine Ameno, *Assistant*
Ms. Tsuknugtula, *Assistant*
MS. Tsewang Chozom, *Assistant*
Ms. Vidya Ghadi, *Assistant, Data Management & Documentation*
Ms. Zenia Malegamwala, *Junior Assistant Administration*

KNOWLEDGE MANAGEMENT CENTRE

Mr. K R Harish, *Consultant & Head*
Mr. Aseem Sinha, *Technical Head & Advisor*
Mrs. Archana Kolambkar, *Senior Librarian*
Mr. Lucas Baretto, *IT Officer & Web Management, Colaba*

'ONE LITTLE FINGER' DEPARTMENT

Ms. Malini Chib, *Founder Chairperson*
Ms. Catherine Ameno, *Assistant*
Ms. Tsuknugtula, *Assistant*
Ms. Tsewang Chozam, *Assistant*

MITA NUNDY COMMUNITY CENTRE

Ms. Bhavana Mukherjee, *CEO*
Mrs. Sujata Verma, *Deputy Head Programme*
Mrs. Sunita Malcotia, *Deputy Director, Administration*

PROGRAMMES

BANDRA CENTRE FOR INCLUSIVE EDUCATION

Mrs. Rekha Vijayakar, *Senior Director, Training and Pedagogy*
Ms. Ameena Latif, *Deputy Director*
Mrs. Sunita Malcotia, *Deputy Director, Administration*
Ms. Saranga Shah, Ms. Jyoti Babu Badson, Ms. Sangita Bhekre,
Ms. Manisha Gudi, Ms. Asha Kambli, Ms. Vinaya Putharan,
Ms. Sherly Remedios, Ms. Alisha Palanpurwala, Ms. Mubina Kazi,
Special Educators & Teachers
Mr. Anuj Sharma, *Music and Yoga Teacher*
Ms. Katharine Sneyd, *Yoga Consultant*
Ms. Ashwini Shrivastava, *Secretary*
Ms. Sonal Kokane, *Assistant Secretary*

COLABA CENTRE FOR INCLUSIVE EDUCATION

Mrs. Manju Chatterjee, *Director*
Dr. Maneeta Sawhney, *Research Associate and Director, School and Community*
Mrs. Manju Thakur, *Deputy Head, Community*
Ms. Shubhangi Kamble, Mrs. Asha Mehrotra, *Special Educators*
Mrs. Neelam Tandel, *Community Worker*

DEPARTMENT OF TREATMENT & THERAPY

Dr. Ashutosh Sonawane, *Head, Adult Rehab Unit*
Dr. Amina Markar, Dr. Kanishka Bhargava, Ms. Tejal Gosavi,
Dr. Fatema Electricwala, *Physiotherapists*
Ms. Priyanka Rajput, *Secretary*

DEPARTMENT OF PSYCHOLOGY

Mrs. Reshma Tanna, *Head, Psychology and Counselling*

DEPARTMENT OF SOCIAL WORK

Mr. Digambar Archaya, *Social Worker*

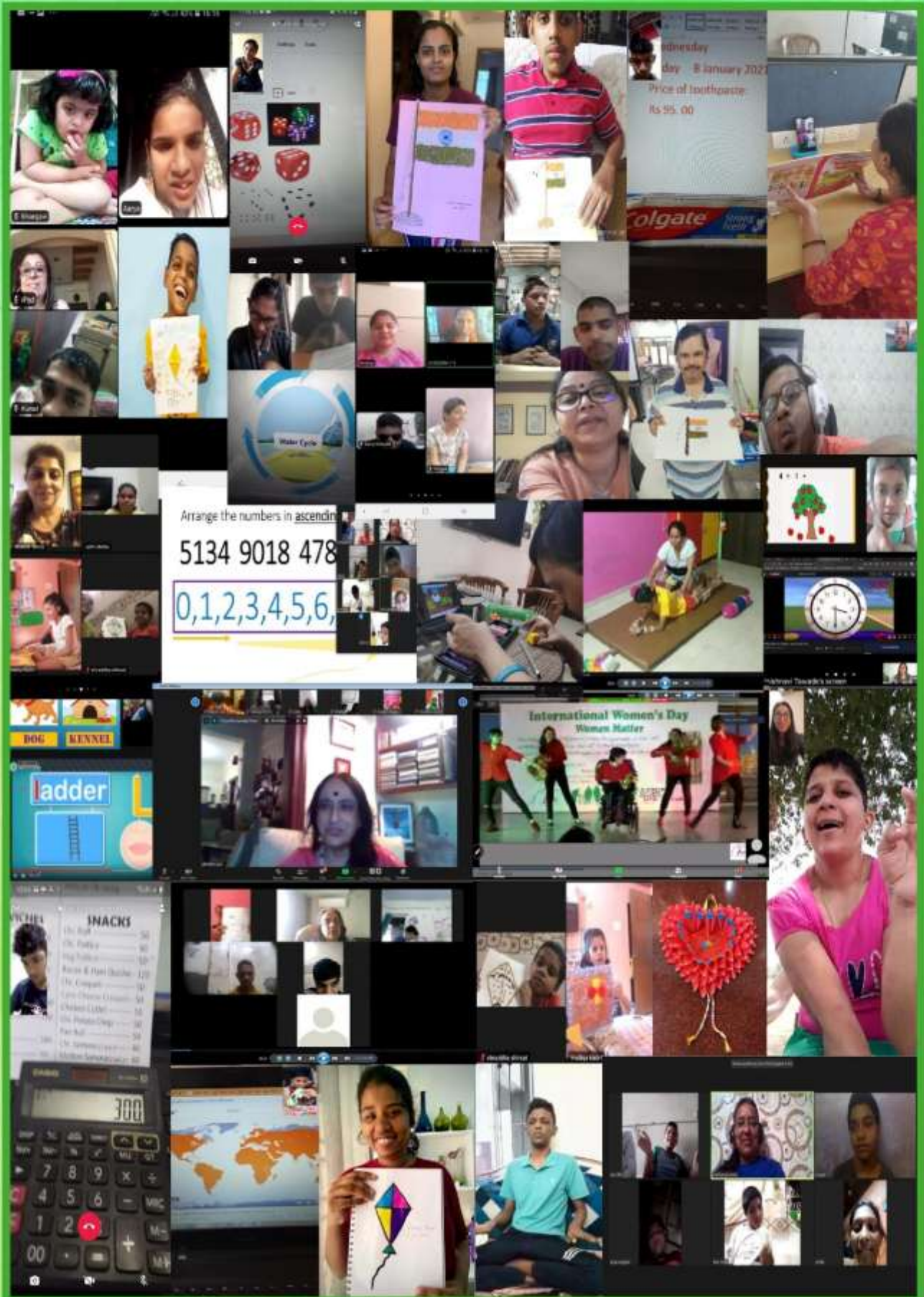
DHARAVI CENTRE FOR INCLUSIVE EDUCATION

Mrs. Gulabjan Sayyed, *Deputy Director, Community Services*
Mrs. Ruksana Sayed, *Multipurpose Worker*
Ms. Sony Rao, *Teacher*
Ms. Sunanda Watkar, *Therapy Aide*

SKILLS DEVELOPMENT CENTRE, CHEMBUR

Swami Mounananda, *Honorary Advisor*
Major General Khurshed M. Balsara, *Principal Director, Operations*
Mrs. Malka Tandon, *Deputy Director*
Mrs. Mamta Mukherjee, *Head, Textiles & Ceramics*
Mrs. Omrika Rohra, *Deputy Director*
Mrs. Sangeeta Manna, *Deputy Director*
Mrs. Chitra Lakshman, *Placement Officer*
Ms. Moumita Das, *Senior Manager – IT Support*
Mr. Rakesh Korgaonkar, *Junior Administrator*
Ms. Akshata A. Bhat, *Physiotherapist*
Ms. Pooja Ghadigaonkar, *Psychologist*
Ms. Kajal Sachdev, *Occupational Therapist*
Mr. Prashant Mohril, *Textile & Ceramics, Assistant*
Ms. Sunita Varma, Ms. Ashwini Waidande, *Teachers & Trainers*
Mrs. Veena Dhaifule, *Marketing Coordinator*
Ms. Rashmi Chonde, *Senior Production Assistant*
Mrs. Prabha Shankar, *Secretary*
Ms. Deepika Shinde, *Receptionist & Telephone Operator*
Ms. Deepa Shetty, *Social Worker, Pre-Vocational Trainer*
Ms. Malik Bhanwadia, *Assistant, Production*
Mr. Manoj Chhabra, *Choreographer*
Ms. Ratna Patil, *Supervisor, Mother Kitchen*
Mr. Aman Tandon, *Assistant in Mother's Kitchen*

ADAPT goes ONLINE!





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ADAPT - Centre for Special Education:

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Tel: +91-22-2215 0555 / 2218 6813



ADAPT - National & Asian Resource Centre for Inclusion:

K.C. Marg, Bandra Reclamation, Bandra (W),

Mumbai - 400 050 INDIA

Tel: +91-22-2644 3666 / 2644 3688

ADAPT - Rights Group:

K.C. Marg, Bandra Reclamation, Bandra (W),

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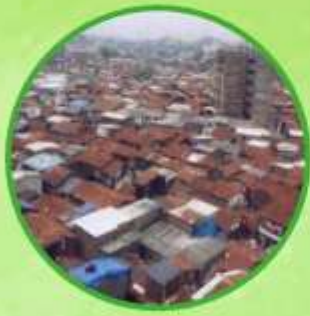
ADAPT - Skills Development Centre:

Near Diamond Garden,

Sion-Trombay Road,

Chembur, Mumbai - 400 071

Tel.: +91-022- 2520 9413 / 2520 8968



ADAPT - Community Services:

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Urban Health Centre, Room Nos. 109-110,

Dharavi 60 Feet Road, Dharavi,

Mumbai - 400 017 INDIA

Website : www.adaptssi.org