

# Annual Report 2018-2019



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## CHAIRPERSON'S MESSAGE



Dr Mithu Alur

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

Our Annual Report records the hectic activities that have become a part of our lives, a consolidation of our services and beginning of new journeys. We have been able to demonstrate albeit in an incremental manner how to prepare and build an inclusive culture to carry out inclusive education successfully.

I would like to thank our **Trustees and Members of our Governing Body** for their continuous encouragement and support in all our projects and programmes.

I would like to thank Dr Samiran Nundy, Chairperson of the **IRB, Co-Chair**, Dr Farokh Udawadia and all the eminent people on this scholarly research committee.

The **three principles governing ADAPT are sustainability or self-sufficiency, subsidy or charity** for the needy and a provision of a high quality of professional services combined with a compassionate team. The majority of the people we serve and have served through these years have been the poor the disabled in the disadvantaged section of our society, who are unable to pay fees.

With this in view, I have set up an **Endowment Trust Fund**, with Dr Samiran Nundy and Dr Farokh Udawadia as Co-Chairpersons. The Endowment fund is a fund built up for long term survival of the organization. It will be treated as a Corpus Fund as per the Income Tax Act and will be specifically and separately reflected in ADAPT books of accounts. It will be represented by investments as per directives of the Charity Commissioner's Office governing ADAPT. The principal of the fund will be as applicable to all corpus funds. Being that, the investment cannot be encashed and used, but the interest earned on the investment can be used. Cheques should be in the name of ADAPT and be accompanied by a letter from the donor specifying the donation is for the Endowment Trust Fund.

I would like to thank our **Board of Advisors**, whose suggestions and ideas assist us in constantly innovating in the different areas of our work.

I also take this opportunity to thank all our **donors and well-wishers** who have stood by us and supporting us in our work. Your continuous support, faith, trust and contributions will go a long way in to help us sustain our services to enable us to provide an equal opportunity for all people to live a life of dignity.

I take this opportunity to pay a tribute to the **staff and people behind the organization**, for their work who have demonstrated dedication, commitment and above all a passion and zeal to ensure quality services for a very marginalized and powerless group. A special thanks to my **volunteers, parents, disabled activists, all my professional colleagues and staff** who have supported me through the years with earnest diligence, sincere passion and commitment.

All our services have gone off well, with functions and events as usual each month. to name a **few highlights of the year:**

- The organisation has been in the forefront of **Training and Pedagogy**. Teachers make the highest impact on quality in the classroom and are at the heart of education, hence teacher development is critical... **The Mithu Alur Centre for Inclusive Studies (MACIS)** continues to offer training courses for Principals, teachers, therapists, community workers, parents and government officials, with an aim foster excellence and inclusion in education by providing all stakeholders with knowledge and inspiration to make inclusive education and inclusion a reality in the society. The MACIS has sensitized 1191 parents and trained 243 participants this year.
- **Library and Media Resource Centre (LMRC)** :We have during the year, embarked on a journey to use technology to serve our disabled to accelerate the realisation of an inclusive world. As a part of this vision, we have begun producing online courses for all stakeholders .
- One of our primary attention is our **series on teacher's training** towards inclusive classrooms. Since it is our first Pilot course we have given this course free of cost to all teachers. On completion, the participants will receive the 'Certificate of Completion' at our convocation ceremony in March 2020.
- **Revenue generation** at a macro level itself has undergone a metamorphic change in the last decade.
- **Sustainability** has been a key factor in giving ADAPT assurance to manifest its vision into action. ADAPT is now taking the necessary steps to strategize its resource mobilization and revenue generation endeavors in keeping with the changing patterns.
- **In ADAPT's fifth decade**, it is undergoing yet **another transition**, this time evolving from a service delivery organisation into a resource support model capturing the best practices evolved over four decades into a knowledge centre and creating centres of excellence and using a structured mechanism to catapult these across the country.
- **Skills Development Centre (SDC)** is thirty years young, having been established in 1989. A new Computer Laboratory has been established with separate sections for Theoretical and Practical training. Skill Development Centre is increasing its intake by nearly 100 percent and taking steps to include a similar amount of able but impoverished adults to ensure that training is truly inclusive.

### **Donors:**

- As every year, HPCL has not only supported education and treatment of children and young adults with disabilities but also supported the creation of better infrastructure for the beneficiaries. This year HPCL has renovated bathrooms on the ground floor of the **Bandra Centre**. This year too HPCL employees participated in our events like The Tata Marathon and Annual Show by Shaan and Sagarika. The consistent and regular participation and visits by HPCL staff has led to the creation of a strong bond with the beneficiaries.
- **The Skills Development Centre, (SDC) Chembur**, has got financial support from Citibank, India and Nihchal Israni Foundation. SDC has already established a Baking Section with financial assistance from IL & FS and a Library and Reading Room with assistance from HSBC.
- **The Women's Council U.K. support the Asia Pacific Community Initiative Inclusive (CII) Course:** The partnership with The Women's Council U.K. of over a decade has seen the evolution of the CII programme from a local level to a National level to an Asia Pacific Programme.
- **ADAPT-ORACLE Project** continues in its partnership with Oracle and Charity Aids Foundation and supports three programmes:

1. Centre for Digital Content Creation and Management, called the **Knowledge Management Centre (KMC)** which has digitized and uploaded over a thousand documents, photographs, brochures, power point presentations. Short films on disability and the work of ADAPT have been created from existing footage available at ADAPT.

2. **Mita Nundy Community Centre (MNCC)** provides a wide range of activities for senior citizens, adults with disabilities and their families to improve their physical, emotional and mental well – being, thereby enhancing their quality of life.

3. **Mithu Alur Foundation (MAF):** The Mithu Alur Foundation (MAF) works in the slums of Dharavi. programmes were conducted to educate and sensitise the community on inclusion; the Right to Education Act, Cleanliness, Diseases and Nutrition Over 800 community members were addressed through these programmes.

- **Oil and Natural Gas Corporation** – Support for differently abled beneficiaries in Dharavi.
- **HT Parekh Foundation** provided support for 20 disabled beneficiaries receiving education, therapy, or vocational training, assessment, co-curricular activities and nutrition at Bandra Centre.
- **United Way Mumbai - Citibank Payroll giving Therapy for a Better tomorrow** It is payroll giving initiative, whereby the employees contribute towards the project and the Corporate supports the project by matching funds as their contribution.
- **Infogain India Pvt Ltd.**, provides support for education and training or our beneficiaries with disabilities
- **Citibank N.A ADAPT/CITI Centre for Advanced Learning and Inclusive Employment:** The partnership with Citibank initiated in 2015-16 strengthened with the conceptualization and development of the project “ADAPT/CITI Centre for Advanced Learning and Inclusive Employment”, based on the “inclusive placement and inclusive training” philosophy.
- **Sharda Cropchem Ltd** supporting the programme in the Dharavi community. It has been able to give therapy an impetus and increase the outreach of the programme.
- **The Worley Parsons (I) Pvt. Ltd Ceramics and Pottery Training** project was introduced as a part of the curriculum at the Skills Development Centre. Worley Parson has collaborated to support the training costs of ten beneficiaries in this area.
- **IL&FS Financial Services Ltd “I Can Bake Project”:** The partnership with IL&FS has resulted in the development of the “I Can Bake” project, which will give the beneficiaries an exposure to baking skills, an opportunity to learn, and a platform to become economically sustainable.

We will continue in our efforts to include people with disability into mainstream society and position disability into the policies of the country’s Corporate sector and the Government. In the larger perspective, I look upon our contribution as a valuable input in nation building and as service to humanity to the needy, helpless, poor and powerless, because India our great nation deserves it and I thank each and everyone of you connected to our work, most deeply for being with us in this extraordinary blessed journey.

Thank you again for your continued support.

Yours sincerely,

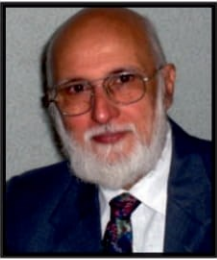


Padmashri Dr Mithu Alur  
Founder Chairperson  
ADAPT (formerly The Spastics Society of India)

# ADAPT Trustees



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. Having initiated courses for teachers, therapists, administrators, and parents on the international front, Dr Alur has also organised several conferences based on the contributions of the developing countries called the North-South Dialogues (NSD). She has helped to form legislation, including implementing the Right to Education Act (RTE). She participated in International Conferences and made several paper presentations.



Trustee, Sitanshu Mehta is a Fulbright Scholar; Professor Emeritus, MS University, Baroda; former Vice Chancellor of Saurashtra University, and an eminent poet 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. One of his recent initiatives has been the development of a plan for 'after care' services for adults with disabilities.



Trustee and CEO, Malini Chib is the Founder and Chairperson of the ADAPT Rights Group. 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, Mumbai and with the Tata Consultancy Services, London. 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 late father, Shri. Sunil Dutt, and assisted in fundraising ventures for the organisation. Mrs. Dutt Roncon is the Founder of the Nargis Dutt Foundation in memory of her mother 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, an economist trained in Finance, turned professional chef and restaurateur. Mr. Chib runs a series of restaurants 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 CEO, Varsha Hooja trained as a special educator at ADAPT and has been with the organisation for 39 years. Mrs. Hooja has taught at the primary, secondary and pre-vocational levels at ADAPT's three Centres in Colaba, Dharavi and Bandra, and has been Principal of various Centres. She has been working with Dr. Alur in policy interventions at the national level. Mrs. Hooja is General Secretary, All India Regional Alliance on Inclusive Education (AIRA), liaising with partner organisations across the country at the state and district levels.

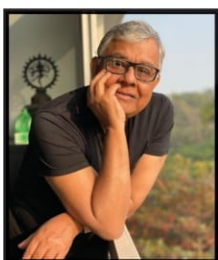


Dr Rupin Shah, Trustee, is a senior urologist practising as a Consultant Andrologist & Microsurgeon at the Lilavati Hospital & Research Centre, Mumbai. He has presented and published extensively and has been honoured with the Dr B.C. Roy Award for his work. He is the Founder President of the South Asian Society for Sexual Medicine.

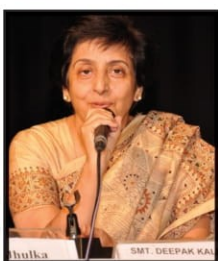
# ADAPT Governing Body



Member, Governing Body, Ami Gumashta is a Chartered Accountant and the organisation's Honorary Director, Finance. Mrs. Gumashta coordinates and monitors the revenue generation efforts, forecasts and consolidates individual departmental budgets and scrutinises expenditure. She is also in charge of coordinating, under Dr. Alur, the national and international projects of the organisation.



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 Founder & Managing Partner, Avatar Growth Capital. 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. Prior to moving back to India in 2008, he worked in Goldman's Investment Banking Division, New York.



Member, Governing Body, Aslesha Gowarikar is Partner in the leading legal firm, Desai & Diwanji, where she advises on mergers, acquisitions and project finance related transactions. She also has substantial experience in assisting foreign investors, investment banks and Indian promoters on transactions across various industry sectors and has significant experience in advising on private equity.



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 maximize their potential.



Ms. 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 ADAPT Rights Group. Her most recent 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 current feature film – The Sky is Pink, starring Priyanka Chopra and Farhan Akhtar, also deals with disability.

# 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., has worked as a doctor in the US for over 20 years before coming back to India to dispense healthcare in rural and slum areas around Delhi. He has set up RAXA and is the Chief Executive Officer, an Internet platform that creates and curates reliable, ethical information on medical issues to connect doctors and patients. Dr. Surajit Nundy is Fellow at the Center of Brain Science at Harvard University. 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.



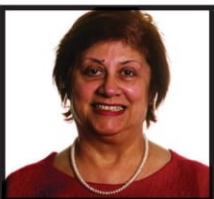
Dr. Mithu Alur is a researcher, lecturer, author of several books and papers, and has made contributions, both nationally and internationally. Her interests range from the dimension of social policy, producing cost-effective methodologies to addressing educational needs of children. She has published 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, PhD and Chancellor Gold Medallist, 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 Associate Dean, 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 Tata Consultancy Services, London. Her main focus has been to work with the minority groups in TCS and help address their issues, build employee networks and create more awareness across TCS, U.K.



# Action Research Committee



Member, IRB, Dr. Surajit Nundy also heads the Action Research Committee.



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



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, having 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 part in redefining the role of the therapist in Inclusive Education.



Ms. Sangeeta Jagtiani, Coordinator of the course on Community Initiatives in Inclusion conducted by ADAPT with support from Women's Council, UK, holds a post graduate degree in commerce. She is also a qualified Special Educator by profession and has been with the organisation for the past 25 years working in areas of assessment of students with disabilities, planning and monitoring teaching strategies and interventions. Her speciality is assessment in the classrooms. She has also been the Principal of ADAPT's school and has been lecturing on all training courses conducted by the centre.



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 several research projects.



Mrs. Gulab Sayyed has been with ADAPT for the past 29 years. She currently heads the Sultan Noorani Memorial Karuna Sadan project at Dharavi and is the senior site supervisor of ADAPT's services in Dharavi and Colaba Centres.

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



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.



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, 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.

# ADAPT: The Vision

**A**DAPT (Able Disabled All People Together), formerly ‘The Spastics Society of India’, was established by Dr. Mithu Alur, whose relentless commitment to the cause of disability was ignited by her daughter, Malini Chib. Together, both of them revolutionized the path for an inclusive society through their groundbreaking contributions to this domain. With a stubborn will to change the dismal reality of disability rights in India, Dr. Alur envisaged a system where empathy and love were intricately woven with technical proficiency, something she calls ‘professionalism with care’. This dream materialized in 1972 with the birth of The Spastics Society of India, a pioneering organization offering a combination of services under one roof of educational and extracurricular activities along with distinct, inclusive departments, which have resulted in massive strides in combating the lack of opportunities that people with disabilities in India are faced with.

By amalgamating different aspects of holistic, need-based intervention into institutionalized models of inclusive education, ADAPT is striving to build a future where the gap between the lives of people with disabilities and able individuals is bridged. Through the cultivation of an environment conducive for differently-abled people to achieve their full potential, we aim to amplify their voices in an



attempt to increase their participation in society. Its approach designed to empower differently-abled individuals, ADAPT thrives on an interdisciplinary foundation, equipping them with the expertise necessary to effectively contribute to society. It is also significant to note that the perspective adopted by ADAPT is a two-way approach, one that not only provides people with disabilities the skills to lead an efficient life in society, but also aids society in constructing a disability friendly community. This has proven to be fundamental in operationalizing our vision for the country when it comes to disability rights and has significantly added to our understanding of the same. By propelling individuals with disabilities to lead a full life, ADAPT has successfully managed to make inroads when it comes to creating an impact on the lives it wants to help better.

A firm believer in the resilience of the human spirit, ADAPT visualizes a future where equality between differently abled and abled individuals is paramount, and is not washed away by the senseless misgivings of prejudice and marginalization. Sustaining itself on the stronghold of inclusion and equality, ADAPT strives to annihilate barriers that inhibit people with disabilities from achieving their goals, and ultimately aims at creating a society that celebrates diversity instead of shunning it.

# Colaba Centre

The aim of the educational program is to work with a multidisciplinary team so as to ensure the holistic educational remediation and treatment of the beneficiary. A multidisciplinary team of professionals comprising of special educators, speech therapists, physiotherapists, occupational therapist, psychologists and social workers collectively work on the individual's need-based intervention. Every professional provides technical inputs towards the development of individualized plans. These are then implemented by the stakeholders at three levels: individual, classroom and home. The services began on 11th June 2018 which was the beginning of the academic year. The first two weeks focused on settling the new beneficiaries to the services at ADAPT. The following services are provided at the Colaba Centre:

## Educational Services

At the Demonstration Centre in Colaba the focus is on the holistic development of the beneficiaries through:

- Cluster teaching of children with similar abilities
- Need-based individual remedial sessions
- Physiotherapy
- Action Sports, Martial Sports and Physical Training
- Art based therapy
- EVS
- Music and Dance
- I Can Bake and Kitchen Skills
- Personality Development through social skills training



Sports Day

The Pre-primary class has 80 children attending this programme from the Cuffe Parade and Colaba slums. The main focus is to introduce these first generation learners to pre-writing, pre-reading and pre-math skills through a play way method. Our inclusive nursery class has five children with special needs who are also provided with therapy and individual sessions with the special educators to ensure that they are able to follow the curriculum being imparted. Learning of alphabets and numbers are done through art and craft activities. The nursery class has a teacher for music, dance and sports. Children are encouraged to play in our garden and enjoy excursions and field trips through the year, thereby making learning a fun experience. Like in an Aganwaadi programme, we too provide a nutritive mid-day meal to the beneficiaries.

The curriculum followed in all the programs are either adapted or modified to make it child specific. An adapted program helps retain the learning outcomes of the prescribed curriculum, but adaptations are provided so the beneficiary can participate. A modified program has learning outcomes, which are substantially different from the prescribed curriculum, and specifically selected to meet the beneficiary's special needs. Through the term, the focus was on the week-wise lesson plans as per the corresponding syllabus of the class. In addition to the above, the teachers also made an oval sheet comprising the present abilities of each of the beneficiaries and the areas in terms of physical, cognitive and educational skills they need to work through the term. To meet the above individual development, educational plans have been drawn out for each beneficiary. Each class makes their own teaching aids and communication boards with the help of volunteers from colleges.

## Nursery Class

One of the early steps to prepare children for writing is to improve their fine motor skills. This is done through play with clay, tearing newspaper and picking small beads with a tweezer. This improves the functions of the forefingers that are used for writing.

## Primary Class

There are five students with mixed abilities in this class and they are taught to read through flash cards, learn Math



Sensitization of CII team

through number work, using three dimensional aids to reinforce concepts. In addition to this, they are taught social skills and ways of communication through gestures and prudent use of the communication board.

### **NIOS Class**

The NIOS class comprises 9 students who through the academic year prepared for the Level A exam held in February 2019. They appeared for five subjects: English, Mathematics, EVS, Kitchen Skills and Computer Skills. Through the year the special educators used innovative methods to teach the various subjects. In addition to this, they participated in sports, art and craft, music and learnt some baking skills. They were also part of the activities for civic and social awareness organized by Sanskar India Foundation. The main focus was to create awareness on the importance of preserving and nurturing our environment, as well as some civic issues like road safety, cleanliness and the usage of toilets instead of open areas.

### **Special Yoga**

A one-day Yoga session was conducted by Miss. Katherine Sneyd for parents and professionals in the school. This was followed by special Yoga sessions for children with special needs also conducted by her for 12 students in February 2018. Each student was accompanied by his or her caregiver. Caregivers were sensitized about the benefits of Yoga for children with special needs and also trained to assist the child perform the asanas. The main aim of the program was to teach parents some of the Yoga exercises which they could repeat at home with their wards to help them improve their functioning skills.

### **Body composition analysis and nutrition camp**

This camp, conducted at the Colaba Centre on 17th and 18th December 2018, aimed to assess the current dietary patterns of the beneficiaries and then provide an alternative nutrition plan to the parents, sensitizing them on the importance of nutrition and the foods that are nutritive for their wards. The body impedance analysis helped to assess body composition of the children which assisted in gaining a better understanding of their nutritional status and probable underlying causes of nutrition imbalances.

### **Orthopaedic and Neurological Camps**

In the current year, orthopaedic and neurology clinics were organized and children with orthopaedic concerns were referred to clinics conducted under the care of pediatric orthopedic surgeon, Dr. Taral Nagda and his associate, Dr. Jaideep Dhamele, in March 2019.

Children with neurological issues were attended to by Dr. Neelu Desai, Pediatric Neurologist. Four clinics were organized in April, July and December 2018, and April 2019 where children were assessed.

### **Events**

#### **International Yoga Day**

Yoga, an integral part of the curriculum for beneficiaries of all ADAPT services, were encouraged to participate in meditation and exercises. Some parents too joined the staff and students.

#### **HPCL Swachta Pakhwada**

On 2nd July 2018 students of the Colaba Centre took a pledge to keep their surroundings clean. The pledge was recited by some of the students along with the help of teachers. In continuation of the HPCL Swachh Pakhwada week in association with Sanskar India Foundation (SIF), there was a workshop on making dustbin liners using paper bags. The beneficiaries learnt how to make these liners and went home with the message of discarding plastic bags.

#### **Say No to Plastic Bags**

On 13th July 2018, in continuation of the Swachta Pakhwada week, an awareness program was conducted on the use of alternatives to plastic bags for parents of our beneficiaries at Colaba Centre. This programme was aimed at sensitizing parents so that they, in turn, spread the message in their community to create a clean, safe and healthy environment.



Peto Session

### **The 3 R's at Colaba**

ADAPT, Colaba Centre, has networked with SIF and on a weekly basis hosts workshops on the three R's: Reduce, Refuse and Reuse. On 17th July 2018 there was a workshop on making paper bags from newspapers with participation from 23 beneficiaries.

### **Preparation of Rakhis**

Volunteers from the New Acropolis Society conducted a workshop for pre-vocational students on the art of making rakhis.

### **Independence Day Celebrations**

Mrs. Archana Jha, Principal, Primary Section of the Army Public School was the chief guest along with Swamiji, Honorary Advisor, and Mrs. Varsha Hooja who encouraged our students as they sang some songs on the theme of freedom followed by an inclusive dance on the song Vande Mataram. Hiten, Bhakti and Gauri, our students, spoke on why 15th August is celebrated in our country.

### **Workshop on eco friendly Rakhis**

SIF organized a workshop for our beneficiaries and the staff on how to use pieces of old cloth available with tailors to make eco-friendly rakhis and strings for paper bags.

### **Raksha Bandhan**

On 24th August 2018 our girl students tied rakhis to their peers at the Centre to foster a feeling of friendship and brotherhood. With an aarti thali and some sweets, they knotted innovative rakhis made by them earlier in workshops around the wrists of happy participants.

### **Gokul Ashtami Celebrations**

Dressed as the little Lord Krishna-Kanhiya, one of our beneficiaries, Ujjwal, broke the dahi handi or the earthen pitcher containing yogurt amidst singing and dancing and much merry-making. Hiten, another beneficiary, explained to all his fellow students the story behind Gokul Ashtami.

### **Best out of Waste**

In keeping with our endeavor for a plastic-free Mumbai, Sanskar India Foundation conducted a workshop for our NIOS students



Best out of Waste



Gokul Ashtami Celebrations

on how to make cloth bags from old T-shirts. Keeping in mind the challenged abilities of our students, they taught them how to make cloth bags that required no stitching. A majority of the students were able to complete this activity.

### **Staff Day**

Teachers' Day is celebrated every year on 5th September to commemorate the birth anniversary of Dr. Sarvepalli Radhakrishnan. He was a renowned scholar, an exemplary teacher and recipient of the Bharat Ratna. He was also the first

Vice-President and second President of independent India. Like every year, the beneficiaries look forward to this day when they become teachers and visit various classes to conduct sessions. Our student, Bhakti, enjoyed her sessions with the Nursery class. The staff too had a great time watching them display their teaching skills. This was followed by a sponsored lunch.

### **Workshop on making Ganapati with Clay**

To welcome Lord Ganesha to our Centre, the beneficiaries learnt to make eco-friendly Ganesha idols with clay as part of the NIOS programme of extracurricular activities on 12th September.

### **Ganesh Chaturthi**

Like every year, on 13th September the staff and students of ADAPT, along with our Founder Chairperson Dr Mithu Alur, welcomed Lord Ganesha to our centre for one and a half days. The students, accompanied by the Primary Head, Mrs. Bhargavi Ajit, rendered lilting hymns dedicated to Lord Ganesha, revered in the Hindu pantheon as the remover of obstacles, the patron of arts and sciences and the deva of intellect and wisdom. Dr Alur, along with Ms Malini Chib and the students, performed the final Aarti to bid farewell to the Lord and sought his blessings to shower his benediction on ADAPT.

### **Founder's Day**

2nd October is a memorable day at ADAPT as we not only observe Gandhi Jayanti but also celebrate diversity as part of our Founder's Day festivities at ADAPT. At Colaba, our chief guest was Ms. Milty Bose along with Ms. Malini Chib. The celebrations started with the lighting of the lamp as we paid homage to all our founder patrons, Mr. Sunil Dutt, Mrs. Nargis Dutt, Mrs. Junie Bose and Mrs. Mita Nundy. Ms. Chib addressed the students, parents and volunteers and said that we should all work together and fight for our rights. To relate to the toddlers, she sang 'Happy Birthday ADAPT.' This was followed by devotional hymns and a performance from our students. Mrs. Chatterji spoke as a mother and Hiten Kanojia spoke on behalf of the students and ex-students.

### **Swachh Campaign by Sai Bhakts**

Sai Bhakt volunteers spent the morning of 18th October reiterating the importance of cleanliness to our young toddlers in the nursery class. Together, they cleaned up the back garden and then they spoke about personal hygiene.

### **Museum on Wheels 10th October 2018**

The NIOS students as part of the EVS programme studied Stone Age man and the economy as it progressed through various civilizations. They also studied the barter systems and the currency that was used. To help understand this the Chatrapati Shivaji Vastu Sangrahalay sent their mobile bus called Museum on Wheels with the theme of Coins through the years to our centre. They also had an interactive session with the students who after seeing the exhibits were made to make coins as was done in the past. Not only did the NIOS students enjoy this programme but the exhibits in the Mobile bus were seen by all beneficiaries and parents at the Centre as well as students from our vicinity schools.

### **Blue Day**

The children from the Nursery class, through their learning and identifying of the primary colours, celebrated Blue Day on 18th October where they were supposed to get one product from home which was blue and talk about it. The day was thus spent talking about a blue umbrella, a blue fishing net and included other activities where the colour blue played an important part. To encourage our students, the class was decorated in the theme of blue and the staff too came dressed in blue.

### **Eco-friendly Dandiya Sticks Workshop**

In keeping with our tradition of celebrating festivals in harmony with the environment, eco-friendly dandiyas were made with newspapers through a workshop conducted by Sanskar India Foundation. The beneficiaries were excited and were eagerly waiting to dance to the music the next day.

### **Navratri celebrations**

On 16th October, dressed in colorful clothes, our beneficiaries danced with their dandiya sticks to the music of the garbha to usher in Navratri. Everyone had a great time, including our students on wheelchairs.

### **Diwali Bhog**

The Nursery class learnt the concept of sharing and caring through the month of October. Practical activities were undertaken to make the children aware of the importance of sharing. Since it was the month of Diwali, a community meal was organized by the children themselves. Each child was asked to get some food which was then shared in class, asking the helpers to join in as well and make the event a grand success.

### **Diwali Party**

The Diwali party was a joint celebration with members of the Inner Wheel Club of Bombay who came and sang and danced with the beneficiaries. It was a memorable day.

## I Can Bazaar

The I Can Bazaar is the platform to showcase the work through the year of the pre-vocational and vocational development classes of each of the centres. Through the academic sessions, in the afternoon the beneficiaries are trained in various activities, be it in making paper bags, diyas, pencil stands, decorative plates and torans. These products are then sold at the various exhibitions that ADAPT participates in through the festive season.

## Workshop by Paragon Music

For the holistic growth of the beneficiaries, music plays a very important part in their learning process. A workshop organized for a week by Mr. Ninian Perru and Mr. Zac Scott from 12th to 17th November brought out the hidden talents of each of the beneficiaries. Through the common language of music they were able to connect with their teachers through the week.

## Green Day

In keeping with the early childhood education curriculum, all the primary colours were taught by celebrating a day in December with a particular colour. Children came not only dressed in the specified hue but also brought an object and spoke about that colour to reiterate the concept taught to them.

## Carol Singing

Volunteers from the Bombay Baptist Church came and sang carols for the students on 19th December. They even taught them some popular carols with appropriate actions that were much enjoyed. The session ended with their helping each student write a letter to Santa Claus.

## Mask Making

As part of their group work, the Sanskar India Foundation conducted a workshop on 20th December on making Santa masks with all the beneficiaries at ADAPT.

## Inclusive Christmas party 21st December 2018

The Inner Wheel Club sponsored a lively Christmas party on 21st December and organized a show by jugglers that was enjoyed by all. This was followed by Christmas carols sung by students from Champion School. The grand finale was a medley of songs by the staff, led by our Founder Chairperson Dr. Mithu Alur.

## HPCL Painting Competition

ADAPT organized an Inclusive Painting Competition sponsored by HPCL on 12th March 2019. 85 children with special needs participated in the event using different techniques to exhibit their skills. Based on their abilities and interests, some of the children used vegetables as a tool while others used straws, toothbrushes, shaving brushes, thicker paint brushes, sponges, stamps, buttons and crushed paper to complete their artwork which was based on the theme of Swachh Bharat or Clean India. The techniques used were as per the ability of that particular class. All the beneficiaries were given participation certificates. The winners of each class were also given certificates. The day was spent exploring the world of colours through the medium of art and craft. These paintings will be shared with HPCL and displayed at all our I CAN Exhibitions to showcase the skills of our students.

## Sensitization Programs

On 11th September 13 senior executives from our donors, Wells Fargo Bank, came to give their time in helping our



Christmas Celebrations



Carol Singing



HPCL Painting Competition



beneficiaries in their production preparations for the I CAN Bazaar. Besides spending time at ADAPT, Dr. Maneeta Sawhney gave them an orientation on the work of ADAPT and issues related to disability in India. They said that they would in the next financial year like to conduct awareness workshops among their employees.

On 18th September 2018, 20 students from Aditya Birla World Academy came to perform at ADAPT and spent an hour interacting with our beneficiaries and working together on art and craft activities.

On 28th September and 5th October students of B. D. Somani school were sensitized on the work of ADAPT followed by interactive sessions with our beneficiaries.



Sensitization Programs

### **Case Conferences:**

Weekly case conferences are held to discuss new cases as well as referral cases as per the teacher's challenges. The entire team discusses case histories and arrives at an intervention plan. This is then followed and deliberated in the next case conference. Two such meetings have been held to date.

## **Parents Meeting**

### **Parents meeting for new academic year**

The parents meeting was held on 19th June to introduce to the new academic year and the curriculum that will be followed. Rules on leave and parents' contribution was shared and discussed with them. In addition to the above, the Director, Mrs. Chatterji, and Dr. Maneeta met each parent individually to understand their concerns and goals for the current year. This was followed by an engagement of the parent with the teacher and the therapist.

## **Training Programs**

### **Training Programme for ICDS workers on Early Childhood Education**

50 ICDS workers were trained on early identification of children with special needs and intervention. They learnt to apply the ten-point program to support the holistic growth of children in the age group of 0-6 years. The curriculum also focused on the enrichment program based on the ecological inventory as well as the whole community approach to inclusive education.

## **Capacity Building: Faculty Training**

### **Training the Trainers**

A refresher course was imparted to all staff at the beginning of the academic session focusing on understanding various types of disability along with the social and medical models of disability. An interactive session on human rights was conducted, followed by the rights and policies of the disabled. The last three days focused on inclusion as well as on people's first language, approach and techniques for teaching and training, changing roles of the student and the professional and tips on how to be a disabled-friendly organization.

### **I Can Bake**

Under the I Can Bake project the NIOS class has been introduced to the kitchen utensils and safety instructions. In the upcoming classes they will learn to identify ingredients followed by measuring the ingredients. A baking class was held every Friday for students of the NIOS class where they learnt a simple recipe. An I Can Bake workshop was conducted every Friday to make the beneficiaries practice what they had learnt – be it measuring, cutting, mixing or baking. They enjoy these classes as a practical approach to learning is always fun.



I Can Bake

# Bandra Centre

The Centre has academic groups from pre-primary section to group eight. Pre-vocational classes are for children in the age group six to seventeen years.

Faculty Meetings were held regularly to discuss the new academic program, therapy related schedule and the forthcoming events for the year 2018-2019.

## Academics

The Curriculum is based on Maharashtra State Board & National Institute Open School (NIOS). We have registered six students for NIOS. Group IV and V are registered for NIOS Pratham.

The Teaching-Learning Process is based on Neuro Lingo Program(NLP). As per NLP program concepts are better understood when all the five senses are aroused. Hence project are made for teaching all the subjects in the classrooms. This method is called Constructivism in teaching Learning Process. We include Performing Arts as a method of teaching technique.

Children were prepared for NIOS (Pratham A Level) examination. All the five students passed the A Level with an average of 75% marks(A Grade).

The Pre-vocational and vocational classes have functional literacy program along with other teaching methods.

## Activities:

We celebrate all the festivals during the year like Makar Sankranti, Holi, Gokul Ashtami, Ganesh Chaturthi, and Christmas. We also celebrate Special Days like Father's Day, Ice Cream Day, and Children's Day. These activities enhance cultural and social awareness and create an atmosphere of inclusiveness honed by secular values.

- **Work Skill Unit** has a structured program that includes Functional Literacy which is basic reading writing skills, basic arithmetic and computer skills. As per the ability of the trainees skills like paper bag making, envelopes, jewelry making, chocolate making and kitchen skills are imparted. These also help improve their mobility and hand-eye coordination.
- **Learning extends beyond the class room.** Education is not restricted to within the framework of curriculum and syllabus. We arrange outings to markets, malls and public utility services like the police station, post office and bus depot.
- **Sports** is the most essential activity for the children. We organized Special Sports and the children participated in Sports held by other organizations.
- **Picnics** give children an opportunity to learn to be social and enjoy each other's company.

We have visitors from all strata of the society. Students from schools and colleges, Teacher-trainees, students from Occupational Colleges and corporate guests visit our centre. After the Orientation Program the visitors spend time with our children. We also have families visiting us who are then attracted to offer volunteer services.

## Some of the activities are listed below:

### Drama Workshop

On 25th June 2018, this unique and interactive session was organized by Mr. Divya Bhatia and his Group and was based on the technique of 'Performing Arts in Education'. All the teachers of ADAPT Centre participated in the three hour workshop to learn the interactive story weaving technique. All the activities were useful for the classroom teaching-learning process.

### Swachta Pakhwada by HPCL

HPCL had organised a two week Cleanliness Campaign, 'Swachata



Learning about cleanliness and hygiene

Pakhwada. Parents, guests and beneficiaries together took the oath of cleanliness. Thereafter for two weeks, during our morning assembly all the beneficiaries and the Work Skills Unit trainees took the pledge of 'Cleanliness'. At a meeting for parents students, volunteers and staff, our trainee, Vinit, explained to the audience the need for 'Plastic Ban' and discussed the hazards of irresponsible disposal of plastic in the environment. The Vocational Development Program Group was engaged in making paper bags out of old newspaper. They were once again told about the importance of clean and plastic-free environment. Thus Swachata Pakhwada was successfully carried out at ADAPT, Bandra.

### **Parents' Meet**

Parents Meet was held on Tuesday 10th July 2018 at the Bandra Centre. Mrs. Vijayakar gave an update on the schedule of the year 2018-2019. Dr. Sabnam Rangwala discussed the importance of therapy for our children. Parents were explained the importance of regular attendance of the children to the Centre and why Therapy sessions were as important as literacy programs. Mr. Digamber Acharya, Social Worker, discussed the social module with emphasis on the importance of submission of authentic documents as and when required.

### **Independence Day Program**

Mr. Dharam Dev of Heartfulness Organisation was the Chief Guest at the function. A large number of parents and guests were present on this occasion. Mrs. Varsha Hooja, CEO read the message from Dr. Mithu Alur. Sairaj of Group VIII read out the importance of our Independence Day and our pledge to keep 'Swachh Bharat' as our mission. The trainees performed a Koli Folk dance as a mark to the culture of Maharashtra. Mr. Dharam Dev praised the work of ADAPT and wished success in all its endeavors. Ms. Sujata Verma proposed the vote of thanks. The program concluding with a dance to the accompaniment of the patriotic song, Vande Mataram.

### **Raksha Bandhan Celebration**

Bandra Centre celebrated Raksha Bandhan on 24th August 2018. It is a day that builds a bond of love and togetherness between brother and sister. The activity, 'Making of Rakhis', was done by our adult trainees of Work Skill Unit. They were busy for two weeks prior to this day. Parents and well-wishers bought the colourful rakhis made by the trainees. The traditional celebration was held in our auditorium. Boys were greeted with kumkum tilak and diyas as colourful rakhis were tied to the wrists of the boys by the girls, accepting them as brothers. Sweets were also distributed. The program was enjoyed by seventy-five children, the faculty and parents.

### **Lending a Helping Hand**

We have been hearing about the heart-rending plight of our brethren in Kerala in the aftermath of the dreadful floods. Parents, volunteers, well-wishers and students collected grains and clothes that were dispatched through a volunteer.

### **Ganesh Chaturthi & Holi**

This festival, one of the biggest extravaganzas in Maharashtra, is celebrated with great joy and enthusiasm at ADAPT. Ganesh Sthapana at Bandra was a beautiful symbiosis of religion and culture. An eco-friendly idol was worshipped, with children and senior citizens joining hands for the traditional arati and the emersion ceremony known as visarjan.

Holi was celebrated with a difference. We re-enforced the values of 'Swachh Bharat' and 'Save Water' while enjoying the festival. Children were asked to make colourful drawings. They used crayons and water colours to make interesting paintings using vegetables and threads.

### **Reading Activity**

15th October, the birthday of former President A.P.J. Abdul Kalam, is celebrated as 'Maharashtra Reading Day' in the state. President Kalam had a vision of a new generation of literate India. To live up to his dream, we encouraged several reading activities under the aegis of the ADAPT - HPCL project.

### **An Inclusive Musical Experience**

A magical workshop was conducted by Ninian Perry and Zac, who prepared our children and young adults with disability to perform to a medley of Indian and Scottish music on a variety of percussion instruments. The evening ended with a graceful dance by Malini Chib and Zac and the resonating notes of Salome Roy Kapoor were added attractions to this special evening.

## **POSICONS**

Our young artists at ADAPT were commissioned by the Paediatric Orthopaedic Society of India to produce colourful paintings of popular monuments that were tourists attractions in the cities where the Society had held its conferences over the past 25 years. This was an inclusive activity with some surfing the net and identifying the monuments and others painting them, making the POSICONS painting project a two-fold activity of painting and learning.

### **Other activities:**

Marathi Bhasha Day was celebrated at ADAPT. The order of the day was 'use Marathi bhasha' for interaction. Curtains were brought down on the program with dancing to popular Marathi songs.

National Science Day was celebrated by helping children understand the relation between Science and Technology. Students were shown how scientific research helped develop technology to complement human needs. Conservation of water was also discussed.

### **Placements of Adult Beneficiaries**

Our beneficiaries Sumukh, Dhiren and Vineet have been placed in Sujaya Foundation for Data Entry in computer skill. Anthony, Kamla and Yusuf are placed for on-the-job training for Kitchen Skills in St. Andrews College.

### **Autism Day**

ADAPT celebrated Autism Day in association with Jai Vakeel and Forum for Autism and Kshitij. Custom Technologies Lab gave a demonstration of the minds of people with autism with specialized equipments.

### **HP Sampark Inclusive Sports - Nakshatra 2019**

ADAPT beneficiaries participated in this sports event and won medals.

**ADAPT Annual Day** was celebrated with skits and dances by our talented children. Prizes and awards were distributed to achievers, volunteers and philanthropists. Our youngest donor, Arjan Singh, was honoured for raising funds. Dr. Miten of Mahavir Surgical Enterprises and entrepreneur engineer Dhruv presented an automatic wheelchair to Esha, the first of its kind with easy after-service and convenient to maneuver.



Children's performance at the Annual Day

### **Appreciation Day**

Recognition and enjoyment of good qualities in your colleagues and friends are the tallest awards you can give them. We hosted Appreciation Day at ADAPT Bandra and certificates of appreciation were received by recipients to much applause.

**'Don't limit a child to your own learning,  
for he was born in another time.'**

Rabindranath Tagore

# Therapy Department – Bandra

## **D**epartment of Adult and Paediatric Rehabilitation

ADAPT operates on the tenet of inclusion and its therapy services also follow the same philosophy. This centre provides holistic multi-disciplinary management under one roof so that it may impact the functional independence of its beneficiaries. To be truly inclusive, all members of the team work cohesively and, together, plan common goals for the beneficiaries. Rehabilitation Services at ADAPT are set in the social model and operate in a manner that make the therapists move out of their professional domain and help supplement greater independence in all the activities at the centre and at home. Parents are included to be part of the team and are involved and guided in the management and planning processes. Depending on the nature of severity and prognosis, the therapists strategize and administer therapy in various settings that include individual one-on-one sessions or group sessions where students work together along with the teacher.

### **Services offered in 2018- 2019**

Therapy services for all beneficiaries are planned according to their individual needs with a greater focus based on their priority.

The department, an integral part of the services at ADAPT, constantly strives to provide the best services to its beneficiaries. Since 2014, it had introduced new amenities and expanded the scope of its existing facilities to include adult beneficiaries through its Adult Rehab Unit. The vision behind this Unit came from the underlying difficulties and challenges faced by adults with disability and their caregivers. This, its fourth year since inception, has tirelessly catered to several members, the core idea being a problem-solving approach with a broader spectrum of management for long-term results. We have also expanded our work to include an array of new clinical services for rehabilitation in orthopaedic and neurological conditions, Dysphagia management, sports, fitness and weight management. Ageing being an integral part existence, we also cater to members of the geriatric population by providing advice and services for a better and healthy life.

In 2018-2019, 101 beneficiaries received individual therapy, of which 26 came as OPD patients. These beneficiaries were from the paediatric and adult population with cerebral palsy, ADHD, Down's Syndrome, Autism and other orthopaedic and neurological disorders. A multi-dimensional, functional-based approach to their assessment helped us to structure their management. Regular follow-ups with parents ensured that long-term therapeutic intervention could be carried forward. Teamwork and peer interaction was also enhanced with group session for 44 beneficiaries. Groups conducted through the year were:

- ★ **Gym Group:** Workout sessions in our in-house gym provide students with the ability to focus on strength-training coupled with agility and mobility-specific muscle training. This is done to optimize their needs at various levels and help increase muscle endurance and overall stamina.
- ★ **ADL Group:** This group focuses on helping students develop their skills of independent living by improving their bilateral coordination of the upper limbs as well honing their fine motor skills. In hyperactive children, their excessive energy is channelized through activities like jumping on the trampoline and varied activities in the Jumping Jack Group. This particular group included students not only with hyperactivity, but also those with low attention and concentration. It aimed at improving sitting tolerance and auditory processing which impacts the concentration and attention span of these students.
- ★ **PETO Group:** This group works on the principles of Conductive Education using group dynamics to ensure that therapy takes place in a playful and enjoyable manner. These therapies are conducted for younger classes up to Std II. Parents of beneficiaries in the PETO Group are key members who are actively involved in the sessions. PETO sessions are conducted to meet individual goals of mobility, sensory integration and activities of daily living.

## Other Interventions

### ★ Furniture and wheelchair evaluation

The therapists also design customized furniture modifications for every beneficiary with a focus on better posture and alignment in order to aid them in their activities while sitting for longer hours. This also helps to better respiratory functions.

### ★ Aids and adaptations

Beneficiaries are assessed and prescribed orthotic aids like braces and splints. With respect to the physiological Cost Index and safety, walkers, crutches and other mobility and transfer aids are prescribed which help in improving mobility with convenient energy expenditure.

### ★ Home management and parent training

Parent training is a crucial aspect of our long-term home management agenda that ensures that they sustain and carry forward the benefits of this intensive management program. A fair explanation of the condition and its prognosis to the parent or caregiver helps to have a better outlook towards the management goals and necessary precautions that need to be taken for future days.

### ★ External consultations

We have regular discussions and consultations with specialists in paediatric orthopaedics and neurology. Children with neurological issues were attended to by Dr. Neelu Desai, Paediatric Neurologist. Four clinics were organised where 42 individual beneficiaries from Bandra, Chembur, Colaba and Dharavi centres were evaluated and followed up with appropriate management recommended by the specialist. Dr. Taral Nagda (Paediatric Orthopedician) and his team with Dr. Jaydeep Dhamele had also organized a camp in which 10 beneficiaries were thoroughly evaluated and suggested appropriate treatment.

## Therapy Department – Colaba

**A**DAPT operates on the philosophy of inclusion which also extends to its therapy services, with the aim to facilitate integrated development of children with disabilities. An inclusive therapy program provides acceptance, belonging and developmentally appropriate practices for these children. They learn typical developing skills from their able-bodied peers and also have opportunities to make friends with their typically developing peers.

ADAPT's therapy department is committed to meeting the needs of its clients in an individualized, multi-faceted and holistic treatment approach. The members of the therapy team work with a common vision and mutually-agreed upon aims and objectives to achieve the desired goals. Therapy services are extended to the community and classrooms by educating the community workers and teachers. Therapist and the teacher conjointly work to ensure the child's maximum functional independence in the classroom. Our therapists encourage establishing a healthy parent-child relationship and also promote a mutually beneficial parent-therapist relationship. Parents are guided and trained to sustain the improvements achieved during therapy sessions through a continued home management program. The therapists, on their part, adopt a child-centered and functional approach of goal setting to be consistent with current trends in health care, accreditation and rehabilitation theories.

### Services offered in the year 2018 – 2019

#### Individual therapy sessions

In 2018-2019, 31 students received individual therapy. Parent engagement being necessary for the success of any therapy program, they too formed an integral part of every session. A parent's goal for the child is considered as the

basis for goal setting. Principles of Neuro Developmental (NDT) Approach, Sensory Integration (SI) Approach and PNF Approach are used to meet these targets. NDT is a problem-solving assessment and treatment approach for children with neurological impairments or delayed motor skills. SI is designed to guide intervention for children who have significant difficulty processing sensory information. PNF is a motor learning approach used for neuro-motor development training to maximize function and facilitate muscle contraction. We also use principles of play therapy to engage children in age-appropriate activities for promoting physical activity. For children with multiple disabilities, combinations of these approaches are used to maximize their progress.

### **Group therapy sessions**

Physical and occupational therapists also provide group therapy sessions which are designed with the aim to develop social interaction among children. In the year 2018-2019, 11 students received group therapy sessions.

Group therapy sessions are conducted for students based on priority and need. Groups have been formulated with students having similar needs. Group therapy helps social interactions and teaches the student essential social skills like turn taking, social manners like greetings, saying thank you, sorry etc. Along with these aims, group therapy also works on endurance, strength, flexibility, balance, coordination and motor planning. For children who perform low on their activities of daily living skills, group therapy is used to encourage ADL participation in a group situation. Exercises/activities prescribed for these groups work on the bilateral coordination of both upper and lower limbs. It also includes precision activities that improve fine motor skills. Attention, concentration and listening skills are correspondingly worked upon in group sessions. The levels of activities are improved with a judicious combination of physical and cognitive activities.

### **Other interventions**

- **Classroom interventions**  
Throughout the year, there are classroom-intervention sessions conducted in each class by a therapist who provides strategies to the class teacher for improving skills important for academics. These skills include pencil grip modifications and fine motor skill strategies that improve attention span while performing class activities, which are planned with the class teacher for children with hyperactivity.
- **Furniture and wheelchair modifications**  
Classroom furniture is assessed by the therapist during classroom interventions. The services of the carpenter are enlisted to help make the necessary modifications as per an individual child's needs. Modifications include headrests, armrests, footrests and various straps to ensure optimal postural alignment, thus assisting the child in feeding and other classroom activities.
- **Aids and adaptations**  
Ongoing referrals for aids and appliances like braces, splints, walkers and crutches are done on a need-based basis.
- **Home management and Parent training**  
Parent training is an essential component of therapist interaction with parents, where parents are taught about various handling techniques and positioning activities that facilitate normal postural tone and sustain the effects of the therapy sessions. Exercises and activities which can be done in the arrangement of their home are planned and followed up by the therapist.
- **OPD services**  
OPD services are provided to paediatric patients in the therapy department. Children availing therapy services also attend the camps conducted at the centre.
- **PETO sessions:**  
PETO sessions are conducted for children having similar abilities along with their parents. PETO sessions aim to train the parent to understand basic handling and therapy techniques which

are necessary for their child. The therapist forms groups of parents with their wards having similar abilities. The therapist guides and trains parents so that they can help their children to perform exercises. These sessions assist in helping to educate and empower the parents for facilitating their child's abilities. With the involvement of parents, the therapist is able to plan therapy goals in a holistic manner.



Peto Session

## Therapy Department – Chembur

**T**he Therapy Department is committed to meet the needs of the beneficiaries through an individualized, multi-faceted and holistic treatment approach with the aim of facilitating integrated development and healthy active living.

Therapy interventions at the Chembur Centre are in the form of individual therapy, group therapy or a combination of both along with classroom interventions. 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 focus mainly on gaining selective motor control, specific muscle strengthening, training balance and coordination, activities of daily living and improving precision in skill performance.

The group sessions on the other hand include flexibility exercises, gross motor activities, large group muscle strengthening, balance and coordination training, breathing exercises, cross training and other physical activities that demand motor planning and/or sensory processing. Given below is the break-up of the number of beneficiaries who have been given individual and group therapy

- 492 individual sessions with 22 trainees
- 290 group sessions with 27 trainees

We have a customized protocol for every trainee which is modified according to the progress noted with age related and environmental requirements.

### **Classroom Interventions:**

Classroom intervention is an ongoing process. To enable the holistic development, regular Teacher-Therapist meetings are held to discuss challenges. Similarly, challenges faced by parents are discussed in the Parent-Teacher meetings which are attended by therapists as well. Classroom interventions include ongoing inputs in the following areas:

- ✓ Seating and posture
- ✓ Furniture and wheelchair modifications
- ✓ Aids and adaptations
- ✓ Toileting modifications
- ✓ Hand function – modifications in writing instruments
- ✓ Modifications in computer aids

Interventions are directed towards facilitating the acquisition of skills that will lead to enabling the trainee in matters of placement or employment.



## Department of Speech Therapy

In the year 2018 - 2019, assessments related to speech and language development was conducted for OPD children and various students from ADAPT (involving center's of Bandra, Colaba and Chembur) by the Speech and Language Therapy Department. In-depth screening, along with management, was carried out for children having feeding concerns, drooling, and other oro motor problems. Parents and teachers were given appropriate guidance about how to perform oro motor therapy with correct posture and oral exercises to address those concerns which are very child-specific.

One to one sessions were conducted to work on areas of speech and language delays. Some children underwent group therapy sessions to help in social skills and communication. For children who fall into category of non-verbal speech or who have unintelligible speech, various communication boards were tried and they were trained to express their thoughts. (AAC - alternative means of communication). Some children were addressed through classroom based interventions where their respective class teachers were guided to work on language difficulty and feeding patterns.

Considering the importance of home-based interventions, parents were counselled and encouraged to carry out sessions at home as per the training they had received by the therapist to improve the outcomes in children. Various lectures on speech, language and communication disorders were delivered through training programs for the attendees at ADAPT.

## Department of Psychology

The psychologist works with the beneficiaries as well as parents to address challenging behaviour. The process of behaviour modification is shared with the staff at the centre as well as the parents. The focus is also on improving social skills. Sessions were held with children to understand their socio-emotional development in a play way method. The assessment was shared with teachers to help them understand the children in the classroom.

Young adolescents often exhibit behaviour that is socially unacceptable or cause difficulties in their relationships. Regular counseling sessions were carried out using the techniques of Cognitive Behaviour Therapy and Person Centered Therapy. Tests such as Draw A Person and Kinetic Family Drawing were also used to gauge an understanding of the relationship of the family members with each other and parental counseling was also carried out. Sibling rivalry, feelings of worthlessness and loneliness were addressed.

Personal Safety Education (PSE), an award-winning life skill module to address the issue of child sexual abuse, was used over a period of 6 to 8 sessions to introduce children to different aspects of personal safety.

Group Therapy Sessions were held with the Nursery, Reception and the Vocational Development Programme. The goal was to initiate socializing skills with the help of interactive games and teaching acceptable social behaviour through the use of moral stories. Regular counseling sessions are also held at the centres. Parents are counseled to continue at home. Various therapies and techniques such as role playing, storytelling and modeling are used.

Initial sessions focus on listening to the trainee/child when they need someone to talk to. Individual sessions are taken for the trainees/children that need special attention emotionally or socially. The goal is reiterated after each session when they are given homework. The process is shared with parents and teachers to ensure a thorough follow-up. The goals for the future sessions are made with the help of the trainee/child. Also, social skills, soft skills and sex education are addressed in group sessions.

# Department of Social Work

## Colaba

The social work department coordinates activities of the center as a central cell. The social worker acts as a liaison between parents and the organization and helps recruit new candidates to be evaluated by the senior team for admission to ADAPT or for treatment by the therapy department. Listed below are several activities that fall under the purview of the department of social work:

- The Out-Patient Department (OPD): This year 9 new children visited the OPD at the Colaba Center. Their social profiles were filled by the social worker and then forwarded respectively to the therapist and special educator for their therapy and educational assessments. Once all assessments were completed, the team consisting of the Director, the Education Coordinator, the Special Educator, the Physiotherapist and the Social Worker met to have in-depth case discussions for each child. Based on the case conference, the children were referred to the different services at the Colaba center such as remediation, home management or therapy.
- The social worker was also responsible for conducting home and community visits with the purpose of follow-ups for the irregular students to find out the reason for their absenteeism and to meet up with adults with disability to assess their issues and challenges, and wherever possible, provide possible solutions. Home visits were conducted for 18 beneficiaries.
- The social worker also conducted several activities for the parents such as:
  - Guiding those parents of new students on the process of procuring Aadhar Cards.
  - Networking with JJ municipal hospital for procuring of new, and renewal of disability certificates under the new Right of Persons with Disability law. The social worker also helped conduct a camp for procuring new certificates at the JJ Hospital. 3 beneficiaries got their disability certificates done.
  - Visit and networking with the Nair Municipal Hospital for conducting the IQ and SQ assessments for children. These assessments are part of mandatory paper work for procuring disability certificates from the JJ Municipal Hospital. The social worker accompanied the parents on a couple of visits that were held on Tuesdays and Thursdays.
  - Regular, ongoing parent meetings were organized by the social worker through the year. 4 meetings were conducted.

**The social worker also coordinates several documentation procedures, some of which were:**

- Preparation of data for admission to ADAPT for all students to be presented to the Chairperson
- Documentation under the 10 domain areas for every student at the ADAPT Colaba Center under the ADAPT CITI project
- A list of Clinic and Therapy Centers with their charges in nearby vicinity
- Child Profile forms as required under the HPCL project
- Consent forms from parents of children who availed the bus facility
- The social worker coordinated the college volunteering project at the ADAPT Colaba Center
- Through the year, visits to the following organizations were conducted: Door Step School, Colaba B.M.C. School, Anganwadis run by Pratham and ICDS. Visits were conducted to increase the number of enrollment of beneficiaries for admission and OPD sessions.

## Bandra

The Social Work department is an integral part of the organization where the social worker enacts the role of a mediator between the parents and the organization (which includes professionals from different fraternities). The department helps the beneficiaries by providing guidance and support in the holistic approach towards management of disability as well as rendering direct intervention such as case work intervention, home visits to assess the

social status and for counselling purposes. It provides crucial information to parents of children with disability. The department of Social Work has been supporting the activities of the organization since the last 47 years by conducting outpatient department (OPD) assessments, case conferences, coordinating the admission meetings, guiding parents and conducting awareness campaigns to meet the vision and mission of the organization.

The Social Work department deals with the social, physical and psychological aspects of the beneficiaries and families. A holistic approach is used to assist and build the capacity to enable the beneficiary/family to address the challenges they face.

### **The activities of the department have included:**

#### **OPD (Out Patients Department)**

The OPD is conducted every day round the year. New beneficiaries are observed and assessed by the therapists, psychologist and the social worker. The age group ranges from a few months to adults. This year, 56 OPDs were registered at the Bandra Centre. The social worker coordinated with the team and parents, including counselling parents and ensuring their active participation along with their families by involving them in the treatment process. Parents were also given information on the services provided by ADAPT.

#### **Case Conferences**

The OPD team held meetings after assessing candidates to discuss and plan their intervention strategy. These meetings were held with the Heads of Education, Social Worker, Physiotherapist, Speech Therapist and Psychologist. Each team member shared their respective findings and inputs, and a comprehensive, individualized plan of intervention was thus prepared for sharing with the parents. Regular follow-ups of the candidates were undertaken by the Social Worker.

#### **Attending to Enquires**

Enquires are attended through telephone as well as in person and guidance is given to all. Documentation of all enquiries is maintained.

#### **Updating of Data Base**

The department of Social Work has been working on creating a database of all relevant records for the beneficiaries, which include important documents such as Aadhar Card, disability certificates, birth certificates, income certificates to help the beneficiaries avail of on-going and upcoming government schemes for persons with disabilities. This process continues through the year.

#### **Awareness on Government Policies & Schemes**

The Social worker continuously keeps an update on current government schemes and new schemes being launched for children and persons with disabilities. This year the social worker informed and guided parents about the Niramaya Schemes and helped them to register their children.

#### **Create and update UDID data for our beneficiaries**

The UDID project initiated by the department of Empowerment of Persons with Disabilities aims at building a holistic end-to-end integrated system for Issuance of Universal ID & Disability certificates for person with disabilities, with their identification and disability details. It includes:

- Online availability of data of persons with disabilities across the country through a centralized web application
- Online filing and submission of registration application form for disability certificate/ Universal ID card
- Quick assessment process for calculating the percentage of disability by the hospitals/ Medical Board

## **The process of obtaining the ID is ongoing.**

### **Eye Check-up Camp**

The department of Social Work organized an eye check-up camp with Empathy Foundation for all beneficiaries, staff and parents. Over 150 people took advantage of this camp.

### **Vaccination Camp**

BMC health department in collaboration with Bhabha Hospital organised a measles and rubella vaccine (MR) camp in ADAPT for age group 0 to 15 years. A total 60 beneficiaries from ADAPT took advantage of this camp.

### **Delivering Talks on Rights & Facilities Provided by Government**

To ensure that persons with disabilities are aware of their rights and available facilities by the government so that more and more people with beneficiaries may be reached, the social worker organized a meeting with J.J. Hospital who shared information on services provided by the government for persons with disabilities.

### **Referral Service**

Children and parents are sometimes referred to other organization on the basis of their requirements. Linkages are built with various organisations and a follow-up is maintained.

### **Networking with sponsors & donors**

The social worker has been networking with donors to get financial support for children belonging to lower socio-economic families. ADAPT works on zero rejection policy and so all children who need its services are provided the same. The social worker networked with Minim Charitable Trust, Ramlila Charitable Trust and Rangoonwala Foundation who provided financial support and other assistance for the education of two ADAPT students. A database of trusts has been created and is shared with parents.

### **Home Visits**

The department of Social Work undertakes needs-based home visits, counselling the parents on the importance of education and encouraging them to regularly send the child to school.

### **Supervision**

This year, 8 students from TISS, Mumbai University, SNDT Women's University - College of Social Work and Tilak Maharashtra University were placed as interns at the ADAPT Bandra Centre. There was regular supervision of their work which included home visits, community visits, case work, classroom observation, organising awareness programme and various other activities.

**‘Our ability to reach unity in diversity  
will be the beauty and the test of our  
civilisation.’**

**Mahatma Gandhi**

# Adult Services: Skills Development Centre

**S**kills Development Centre (SDC) is thirty years young, having been established in 1989. It is continuing in its objective of providing comprehensive and holistic responses to the important question posed by the disabled: 'After Education, what?'

Skills, lifestyles and integration into family, society and the workplace is the continuing movement provided by SDC.

## Computer Department

The Computer department is one of the pillars of the SDC which has got refurbished and revised through constant guidance of Dr Mithu Alur who has personally overseen its curriculum and functioning. It received financial and moral support from Citibank, India, and Nihchal Israni Foundation. A new computer laboratory has been established with separate sections for theoretical and practical training. New equipment, both hardware and software, has been brought in to ensure up-to-date dispensation of training, as also ease of understanding and better assimilation.

The department also conducts tally and data processing training. We have conducted six structured courses in the year as well as organized unstructured training during breaks that also included staff and parents. The courses run through financial assistance of Nihchal Israni Foundation are inclusive in that 60 percent of trainees are able (albeit impoverished) and 40 percent are disabled adults.

## Textiles Department

One of the mainstays of the SDC, the Textile department was also financially supported by Citibank, India. Our trainees receive training in block printing, tie and dye, and many other aspects of textiles. Recently, SDC has introduced weaving and computer graphics. Active support is given by Weavers Centre, Mumbai.

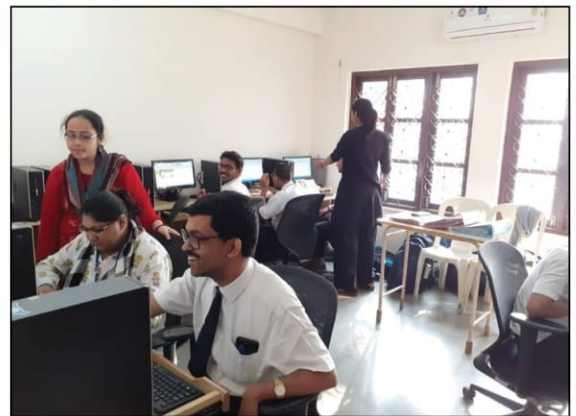
Textile designing is very popular among our clientele, volunteers and assorted visitors. Recently, trainees and their guardians have got together and formed a firm called 'ASHISH' which provides self-employment opportunities. The Textile department conducted various courses during the period under review and trained approximately 30 students – some of whom were recognised by the Government of India and also issued proficiency and certificate cards.

## Ceramics and Pottery

Located in the Textiles department, the Ceramics and Pottery section is another favourite of our trainees and visitors. We have been associated in this endeavor with Worley Parsons, who have provided advice, moral support and financial wherewithal.



Co-curricular and Extra-Curricular Activities



Computer Skill



Textile Designing Skill



Creating Ceramics Items

Approximately 30 adults were trained in ceramics and pottery classes conducted through the year and during the holiday breaks. It is a pleasure to witness the miracle of clay turning into fine artifacts in the hands of our trainees, guided efficiently by our staff. The pottery and ceramics finished products are a favourite with visitors to the Centre and are picked up to adorn their homes or give away as gifts on various occasions.

### Tailoring Department

SDC has a large and well-equipped Tailoring department, recently refurbished and upgraded through financial assistance from Citibank, India. We have inducted various types of new machines and also assorted materials to include knitting and crochet into our skills list. Tailoring department has conducted courses for both able and disabled adults. It is well subscribed to by parents and guardians as also by the locals of Chembur. A summer course was also conducted. Tailoring has huge potential and scope for further growth and employment opportunities.

### Vocational Training Department

Vocational Training department, one of the largest in SDC, conducts its training in three groups depending on the skills level of the trainees. It revolves around basic lifestyle skills. The children participate freely in various fun activities which have now been formulated through a revised curriculum. The products made like diyas, cards and drawings are much appreciated and purchased during visits and sales. One of the vocational sections also concentrates on soft skills, hospitality and finishing skills which are a must for any trainee aspiring for a placement in the workplace.

### Production and Exhibitions

SDC has a well-established Production department. It employs its trainee for producing articles which can generate goodwill and revenue. It conducts exhibitions at various corporate venues and companies to showcase the talent of our trainees and sell the products. Some of the places where such events were conducted are PSIPL Kalpataru, Andheri; Deutsche Bank, Goregaon; Montana International Pre-School, Bhayender; Indo Star, Elphinstone Road; Godrej School, Vikhroli; Rustomjee, Andheri; and HPCL, Vashi Naka, Chembur.

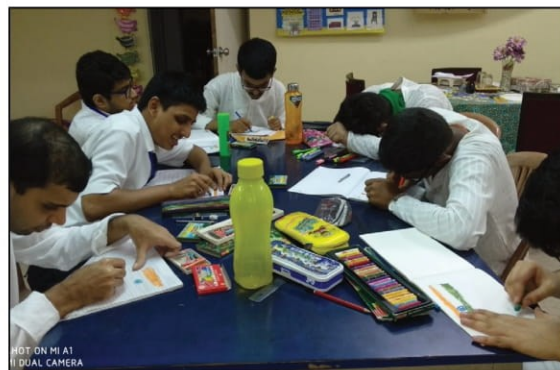
A special exhibition was held by Vedika Malhotra, a grade X student of Jamnabai School grade on 12th January 2019 at Santa Cruz. It aimed at promoting our products as a part of her Grade X personal project. Vedika first modelled with our products and had a photo-shoot which was published on her web site and in a special magazine. The project work culminated in showcasing our products to a very large affluent audience.

### Auto Repair and Maintenance

SDC also conducts training in auto repair and maintenance. It has a well-established classroom with models of working parts of automobiles, including two-wheelers. It is a popular class which has been well attended. We have also managed placement of our trainees in some workshops.

‘Inclusion is not a matter of political correctness. It is the key to growth.’

Jesse Jackson, Politician and Civil Rights Activist



Education Skill



Production and Exhibitions



Automobile Repairing Skill

### Assessment Department

In its quest to ensure holistic provision of services to its trainees, SDC has a top of the class Assessment department providing screening and therapy services, in addition to services of a social worker and psychologist. SDC ensures that all disabled trainees regularly undergo thorough assessments and therapy – both individually and in groups.

### Job Placement Department

During the period under review, the Job Placement department at SDC has done sterling work. It has successfully placed 23 trainees in jobs in companies and corporate. Matching the requirements of the employers to the skills of our trainees is conducted in a professional manner to ensure win-win situations. Corporate sensitization is a task under progress and will be addressed more befittingly next year. Follow-up support to trainees placed in jobs was conducted on a regulated manner.

### Co-curricular and Extra Curricular Activities

SDC has conducted regular co-curricular and extracurricular activities throughout the year. Yoga, music and dance are interests which have been conducted with gusto and verve. All occasions which call for celebrations are welcome at SDC. Participation is not only by the trainees because the trainers, parents, staff and locals, including volunteers, join in to observe an array of festivals like Holi, Christmas, Diwali and Eid. This year SDC regularly conducted monthly outings like picnics, going to movies and visits to museums. These activities provide the much needed outdoor relief which is an integral part of the growth of our trainees.

### Empowerment Courses

SDC has frequently conducted empowerment courses for trainees, trainers, parents and corporates, in keeping with the upgraded curriculum and methods that are disseminated by our Training and Pedagogy departments. Our participants encompass a spectrum of persons involved in the servicing of the impoverished and the disabled.

### Future Endeavour

Skills Development Centre is increasing its intake by nearly 100 percent and acquiring steps to include a similar amount of able but impoverished adults to ensure that training is truly inclusive. This year, SDC has already established a Baking Section with financial assistance from IL & FS and a library and reading room with assistance from HSBC. Now, regular baking training is being planned. The library will be upgraded to ensure growth. SDC is also planning to establish a Hospitality department, incumbent of financial assistance received.



Catering Skill TIFF



13. Communication Skill being taught by Babaji



Yogo Session TIFF



Horticulture Skill for Trainees



Dance Programme

# ADAPT and HPCL Together Make Corporate Social Responsibility a Successful Reality

In 2011, HPCL aligned with ADAPT to make a difference to the world of children with disability and ADAPT's mission and vision received support and strength from HPCL's CSR policy.

HPCL supports part of the costs and expenditures of providing education and treatment services and mentoring for children and youth with disabilities at ADAPT's Centre and the related training of resource persons. The project also includes activities to encourage parents to educate their children with disabilities, motivating the students with disabilities to participate in co-curricular and extra-curricular activities, addressing existing attitudes and prejudices towards children with disabilities. This is done through the various activities undertaken at ADAPT.

In collaboration with HPCL, ADAPT continues to provide quality education and treatment based on the individual needs of each beneficiary, in a supportive environment so that they can realize their full potential. The interventions provided and the outcomes of the inputs are documented in detail in the areas of education, therapy, socio emotional progress and these inform the creation of best practices for children and youth with multiple disability. Resource Support is also provided to children included in mainstream schools and children who attend as outpatients.

As every year, HPCL has not only supported education and treatment of children and young adults with disabilities but also reinforced the creation of better infrastructure for the beneficiaries. This year HPCL has renovated bathrooms on the ground floor of the Bandra Centre. HPCL employees have also participated in our events like The Tata Marathon and Annual Show by Shaan and Sagarika. The consistent and regular participation and visits by HPCL staff has led to the creation of a strong bond with the beneficiaries.

## Direct beneficiaries of the ADAPT – HPCL Project in 2018 – 19: 300

Bandra	144
Colaba	28
SDC	63
Dharavi	65
	<b>300</b>

All beneficiaries supported by HPCL who have been admitted in mainstream schools are provided needs-based interventions in the areas of speech therapy, physio therapy, counseling and remediation through visits to mainstream schools and individual sessions at their homes by our community workers. Networking with school management and officials of the Government's Sarva Shiksha Abhiyan (SSA) and Integrated Child Development Scheme (ICDS) programs have been done on a regular basis to provide support.

ADAPT is sincerely indebted to the continuous support of HPCL and their positive approach to the partnership.

**‘Diversity is the one true thing we all have in common. Celebrate it every day.’**

Author Unknown



# ADAPT - Oracle Project

This project is in partnership with Oracle and Charity Aids Foundation and supports three programmes.

1. **Centre for Digital Content Creation and Management, called the Knowledge Management Centre (KMC)**

The KMC has digitized and uploaded over a thousand documents, photographs, brochures and power-point presentations. Short films on disability and the work of ADAPT have been created from existing footage available at ADAPT.

A unit of the online course module has been designed and piloted after filming the lecturers. The course has been piloted with Master Trainers of the Community Initiatives in Inclusion Course, teachers, B.Ed. students of two colleges and some parents. A pre and post questionnaire, as well as a feedback form, has been filled by the participants that recorded satisfaction with the content and delivery of the course. The responses to the questionnaire are being collated and suggestions on content improvement will be addressed in the next module, post evaluation of the response data.

2. **Mita Nundy Community Centre (MNCC)** provides a wide range of activities for senior citizens, adults with disabilities and their families to improve their physical, emotional and mental well-being, thereby enhancing their quality of life.

The MNCC has conducted regular meetings for beneficiaries. 314 sessions and programs have been conducted on yoga, meditation, dance, computers and activities such as picnics, interactive games, inter-active lectures on gender awareness, diversity and identity. 1572 beneficiaries participated in these programs. Therapy services are also offered under the MNCC banner. As earlier, Samman, a support group for persons with epilepsy and the Indian Dietetics Association have continued to interact with our members and engage them in interesting and meaningful activities. A visit to a Senior Citizens Home was organised, where adults with disability put up a dance performance and interacted with the inmates.

A musical program was organized jointly with the Mohalla Committee. Adults with disability showcased their dancing talents. The Police Commissioner of Mumbai, Mr. Dattatray Padsalgikar, the Chief Guest, was overwhelmed and urged the community to dissolve the divide between the able and the otherwise able. He appealed to the congregation to live together undivided and in unity. The program has expanded to the Skills Development Centre, Chembur, where the Nrityanjali Group headed by its founder chairperson, Dr. Tushar Guha, and his team of experienced dancers performed for senior citizens, adults with disability and their parents.

An interactive session on Aquatic Therapy was conducted by Dr. Harish Badiger, certified aquatic therapist, in association with Angel Child Welfare Foundation (ACWF) and Baby's Castle. The event showcased the immense potential of Aquatic Therapy for adults and children with special needs.

#### **Feedback from members of the MNCC:**

'Aqua Therapy workshop by Dr. Harish Badiger was very interesting. We were very happy to know about the new healing process. Thank you MNCC organisation for holding such workshops.'

- Dr. Varsha

"We thoroughly enjoyed the picnic with the special adult trainees of ADAPT. We seniors were amazed to see their energy and passion for all that they do. It was a lovely experience being together."

- Mrs. R. Bhavani

- 3) **Mithu Alur Foundation (MAF)**

The Mithu Alur Foundation (MAF) works in the slums of Dharavi. The team met with the members of the community at the Dharavi Aanganwadi and in the community to identify their requirements. Our activities and programs were

then tailored to fulfil their requests. Accordingly, courses were conducted to educate and sensitise the community on inclusion, the Right to Education Act, cleanliness, diseases and nutrition.

Training courses were held for teachers in schools in Dharavi on identifying children with disabilities. These were conducted for ICDS teachers, Asha workers and health post workers of the Municipal Corporation. Mainstream school teachers of other community schools were trained to identify learning challenges and simple intervention techniques.

Sensitization programs were conducted on cleanliness, prevention of diseases, women's primary care (pregnancy, menstruation, breast feeding and gynaecological issues and nutrition for women and babies). A workshop on inclusion for siblings of children with disabilities was also conducted. Nutrition was addressed in partnership with the Indian Dietetics Association and demonstrations held for women in the community on increasing the nutritive value of their food with locally available ingredients. Over 800 community members were addressed through these programs.

## The Mithu Alur Centre for Inclusive Studies

**T**eachers create the highest impact on quality in the classroom and are at the heart of education, hence teacher development is critical. International studies have repeatedly shown that the quality of teaching is one of the most important school-related factors influencing student learning outcomes.

In a country that ascribes considerable mystique to education, training in inclusive education is the most critical factor in its promotion. The Mithu Alur Centre for Inclusive Studies (MACIS) offers training courses for principals, teachers, therapists, community workers, parents and government officials. The aim is to build the capacity of teachers to address the needs of any child facing barriers to learning and participation.

MACIS aims to foster excellence and inclusion in education by providing all stakeholders with knowledge and inspiration to make inclusive education and inclusion a reality in the society. One of our innovative Training Courses is the Master Trainers Course for the Asia-Pacific Region.

**Community Initiative in Inclusion (CII)** The Community Initiatives in Inclusion Course has been conceptualized by Dr. Mithu Alur Founder Chairperson, ADAPT and Course Director, CII, and developed in 2001 with the Centre for International Health and Development, UK. It is sponsored by ADAPT and The Women's Council, UK and trains participants to work on inclusion at the micro, mezzo and macro levels.

The course has trained 400 Master Trainers from 22 countries so far. Evaluation visits have found that participants have set up similar models of inclusion and carried out advocacy campaigns as well as made inroads with the Government.



Dr Mithu Alur guiding the participants of the CII Project works

The eighteenth Community Initiatives in Inclusion course commenced on 7th January 2019 this year. The course was formally inaugurated by Dr. Mithu Alur, Founder Chairperson & Course Director, CII, Swami Mounananda, Advisor, Skills Development Centre & Faculty, CII, Mrs. Varsha Hooja, Trustee and CEO & Head, Pedagogy, Major General Khurshed Balsara, Principal Director, Mrs. Rekha Vijayakar, Senior Director School Services, Pedagogy and Ms. Sujata Verma, Course Coordinator CII by lighting the lamp.

This year the course had sixteen participants from nine countries: Bangladesh, Bhutan Maldives, Mongolia, Nepal, Tajikistan, Tonga, Tibet the Exile and India. The participants were from various professional backgrounds –

educators, social workers, activist, volunteers, researchers and parents of children with disabilities. Of the sixteen participants, two had disabilities and used wheelchairs.

The course is modular and conducted in two phases. The first fourteen weeks consist of taught sessions, practical and field work in Mumbai. At the end of first phase, the participants submit a Culture and Context specific project along with the action plan developed under the guidance of Dr. Mithu Alur on spreading inclusion in their respective countries. The last three months of the course consists of the implementation phase where the participants implement the action plans in their own communities and places of work. The course faculty comprises Dr. Alur, her team and external professionals. Dr. Frances Moore, Honorary Training Advisor, and Mrs. Rachel Tainsh, Associate of Training Advisor from the Women's Council U.K., have been our international experts on the course.

Since the participants come from diverse backgrounds and are not proficient in English, faculty member and Advisor, Skills Development Centre, Swami Mounananda, began English speaking classes from the first week to facilitate their participation and comprehension. He also taught and refined their presentation skills.

The curriculum was delivered through Interactive Teaching strategies that included lectures, workshops, seminars, films on disability, field trips, visits, projects, debates, focus, group discussions, classroom observations, interactive sessions with students and young adults, and case studies.

In addition to the curriculum, the participants have participated in all events and co- curricular activities at ADAPT such as the Tata Mumbai Marathon, ADAPT's Annual Show, the Annual Sports Day and Inclusive Mela (Fair). This was the first time that the CII participants have actively participated in the fair, setting up independent games stalls and actively raising funds through these stalls. This helped them to organize fund-raising events and experience community involvement and inclusion.

### **Valedictory Function**

Mrs. Astrid Beseler, Founder, Audrey Jacobs Fondation, Switzerland, and Mrs. Rachel Tainsh, Associate Advisor, The Women's Council, U.K. were the Guests of Honour at the Valedictory Program on the 12h April 2019. Dr. Alur welcomed the Guests and other dignitaries and shared her philosophy and ideology of inclusion. This was followed by a message from Mrs. Pat Yaxley, Chairperson, The Women's Council, U.K.

The participants presented their context and country-specific projects and their individual action plans. The faculty members and assessment panel were very impressed by the quality of the presentations. Ms. Malini Chib spoke of the Social Model of Disability and encouraged the participants to incorporate this into their work. Dr. Alur and Dr. Moore, along with the Guests of Honors Mrs. Astrid Beseler and Mrs. Rachel Tainsh, awarded the participants their certificates of attendance for the first phase of the CII 2019 course and their identity cards to the National and Asian Alliance for Inclusion. This is a body set up by Dr. Mithu Alur which assures them of future linkages and support in training programs by ADAPT in their countries and any other guidance that they may need in future.



Valedictory Function

We thank the Women's Council for their continued support through the year.

### **Short term Training Programmes**

Wells Fargo supported the MACIS in training teachers, mainly from Government Programs. Eight workshops have been organized for teachers from the Sarva Shiksha Abhiyan (SSA), Integrated Child Development Scheme (ICDS) and community schools from Dharavi. These focused on different aspects such as early childhood education, key principles of inclusion, classroom management and teaching strategies, learning disabilities, multiple disability and management. The aim was to sensitize teachers about the 'whole community approach' to Inclusive Education and to help them understand the importance of early identification, timely intervention, effective teaching strategies and global developments in Inclusive Education. Teachers shared that they felt more empowered and supportive

of inclusive instruction. Teachers who have the right training and resources (adapted equipment, technology or additional people support) are most likely to embrace inclusive instruction.

The MACIS department continued to work closely with the Education department to promote the concept of Right to Education and spread the message of inclusive education. Each workshop was for a duration of two days. 165 teachers have been trained and sensitized in inclusive education as have parents on this subject.

### **Sensitization of Parents on Inclusive Education**

The Government of India's flagship programme for universal education, the Sarva Shiksha Abhiyan (SSA) is working on inclusive education. ADAPT was approached by the SSA to conduct sensitization programs for parents on Inclusive Education. 1191 parents of children with and without disabilities from the twelve Urban Resource Centres (URC) whose children attended the SSA and Municipal schools were sensitized. Parents of children with disability expressed a need for support.

### **Workshop on Understanding and Enabling a Child's Unique Development**

A three-day training workshop was organized on 'Understanding and Enabling a Child's Unique Development', facilitated by Mrs. Usha Ramakrishnan, Consultant, Emotional Intelligence and Emotional Wellness for Parenting, Teaching, Management and Leadership from Chennai. The focus was to introduce the inclusive 'Learning through Play in my Own Way' which is a parenting community resource. The participants were taught to make functional holistic assessment in seven areas of child development: sense of self, physical large and physical small muscle, relationships, understand the world, communication and understanding messages, communication and giving messages. It helped in early identification and created an intervention plan that focused to prioritize work on any particular area for improvement. A total of 35 participants attended the workshop, including 16 CII students (Asia Pacific participants of the Community Initiatives in Inclusion 2019 course) and 19 of ADAPT's own staff from all the centers.

### **Workshops for Parents**

Parents, due to their apprehensions and fears, have been found to be a barrier to employment of children with disabilities. Inclusive Employment was the focus of a workshop for parents of young adults with disabilities where parents shared their challenges and struggles. Barriers included lack of acceptance and availability of jobs for people with disabilities. Acceptance and positive attitudes were also lacking. Parents were empowered to become advocates for their children with disability and work towards their placement in open employment.

Ms. Malini Chib conducted another empowerment workshop for parents of adult with disabilities. Ms. Chib and Ms. Catherine Ameno shared the challenges they faced as young women with disabilities and their transformation into self-advocates. Ms. Chib spoke on myths and misconception about disability and encouraged parents to follow the social model of disability. She also emphasized that there is a definite etiquette to be followed with persons with disability. 42 parents of adult with disabilities have been empowered in these two workshops. Parents emerged from the workshop motivated to support their children.

The MACIS has sensitized 1191 parents and trained 243 participants this year.

‘It is time for parents to teach young  
people early on that in diversity there  
is beauty and there is strength.’

Maya Angelou

# Library & Media Resource Centre (LMRC)

## Introduction

**W**ith the world on our fingertips, knowledge too must inevitably come in a manner that is compact and accessible by people all over the globe. With a drive to materialize this dream into a reality, the Library and Media Resource Centre is an academic endeavor by ADAPT to be an efficient resource for information dissemination about disability rights and inclusive education. Wheelchair accessible and equipped with over 8700 books on a plethora of subjects, our centres are conducive for an environment where indispensable knowledge is relayed and curiosity quenched.

Touted as one of the best resources in the country that comprises of a vast disability canon, LMRC is taking massive strides when it comes to making the society more inclusive in its approach. However, this centre is not only for use by external members, but also plays an instrumental part when it comes to the functioning of ADAPT. Aiding in community development, LMRC has assets that help teachers, teacher trainees, researchers, students, parents as well as staff members of ADAPT. By propelling this movement of empowering differently abled as well as other societal members with immense knowledge capital, ADAPT is steadily building a societal faction that is active in its approach towards inclusivity and recognition of individuals with disability.

With an impressive section of digitized archives of reports, papers, books and other accounts, LMRC is a prestigious fragment of this organization and has been influential in carving a disability-friendly perspective for its beneficiaries. With a sound infrastructure in place, the LMRC's at our Colaba, Chembur and Bandra centres are endowed with desktops and Wi-Fi connections. This is testimony to the fact that ADAPT is ready to constantly evolve in an endeavor to keep up with technological advancements in this fast track world.

## Revenue Generation

### Revenue Generation

#### Financing of Services

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

In ADAPT's fifth decade, it is undergoing yet another transition, this time evolving from a service delivery organisation into a resource support model, capturing the best practices evolved over four decades into a knowledge centre and creating centres of excellence and using a structured mechanism to catapult these across the country.

Financing of current services on one hand, and the need to finance new initiatives to promote its ideology on a macro level go hand in hand, and continue to be a trapeze walk after more than four decades of contribution.

The organization 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 principals of sustainability, to bring together various stakeholders and assigning economic responsibility to them in a structured manner.

ADAPT continues to manage its finances based on its key principle of sustainability which puts the ownership of raising at least 50% of each service/department costs through service level fund-raising efforts. Primarily, these funds are raised through individual and service organization sponsorships and scholarships from interest yield

on restricted Corpus Donations. In keeping with this philosophy, the services are encouraged to raise Corpus Donations.

The balance 50% is covered through the safety net provided by ADAPT as the parent organization through key year-long resource mobilization initiatives and collaborating with corporates and international agencies.

The key question of financial sustainability is always enduring; it shall always be, as the churning continues in this cycle of evolution and rising costs. What is critical is whether there has been an application of the principles of sustainability and whether the application has been appropriate enough to catapult the growth of the organization. A positive response to this question in itself establishes that the organization has evolved itself on the principals of decentralization and sustaining services on principles of replicability within an economic framework. This has played a small but important role whilst the organization has been embarking on a wave to reach new heights and establish new milestones through its growth cycle driven by new initiatives and flagship projects.

Revenue generation at a macro level itself has undergone a metamorphic change in the last decade. The Amendment to the Companies Act 2013 has put Corporate Social Responsibility (CSR) in the forefront. Whilst on the one hand it has created avenues for project-based fund-raising, on the other, it has taken away the flexibility of unrestricted fund-raising from development sector organizations that find it a challenge to meet their administrative expenses. These can only be absorbed by projects as per pre-defined standards or corporates leaving a large gap as organizations struggle to meet these critical expenses which keep the machinery well-oiled and functional.

ADAPT is now taking conscious steps to strategize its resource mobilization and revenue generation endeavors in keeping with the changing patterns. The organization is one of the 47 NGOs that have been declared to be amongst the sanitized NGOs that can be supported by Companies under their CSR programs after being cleared by 7 Ministries. It is also recognized by the National CSR hub and is eligible to receive donations under 80G of the Income Tax Act and international funding for projects or by way of donations under the Foreign Currency Regulation Act.

### **Capturing the essence of 2018 - 19**

2018-19 has been a year of consolidation and strategizing for the future. It has also been the year of conceptualizing and building the proposal to further new initiatives. Focus has been both on mobilizing 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 with support from national and international donors. An in-house committee of Trustees and Members of the Governing Body looks at investments which represent the corpus to maximize yield at minimized risk. The funds fall within the category of restricted funds. The yield from the corpus is earmarked and utilized based on donor directions.

ADAPT thanks the Lutherhjalpen Church for creating our first Corpus Fund and for constantly building on it through their pre-condition of reinvesting 20% of the interest yield year on. This has been diligently carried on for 26 years, resulting in doubling the original corpus funding.

ADAPT also acknowledges Karita Foundation for building up a sponsorship corpus consistently over the last 13 years.

ADAPT thanks Sri Bhupal Anna Bahirsheth Memorial Fund for creating the Corpus Fund for supporting the needs of beneficiaries along with the pre-condition of reinvesting 50% of the interest yield.

**Sponsorships and earmarked funds:** Consistent support and contributions of individuals, service organizations 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 organization of festivals and events during the year. Whilst we would love to acknowledge every donor individually, it is 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 believe in supporting developmental work at grassroots level, much before the concept of CSR was introduced within the corporate world

and eventually formalized by the Amendment of the Companies Act.

The partnerships briefly mentioned below have been covered in detail in the services reports:

**ADAPT HPCL Service Delivery project:** Our years of partnership continue, 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 centers at Bandra, Colaba, Chembur and the Community Service is provided with quality education and treatment in an enabling environment so that he/she can realize his/her full potential. HPCL also contributes to the infrastructural costs of ADAPT on a needs basis.

**The Women's Council U.K. support the Asia Pacific Community Initiative Inclusive (CII) Course:** The partnership with The Women's Council U.K. of over a decade has seen the evolution of the CII program from a local level to a National level and now to an important Asia Pacific Program. The Women's Council U.K., in partnership with ADAPT, runs a six-month program to train Master Trainers. The course, which was fully funded by The Women's Council, U.K., has been channelized onto the path of sustainability. Whilst the Council currently funds the core training costs which comprises about 35% of the total costs, the balance 65% are funded through beneficiary contributions, a special donation from the Women's Council and through ADAPT's fund-raising initiatives for this course.

**The Worley Parsons (I) Pvt. Ltd Ceramics and Pottery Training Project:** This project was introduced as a part of the curriculum at the Skills Development Centre. Worley Parson has collaborated to support the training costs of ten beneficiaries in this area. The Skills Development Centre has always brought together the essence of ground-level training, on-the-job experience, along with ongoing production to sustain the training. On one hand, this opens up future employment opportunities including self-employment by setting up their own pottery unit, and on the other hand it provides the means to sustain these units by raising funds through the sale of products.

**Oracle Mita Nundy Community Centre, Centre for Digital Content Creation & Management and Mithu Alur Foundation:** Committed to innovation, leadership, and excellence, Oracle is known for its support of innovative projects. The Mita Nundy Community Centre was initiated with the support of Dr. Samiran Nundy, Chairperson of the Institutional Review Board. With the support of Oracle, it envisages providing opportunities for the elderly and their companions to engage in activities that will boost their physical, emotional and mental well-being. The aim of the Centre is to go beyond rehabilitation and promote the concept of wellness and well-being, thus enhancing their quality of life.

The Knowledge Centre has undertaken the compiling, uploading and disseminating of various documents, speeches, academic material, and resource support to various users. The material uploaded has been made accessible to 400 users comprising of teacher trainees, Master Trainers, ADAPT staff, parents and others desiring information. A pilot online module on inclusive education has been initiated to pilot with teachers and B.Ed students. 12 short awareness generating films have been completed and will be disseminated.

**IL&FS Financial Services Ltd 'I Can Bake Project':** The partnership with IL&FS has resulted in the development of the 'I Can Bake' project, which will give the beneficiaries an exposure to baking skills, an opportunity to learn, and a platform to become economically sustainable. The program has now been extended to three of ADAPT centres at Colaba, Bandra and Chembur, to give youth with disability a unique opportunity to learn and move towards sustainable livelihoods.

**Citibank NA ADAPT / CITI Centre for Advanced Learning and Inclusive Employment:** The partnership with Citibank initiated in 2015-16 strengthened with the conceptualization and development of the project 'ADAPT/CITI Centre for Advanced Learning and Inclusive Employment', based on the 'inclusive placement and inclusive training' philosophy. The project was initiated on schedule in 2017-18 and was completed by August 2018.

**Sharda Cropchem Ltd** has been instrumental in setting up the Therapy Program and the Rehab Unit at the Skills Development Centre in Chembur and for supporting the program in the Dharavi community. It has been able to give therapy an impetus and increase the outreach of the program.

**United Way Mumbai - Citibank Payroll giving Therapy for a Better Tomorrow** is a three-year project initiated in 2016-17. It is funded as a matching grant concept under the Citibank payroll giving initiative, whereby the employees contribute towards the project and the Corporate supports it by matching funds as their contribution.

**HT Parekh Foundation** provided part support for operating expenses for Bandra centre of ADAPT. The grant covered support for 20 disabled beneficiaries receiving education, therapy or vocational training, assessment, co-curricular activities and nutrition at the Bandra centre.

**Nihchal Israni Foundation** supported computer training for 30 under-privileged beneficiaries at Chembur. Efforts are now to place these in trainees in mainstream employment.

**Oil and Natural Gas Corporation** part supported 67 differently abled beneficiaries. The project will come to an end in July 2019.

**Infogain India Pvt Ltd** provided assistance for education and training for our beneficiaries with disabilities. Infogain also contributed towards refurbishment of the work skills unit at Bandra.

**Revenue Generation Initiatives:**

ADAPT is on the threshold on re-strategizing its fund-raising initiatives and hence undertook the following fund-raising programs in 2018-19.

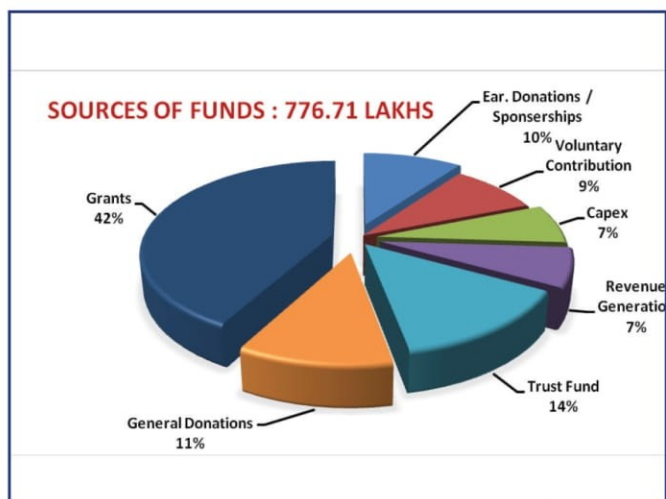
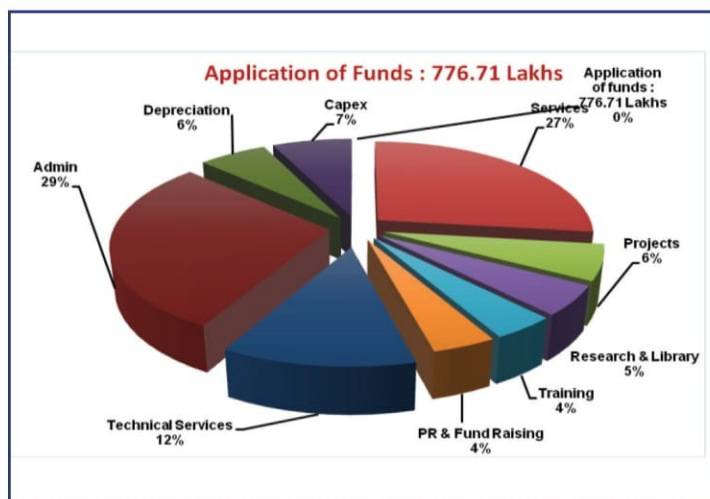
**Annual Show:** ADAPT’s annual fund-raising event planned each year with a unique concept was held in 2018-19 as a musical event at St Andrew’s Auditorium in Bandra with scintillating performances by Shaan and Sagarika, along with our beneficiaries on International Women’s Day. Our main supporters were The Lotus Trust, HSBC, Malabar Investments, Citibank and many more.

**Tata Mumbai Marathon:** The ADAPT Rights Group was responsible for lobbying and introducing the wheelchair event in the in the Mumbai Marathon. The event is primarily a tool for sensitization and spreading awareness about disability. It has also become a fund raiser by drawing in support from corporates and individuals. Geltec India’s support in the Corporate Challenge category is invaluable. Not only does HPCL support our service delivery program, but its employees are also actively involved in the Marathon as pushers for our participants.

**I Can Bazaar:** This annual fund-raising event is much sought after, especially because it displays and sells beautifully crafted handmade products by ADAPT’s trainees from various services at Colaba, Bandra, Chembur and Dharavi. These events create mainstream networks across different cross-sections of the community, besides being key planned revenue generation resources. The corporate partnerships have also provided opportunities to hold exhibitions at their corporate and branch offices.

As the year ends and a new one rolls in, we are certain that ADAPT will focus on revising its strategy for mobilizing funds. The year ahead, 2019-20, 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 fresh flagship projects.

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





# Community Services

**Inclusive Education:** Our preschool community centre at Dharavi, housed in the Urban Health Centre, an annexe of the Sion Hospital, Karuna Sadan, admits all children in the age group of 3.5 to 5.5 year irrespective of their religion, caste, gender, socio-economic status or disability. Special focus is given to the child with disability and the girl child.

The curriculum is based on an Enrichment Program that has been developed by Dr. Mithu Alur as a part of the research study conducted jointly by UNICEF and ADAPT. The curriculum covers ten critical areas of growth and development for the child in the age group of 3-6 yrs. Enrolments begin in June and continue till the middle of July every year as students from the previous year are encouraged to seek admission to mainstream public schools. In the year 2018-2019 the final number of students registered at the Centre was 100, out of which 12 were children with special needs.

Nutrition is an important component of the project as it is modelled on the ICDS, largely due to the fact that nutrition plays an important role in brain development and learning in the early years.

**Therapy services:** Individual programs for physiotherapy and speech therapy are provided, while individualized one-to-one teaching for children with disability, based on their needs. A trained aide provides the therapy on a weekly basis and is guided by professional therapists at ADAPT. The class teacher, in turn, is guided by the Therapy Aide to better support the learning needs of children with disabilities in a group situation.

In 2018-2019 two children received a combination of physiotherapy and speech therapy. Four children received occupational therapy and speech therapy, two children received only physiotherapy, and four children received only speech therapy.

**Extracurricular activities:** The teaching methodology is largely based on the Montessori or Play Way method and therefore extracurricular activities form an important part of learning. Various activities are conducted for the children as part of their overall development. Activities like music, games, dance and drama have always been a key component of the teaching program at ADAPT and every child is given an opportunity to participate according to her or his ability.

## Activities through the year were:

- The children and parents celebrated Independence Day with the local community at the Rajendra Prasad Nagar, Markandeya Housing Society which organised the flag hoisting program.
- On 24th August 2018 Raksha Bandhan was celebrated in the angawadi and parents explained the significance and sent rakhis and sweets for the children.
- On July 2nd 2018 the Swachata Pakhwada pledge was taken by children attending Karuna Sadan, patients and their relatives and staff of the Urban Health Centre. They were given tips on keeping our surroundings and workplace clean. 20 children and 50 patients and their relatives and 7 hospital staff participated in the HPCL Swachhh Bharat Abhiyaan.
- Gokul Ashtami was celebrated and children were made to build a small human pyramid and bring down the proverbial pot ascribed to Lord Krishna. Students admitted to the adjacent ward as well as hospital staff also participated in the festivities.
- Children visited the Ganpati pandals during the Ganesh Chaturthi festival.
- Dashera, Diwali, Maker Sankranti and Holi were celebrated in the Anganwadi.
- An awareness program on the Rubella vaccination was carried out, following by a camp organised at Karuna Sadan where 75 children were administered vaccination.
- Inclusive Sports Day was held at the Urban Health centre, Dharavi on 11th March 2016 where 60 children participated.
- On 23rd April 2019 Annual Day was celebrated at ADAPT and our children performed a jungle dance.

### Mainstreaming of children from the community

- At the end of every academic year parents are encouraged to enroll their children into mainstream public institutions and in the last academic year 75 able bodied children and 4 children with disabilities were admitted to mainstream schools in June 2018.
- 5 children were admitted to special schools for more inputs.

**Our aHub Center** is a key structure providing resource support to children with special needs studying in local mainstream schools. It is manned by a team of professionals, the Community Resource Support Team (CRST). Activities of the Hub include visits to mainstream schools by members of the CRST. There is also provision for need-based services like physiotherapy, occupational therapy, speech therapy and remediation as well as guiding mainstream teachers to follow these strategies.

### Direct support to beneficiaries

- 55 beneficiaries were registered under the hub, of these 53 beneficiaries were provided direct interventions whereas 12 were monitored on an ongoing basis based their progress.
- 8 schools have been visited on a weekly basis to provide need-based interventions.
- 5 students have applied for online disability certificates from J.J hospital. They are in process of receiving them.

### Parents & Community Involvement

- A parents orientation and meeting was conducted in June 2018 to introduced them to ADAPT's services. This was followed by a meeting of the parents with the teachers and the therapists. 70 parents attended this meeting.
- Under HPCL's Swachh Pakhwada scheme, a drawing competition was organised for the parents of beneficiaries attending Karuna Sadan and the community on 30th August 2018. The theme was 'Swachh Abhyaan' and participants expressed through art and vibrant colours their concept of keeping the nation and environment clean.

## The One Little Finger Department

**D**isability need not be an obstacle to success. We have a moral duty to remove the barriers to participation, and to invest sufficient funding and expertise to unlock the vast potential of people with disabilities. Governments throughout the world can no longer overlook the hundreds of millions of people with disabilities who are denied access to health, rehabilitation, support, education, employment, self respect and never get the chance to shine.

Ideally, these words should be put into action by governments and some progressive countries have taken action to make life easier for their citizens with disabilities. India still lags behind in a big way when it comes to removing infrastructural, institutional and attitudinal barriers for persons with disabilities. Even now, many public places and most buildings in India are not disability-friendly, despite the government of India, under the Accessible India Campaign, instructing all Ministries to make their buildings accessible to persons with disabilities.

It will take a long time for a culture to be developed in India, where the needs of the population with disabilities are kept in mind while building any infrastructure. Historically, people with disabilities as a community have been targeted and discriminated against across the world. People with disability constitute the world's largest 'unrecognized minority' group.

The ADAPT Rights Group (ARG), now The One Little Finger Department,



Mr. Sathi Alur moderator a panel on The Way Forward with Mr. Satyen Bordoloi, Shonali Bose, Malini Chib on The Way Forward

was set up by Ms. Malini Chib, Trustee, ADAPT and Diversity Officer, Tata Consultancy Services, London to promote an inclusive society where *all* are welcomed and included. Ms. Chib and her team of activists strongly condemn the segregation of disabled persons in ghettoized organizations, made up of *only* the disabled. From its inception, the central message of The One Little Finger Department has been “**Nothing About Us Without Us**”. It recognizes that without a wide collective recognition of people with disability and an acknowledgement of their human rights, there will be no public and political will or lobby for change. It therefore works towards removing the barriers that prevent people with disability from being active participants in everyday life.

Activities carried out in 2018 – 2019 included:

### **Empowerment Courses**

The course has been designed by Ms. Malini Chib with the aim to raise the capacity of people with disability, their families and professionals working in the field of disability to be advocates and work towards realizing the rights of persons with disability. The course focuses on the Social Model of Disability. Sessions were held for staff and parents.



Ms. Malini Chib facilitating a session on Empowerment Course

### **Commemorating International Day of the Disabled**

3rd December is commemorated all over the globe as International Day of Persons with Disability. In 2018, we used this opportunity to highlight issues and challenges faced in the area of Inclusive Employment and the work done under the ADAPT – Citi Project Centre for Advanced Learning and Development.

Disabled individuals, families, and eminent citizens of Mumbai gathered at the amphitheatre on Carter Road, Bandra, to celebrate diversity.

Dr. Mithu Alur asked the people gathered to confront their own personal barriers and stigmas that prevented them from seeing people with disabilities as people, complete with full lives and desires for opportunities and growth. She called out to all to recognize that people with disabilities did not need charity and aids, but support, equality and a platform to achieve economic independence and progress. Dr. Alur paid tribute to people with disability for all that they had achieved despite adversity, apathy, indifference and negligence. She spoke on the need for Inclusive Employment and the barriers that exist, and shared the concepts of Selective Placement and Selective Training as the way forward.

Dr. Ketna Mehta, Founder Chairperson, Nina Foundation, spoke on SMART Inclusion. Progressive technology is characterized by how accessible it is, and how inclusion can be furthered by its application. Dr. Mehta addressed people on how best to make use of available electronic devices, services and technological advancements to increase independence and efficiency in their daily lives. Panel discussions were also held with people with disability, parents and professionals, focusing on challenges and solutions with the aim of creating a road map for action in the future days.

The first panel was chaired by film-maker, Member Board of Advisors, ADAPT, Nagesh Kukunoor on the Barriers to Employment. Ms. Shonali Bose, Film-maker, Director, *Margarita With A Straw*, a film on Cerebral Palsy and Member, Board of Advisors, ADAPT, moderated the second panel on Barriers in Society and spoke of her growing up with Ms. Chib, and the discriminatory attitudes of people that they fought. Panel 3 focused on the Way Forward and Mr. Sathi Alur, parent, presented the panel as a conversation between the panelists Satyen Bordoloi, Shonali Bose and Malini Chib on employment in India and the U.K. so lessons could be learnt from these experiences.

A short Public Service Announcement, made by ADAPT on employment ‘Different needs but equal rights’ was screened. This was followed by a celebration of diversity through performances by musician Sidharth Meghani, singer and dancer Sunita Rao and the grand finale, a foot-tapping Bhangra by the trainees of the Skills Development Centre.

Over 400 spectators on the Promenade attended the event . Television channels, Mirror Now and Doordarshan, and print media such as Indian Express, The Afternoon and Bandra Times covered the event.

## The Tata Mumbai Marathon

The wheelchair race in the Marathon, now called 'The Champions with Disability Race', was introduced as a result of intervention by the ARG. ADAPT is now the Official Facilitator for the Champions with Disability event. The participation has increased from 600 to 1500 with over 17 organisations participating.

On 21st January 2019, over a hundred participants from ADAPT, including our project partners HPCL who were the buddies of children in wheelchairs, walked under the banner of ADAPT. Our Founder Chairperson, Dr. Mithu Alur, flagged off the Champions with Disability Race at the Tata Mumbai Marathon with Shri Vidyasagar Rao, Honourable Governor, Maharashtra, Shri Ashish Shelar, President, BJP, Mumbai, and Mr. Mukesh Surana, Chairman, HPCL.



Dr. Mithu Alur, Founder Chairperson, ADAPT, Shri Vidyasagar Rao, Honourable Governor, Maharashtra, Shri Ashish Shelar, President, BJP, Mumbai and Mr. Mukesh Surana Chairman HPCL, Mrs Nupur Malik, Group Head, HR, Tata Sons, flagged off the Champions with Disability Race

Students and staff of RIMS International School volunteered to help participants in the holding area and on the track. This event has grown to become a stellar platform to raise awareness on what people with disability are capable of, by focusing on ability over disability. The One Little Finger Department continues to focus on raising awareness, changing attitudes, working for inclusive employment and moving towards embedding the social model of disability into society's fabric through all the above efforts.

## Macro Level Work

**D**r. Alur's work encompasses three levels: micro which is The Whole School Approach and pertains to demonstration of inclusion and teacher training; mezzo or The Whole Community Approach addressing the community and the macro or The Whole Policy Approach that looks at interventions that affect entire communities and systems. Dr. Alur's work at the macro level, in particular, her presence on National level Committees, has led to far reaching changes in policy the most recent being the inclusion of children with disability under the Right to Education Act.

Efforts to inform and influence policy continue. This also involves dissemination of information, research, collaborations and liaising at the local, state, national and international levels.

### Research Studies

Research has an important contribution to make towards achieving human rights and social justice for persons with disability.

After the publication of the seminal work, A Birth That Changed a Nation A New Model of Care and Inclusion by Dr. Mithu Alur, the 7th meeting of the Institutional Review Board (IRB) was held under the Chairmanship of Dr. Samiran Nundy and Dr. Farokh Udawadia.

The meeting was also attended by Mrs. Rosina Dhala, Vice President, The Women's Council, U.K, Dr. Anuradha Bakshi, Dr. Ratna Thar and their team from Nirmala Niketan, who had partnered with ADAPT in one of the studies and the participants from nine Asia Pacific countries who had enrolled into our Community Initiatives in Inclusion Course, held in collaboration with the Women's Council, U.K.



New research projects were presented to the IRB

New research projects were presented to the IRB.

### **Dietary patterns prevailing among families of pre-school nursery children residing in Dharavi**

An ADAPT / Indian Dietetic Association / Nirmala Niketan collaboration, this was conducted at ADAPT's preschool nursery at the Urban Health Centre, Dharavi. The study found that higher education levels of the mother, led to increased macronutrient intake. ADAPT is actively involved in educating the parents on disability and its management; importance of documentations and services available by the Government and the snacks served to the children at the Dharavi Centre were found to be nutritionally suitable. It was also found that carbohydrates and protein intake increased with a decreased fat intake if the mother was working. Future directions would involve improving the nutritional status in pre-pregnancy, infancy and childhood, lactation Management Programs for future generations and nutrition education programs (E-modules), cooking demonstration for mothers for healthy and safe cooking practices.

### **A narrative exploratory study on family quality of life: in Partnership with the University of La Trobe, Australia**

ADAPT's work focuses on the Psycho – Social aspects of development besides education and treatment. ADAPT has partnered with La Trobe University, Australia for this research which aimed at studying how life was affected when one had a child with a disability, to study the factors that affected this, specifically parents' occupation and to explore the supports and policies available.

Primary Care were found to be mainly by the Mother, of which 59% had health problems. Most had no time for leisure as compared to their life before they had their child with disability. The Quality of Life was better if the child was older; was less severe and had better support systems. Most of the parents had changed their occupations, and more the support they got, better was their quality of life. It was also observed that the quality of life varied with the newer challenges that came their way and their coping strategies increased.

This would be published in National as well as International Journals as well as presented in June at the La Trobe University.

### **The impact of yoga on posture, breathing and psychological variables in young adults with cerebral palsy under the guidance of Ms. Jo Manuel, U.K. & Dr. Mithu Alur, India**

This study had been undertaken in the previous year. The aim was to study the physical and psychosocial impact of Yoga practices on adolescents with cerebral palsy. The parameters of the Study were Posture and physical anomalies, breathing capacity and breathing patterns and psychosocial variables.

Intervention included chanting mantras (Japa), controlling breath (Pranayama) and holding postures (Asana). It also included the use of massage and other techniques to encourage relaxation. Students / Parents were encouraged to practice at home.

Various tools of measurement that were used to study physical assessment, breath assessment and psychosocial assessment.

The results showed that regular practise of yoga had a positive impact on spinal alignment and core strength and gait patterns improved. A majority of the trainees grew in height and the Prayamana practise even during this short period showed improvement in breathing capacity. The practice of Yoga had also lead to an increased ability to manage stress and anxiety as part of the psychosocial impact.

Three new studies were proposed:

### **A new model: The Mithu Alur Centre for Inclusive Education**

This is to validate our integrated holistic approach as recorded in the book, "A Birth That Changed a Nation: A New Model of Care and Inclusion". This will be a process documentation and smaller ideas would be explored as research studies.

## Deconstruction of Work Preparedness needed for Inclusive Employment: The Skills Development Centre (SDC)

One of the major gaps in the field of employment for disabled people is that disability has not been positioned within the CSR policy framework. This would be a study that would lead to a Code of Practice for employment of persons with disability.

### The Knowledge Management Centre (KMC)

This is a new initiative with a time frame of 7 to 10 years. The Knowledge Management Centre has been set up with support from Oracle and the Charities Aid Foundation and will attempt to address the inability of courses to reach teachers in far flung areas. Online courses have been planned for all stakeholders to bridge this gap. The Knowledge Management Centre will pilot the first course to school teachers in regular schools and research will be undertaken to understand the challenges in the implementation and to improve the subsequent courses.



Vivek Joshi receiving the Individual Champion Award from Dr. Mithu Alur, Ms. Malini Chib and Mr. Nagesh Kukunoor

We are grateful to the IRB for their guidance and support on all the research studies undertaken at ADAPT.

Other dissemination exercises included:

### World Cerebral Palsy Day

World Cerebral Palsy (WCP) Day is celebrated globally with the aim to raise awareness on Cerebral Palsy (CP). ADAPT, as the Indian partner to this worldwide event, helps to promote awareness on CP by recognising the incredible achievements of both individuals living with cerebral palsy and the organisations that are working towards creating an inclusive and supportive community.

Trustee Ms. Malini Chib is a brand ambassador to this global event and ADAPT uses this event to continue its pioneering work, with children and families with CP.



Dr. Mithu Alur, Mr. Nagesh Kukunoor presenting the Award to Ms. Prakriti Bhatarai

Now in its eighth year, the ADAPT Achievement awards have expanded to recognise the achievements of people living with cerebral palsy not only across India but also across the wider Asia Pacific Region, with the aim of promoting cerebral palsy awareness and helping to build an inclusive society for all.

This year the ADAPT Achievement Awards were entitled “**Together we Are ChamPions**” Academics, Employment and other fields.

The WCP-ADAPT committee was chaired by Dr Taral Nagda, Pediatric Orthopaedic Surgeon, Consultant ADAPT and co-chaired by Dr Shabnam Rangwala, Head Therapy Services, ADAPT. Dr Taral’s inputs have been instrumental in the success of the awards over the years. Other members of the committee for 2018 were Ms Jasmina Khanna, alumni ADAPT and winner of several disability awards and Mr Rohit Jain, Deutsch Bank employee and ADAPT Achievement awardee 2016, both people with Cerebral Palsy. Ms Malini Chib provided her guidance to the final program for the event on 6th February.

Our Chief Guest for the evening was Mr. Nagesh Kukunoor, Award winning Director & Member, Board of Advisors, ADAPT and the Guest of Honour was Ms. Nandini Dias, CEO, Lodestar.

The winning champions under each category this year were:

- Individual Academic Award: **Jaswinder Singh Sodhi, Engineer**
- Individual Champion Award: **Vivek Joshi, BA (LLB), LLM, MBA, MSW**
- Individual Employment / Entrepreneurship: **Elvira Gundar, facilitator, Mumbai**
- Individual Employment / Entrepreneurship International: **Prakriti Bhatarai facilitator SGCP Nepal**
- Making a Difference - Individual Award: **Dr. P. R. Sinha, Principal Scientist, NDRI**
- Individual Making a Difference - Organisation Award: **Ektha, Chennai**
- Individual Institution Award: **Association of People with Disability, Karnataka**
- Individual Institution Award International: **Self Help Group for Cerebral Palsy, Nepal**

The awardees were presented with a trophy, certificates and bags sponsored by Dr. Nagda. The winners were given a cash award supported by Circon drugs.

A panel discussion entitled “Whose Job is it anyway: Myths and Realities of Employment for People with Disabilities” was moderated by Dr A K Purohit, Neurosurgeon and the panel included Ms Malini Chib, Author, Trustee ADAPT, Dr Taral Nagda, Pediatric Orthopedic Surgeon, Mrs Varsha Hooja, CEO and Trustee, ADAPT and Mrs Manju Chatterjee, parent professional. Each of the panelists shared their personal experiences on the subject. Ms Malini explained the differences in her employment in the UK and India. She said that as compared to India where she had to be dependent for all her needs like travel to work and using the toilet at work, in the UK she was able to manage all of them independently. She highlighted the need for Indian employers to be more sensitive to the needs of disabled people. Mrs Chatterjee gave positive examples of her son Mr Toshan Chatterjee’s employment in the corporate sector in Mumbai. Mrs Hooja stressed the importance of sensitization whereas Dr Taral spoke about creating more opportunities for showcasing the talents of people with CP.

### **Healthcare & Corruption in India: A Book Discussion**

Corruption and inefficiency in the medical system was the focus of a new book *Healers or Predators – Healthcare Corruption in India* published by the Oxford University Press, edited by two eminent doctors Dr. Samiran Nundy, Co Chair, Institutional Review Board, ADAPT and Dr. Sanjay Nagral and a former Health Secretary Mr. Keshav Desiraju.

ADAPT organised a discussion on the book where the focus was not just the corruption within the system but also the way forward and what we could do to improve the situation. All these questions were discussed by a distinguished panel of doctors, chaired by Dr. Samiran Nundy including Dr. Farokh Udawadia, Dr. Ramakant Panda, Mr. Keshav Desiraju, Dr Sanjay Nagral and Ms. Malathy Iyer, Dr. Armida Fernandez, Mr. V. Ranganathan and Dr. Mithu Alur. After short opening statements questions were invited from the audience. It was a lively exchange of views wrapped up by Dr. Rupin Shah, Trustee, ADAPT.



Mr. V. Ranganathan, Dr. Samiran Nundy, Mr. Keshav Desiraju, Dr. Mithu Alur, Dr. Farokh Udawadia, Dr. Sanjay Nagral, Ms. Malathy Iyer, Dr. Rupin Shah, Dr. Vinay Kumaran and Dr. Surojit Nundy at the discussion on corruption in healthcare in India held at ADAPT on 24th November based on the book *Healers or Predators*

Dr. Alur was grateful to the selfless doctors and other staff who had helped ADAPT over the last 40 years without expecting any remuneration in return. The majority of the doctors participating as panellists or in the audience were people who were a part of ADAPT.

## International Inputs

### Music

Mr. Ninian Perry, Creative Director and Mr. Zac Scott from Paragon Music, Scotland trained our children with disabilities at ADAPT. Paragon Music has worked with our children on two earlier occasions and they have benefitted tremendously from their inputs.

### Webinar

Ms. Malini Chib was a speaker at the Webinar that was held by TCS, London entitled 'Inclusion Festival: From Bystander to Change Maker' in March 2019. There were five international speakers on this one hour Webinar.

Ms. Chib spoke on what inclusion meant to her, what motivated her to 1179 attendees from TCS offices across the world.

## Collaboration with La Trobe University

Under this partnership, students from the Masters in Occupational Therapy Practice Programme from La Trobe University continue to intern at ADAPT creating new projects every year.

## Visitors

Mona Jha and Tarun Agarwal from Delhi University visited all our centres and visited the homes of beneficiaries and met the parents as a part of their impact evaluation.

We were very pleased to host Mr. Satyanarayan Subbarao, Chief General Manager, CSR, HPCL and show him the services supported by HPCL. He wrote "Proud to be associated with the centre promoting inclusion, kids are with extra ordinary abilities and teachers are doing great work, God Bless."

Emily Williams and Matt Jones from the UK were with us as interns before they resumed their academic pursuits.

Mr. Satyajit Salian, Mr. Anant Nadkarni of Tata Trusts, Mr. Gopalkrishnan from the Tata Group

Mr. Praveen Malhotra, Team Leader, Programmes, Charities Aid Foundation (CAF) India visited our services and was given a overview of the programmes supported by Oracle

Astrid Beseler, Founder Audrey Jacobs Fondation, Switzerland and Mr Matthieu Wirtz, Coach and Trainer in IT and a Microsoft Specialist, attended the Valedictory Function of the Asia Pacific Community Initiatives in Inclusion Course. Mr. Mathieu trained the staff to use Microsoft Office 365.

A five member Tibetan Parliamentary delegation led by Mrs. Youdon Aukatsang, Senior Parliamentarian, visited ADAPT

Mrs. Rosina Dhala, The Women's Council U.K., and Ms. Natalia Cerqueira Accordionist, visited our services. Ms. Natalia Cerquera performed at a musical evening in the Courtyard, at the Colaba Centre. The show was enjoyed by the well wishers, donors, staff and participants of the CII many who joined Natalia on stage. Mrs. Dhala also met the participants and discussed the course with them.



Musical Evening, A Performance by 'TALIA'

Policy initiatives continue to be a vital and critical component of our work. We have certainly made progress at the macro level, initiating change across the country. We are committed to moving forward despite challenges and difficulties to empower and better the lives of people with disability.



# Voices

**F**rom infra to staff to trainees, everything is well arranged and well managed. The enthusiasm is awesome!  
Great work ADAPT!

*Anjali Jaiswal, student*

It is praiseworthy mentioning the noble task undertaken by ADAPT for the welfare of persons with disability. May God shower his abundant blessings in the days ahead. Wishing every success to the team.

*Sister Salomy Joseph*

My son Kartik did not mix with children, did not speak anything, could understand what I said in Tamil but did not answer. Now he has started speaking in Hindi, plays with other children and has got admission in Gandhi Memorial English High School in Junior K.G Class. I am very happy with the teachers at Karuna Sadan.

*Mrs. Karnan, Kartik's mother*

Amazing place, well managed and explained. Wonderful experience – teachers are very creative. Thank you very much!!

*Sarah Andrews, Ella Pncus, Isi Bustin, Emily Richard, Sarah Nushall, Ashlee Par, La Trobe Unversity, Australia*

Extremely appreciative of the passion with which the NGO is operating and amazed by degree of involvement by each and every member of ADAPT. It was a great experience for our team to visit. Would love to collaborate in the future.

*Aarti Judon*

Very happy to see the inclusive approach by ADAPT.

*Praveen Malhotra, Senior Lead- Programmes, Charities Aid Foundation (CAF) India*

‘We need to give each other the space to grow, to be ourselves, to exercise our diversity. We need to give each other space so that we may both give and receive such beautiful things as ideas, openness, dignity, joy, healing, and inclusion.’

Max de Pree

# People Who Make The Organisation

## CENTRAL SERVICES NATIONAL & ASIAN RESOURCE CENTRE FOR INCLUSIVE EDUCATION

Dr. Mithu Alur, *Founder Chairperson, Operations & National Policy*  
Ms. Malini Chib & Mrs. Varsha Hooja, *Trustees & CEOs*  
Ms. Ami Gumashta, *Honorary Director: Finance & Member, Governing Body*  
Major General Khurshed M. Balsara, *Principal Director, Operations*

### FINANCE

Mrs. Ami Gumashta, *Honorary Director: Finance & Member, Governing Body*  
Mrs. Sandhya Salian, *Executive Assistant to Honorary Director Finance*  
Mr. Utpal Shah, *Senior Accounts Manager*  
Mrs. Rohini Kulkarni, *Finance Manager*  
Mrs. Sheetal Sawant, Ms. Kavita Rajput, Ms. Sonal Jagtap, *Assistants*

### ADMINISTRATION

Ms. Arundhati Bose Verma, *Head, HR & Admin*  
Colonel P.C. Dhanraj, *Manager, Establishment, Maintenance & Security*  
Mrs. Leena Gomes, *Housekeeper Cum Warden*  
Mr. Bijoy Kumar Thapa, *Senior Maintenance Officer*  
Ms. Annamarie Shepherd, *Secretary*  
Ms. Ruchika Shinde, *Telephone Operator*

### 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*

### REVENUE GENERATION

Mrs. Manju Chatterjee, *Director, Colaba*  
Mrs. Shobha Sachdev, *Deputy Director - Marketing*

### TRAINING

Mrs. Varsha Hooja, *Head, Pedagogy*  
Ms. Sangeeta Jagtiani, *Honorary Course Tutor, CII*  
Ms. Sujata Verma, *Course Coordinator, CII*  
Ms. Zenia Malegamwala, *Junior Assistant Administration*  
Ms. Vidya Ghadi, *Assistant, Data Management & Documentation*

### KNOWLEDGE MANAGEMENT CENTRE

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

### 'ONE LITTLE FINGER' DEPARTMENT

Ms. Malini Chib, *Founder Chairperson*  
Ms. Priyanka Iyengar, *Social Worker*  
Ms. Catherine Ameno, *Assistant*

### MITA NUNDY COMMUNITY CENTRE

Mrs. Rekha Vijayakar, *Head Programme*  
Mrs. Sujata Verma, *Deputy Head Programme*  
Mrs. Sunita Malcotia, Ms. Saranga Shah, *Facilitators*

## PROGRAMMES

### BANDRA CENTRE FOR INCLUSIVE EDUCATION

Mrs. Rekha Vijaykar, *Senior Director, Operations, Training and Pedagogy*  
Ms. Ameena Latif, *Deputy Director*  
Mrs. Sunita Malcotia, *Head, Administration*  
Ms. Saranga Shah, Ms. Piyali Nag, Ms. Jyoti Babu Badson, Ms. Sangita Bhekre, Ms. Manisha Gudi, Ms. Sharon Saldanha, Ms. Asha Kambli, Ms. Vinaya Putharan, Ms. Sneha Gangan, Ms. Sherly Remedios, Ms. Suvarna Anokar, Ms. Yojna Korechkar, Ms. Shahjahan Kadri, Ms. Savita Khanna, Ms. Mubina Kazi, *Special Educators & Teachers*  
Mr. Anuj Sharma, *Music and Yoga Teacher*  
Ms. Ruby D'souza, *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*  
Dr. Archana Jayadev, *Research Associate & Head Psychology*  
Mrs. Manju Thakur, *Deputy Head*  
Mrs. Bhargavi Ajit, Ms. Shubhangi Kamble, Ms. Asha Mehrotra, Ms. Zainab Rangwala, Ms. Reshma Sheikh, Mrs. Manali Modak, *Special Educators*  
Mrs. Neelam Thandel, *Community Worker*

### DEPARTMENT OF TREATMENT & THERAPY

Dr. Shabnam Rangwala, *Head, Therapy*  
Dr. Ashutosh Sonawane, *Head, Adult Rehab Unit*  
Mrs. Pradnya Patil, Mrs. Varsha Jain, *Speech Therapists*  
Dr. Namita Nair, Dr. Saman Ansari, Dr. Amina Markar  
Dr. Tejal Gosavi, Dr. Sakshi Aggarwal, Dr. Dhvani Mehta, *Physiotherapists*  
Ms. Janet Tiwari, *Psychologist*  
Ms. Ashwini Shrivastava, Ms. Priyanka Rajput, *Secretaries*

### DEPARTMENT OF PSYCHOLOGY

Dr. Archana Jayadev, *Research Associate & Head Psychology*  
Mrs. Reshma Tanna, *Head, Psychology and Counselling*  
Ms. Nikita Tanpure, *Clinical Psychologist*

### DEPARTMENT OF SOCIAL WORK

Mr. Digambar Archaya, Mr. Nilesh Thombre, *Social Workers*

### DHARAVI CENTRE FOR INCLUSIVE EDUCATION

Mrs. Gulabjan Sayyed, *Senior Community Supervisor*  
Ruksana Sayed, *Multipurpose Worker*  
Ms. Shakuntala Kamble, *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, Textile & Ceramics*  
Mrs. Omrika Rohra, *Trainer, Soft Skills*  
Mrs. Sangeeta Manna, *Trainer, Computers*  
Mrs. Chitra Lakshman, *Placement Officer*  
Ms. Sunita Varma, Ms. Vaishali Gaikwad, Ms. Sunita Jadhav, Ms. Ashwini Waidande, *Teachers & Trainers*  
Mr. Valerian Britto, *Establishment Officer*  
Mrs. Veena Dhaifule, *Marketing Coordinator*  
Ms. Rashmi Chonde, *Senior Production Assistant*  
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Ms. Deepika Shinde, *Receptionist & Telephone Operator*  
Mr. Shankar Gudap, *Assistant, Textiles*  
Ms. Malik Bhanwadia, *Assistant, Production*  
Mr. Manoj Chhabra, *Choreographer*  
Ms. Ratna Patil, *Supervisor, Mother Kitchen*  
Mr. Aman Tandon, Ms. Radhika Patil, Ms. Sarita Santolia, *Mother's Kitchen*



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



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

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

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