



Annual Report 2016-17

Book Launch:

'A Birth That Changed a Nation: A New Model of Care and Inclusion'



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.

Table of Contents

1. Chairperson’s Message.....	2
2. The Trustees and Governing Body	5
3. Institutional Review Board.....	7
4. Board of Advisors.....	9
5. Micro Level	
i. ADAPT: Journeys and Destinations.....	10
ii. Colaba Centre	10
iii. Bandra Centre.....	18
iv. Therapy, Psychology and Social Work.....	21
v. Adult Services: Skills Development Centre	33
vi. HPCL and ADAPT together make CSR a successful reality	36
vii. Training and Pedagogy: The Mithu Alur Centre for Disability Studies	38
viii. Library & Media Resource Centre	40
ix. Revenue Generation	44
7. Mezzo Level	
i. Community Services	49
ii. Pelhar: The Mithu Alur Foundation.....	52
8. Macro Level Policy	
i. The ADAPT Rights Group	54
ii. Macro Level Work	55
iii. Seminars and Workshops.....	61
iv. Voices	62
9. People Who Make The Organization	64

CHAIRPERSON'S MESSAGE



Dr Mithu Alur

Dear Well wishers and friends,

It has been another excellent year for us. December 2016, culminated with the launch of my Book entitled, “A Birth that Changed a Nation – a new Model of Care and Inclusion” – a Research Study based on 40 years of our work.

I am grateful to the Institutional Review Board (IRB) for the meticulous support given through 5 years in producing this as a scientific narrative. We are also appreciative of the fact that SAGE a reputed publishing house dealing with research, published this book. I take this opportunity to thank Dr Samiran Nundy, Chairperson of the Institutional Review Board and Co-Chair, Dr Farokh Udhwadia for their valuable suggestions and guidance towards our Research Study. I also thank the other eminent people on the IRB for their help and support, to name them, Dr Surajit Nundy, Dr Armida Fernandez, Dr Anaita Hegde, Professor Zenobia Nadirshaw, Dr Anuradha Sovani, Miss Malini Chib. The Action Research Committee who contributed the data includes Mrs Varsha Hooja, Mrs Ami Gumashta, Dr Shabnam Rangwalla, Ms Sangeeta Jagtiani, Mrs Shobha Sachdev, Mrs Gulab Sayed, Sudeep Pagedar, Nilesh Singit..... They spent many hours in directing us and how the contents need to be presented.

The organisation runs smoothly because of the meticulous attention being paid to the laws and compliances necessary to run a charity. Our grateful appreciation to our Trustees and Governing Body members who have as usual, been very supportive and stood steadily behind the cause. A special mention needs to be given to Mr Sathi Alur who has steered this ship through many troubled waters. Assisting him and steadily behind him has been Mr Kamal Bakshi. The others who need to be mentioned are Mrs Varsha Hooja, Mrs Ami Gumashta, Mr Nikhil Chib, Professor Sitanshu Mehta, Mrs Priya Dutt Roncon, Malini Chib, Jayabrato Chatterjee.

I also take the opportunity to thank our Board of Advisors, Mr Shyam Benegal, Mr V. Ranganathan, Mrs Vera Udhwadia, Mr Arup Patnaik, Mr Nagesh Kukunoor, Ms Dia Mirza, Ms Shonali Bose for their support during the year.

A special mention to our volunteers, parents, disabled activists, professional colleagues and staff... for their time and efforts, their earnest diligence, their passion

and commitment which encourages us in our journey in making the lives of the disabled people enjoyable and fruitful. Our star volunteer is Swami Mounananda who has steadfastly been supporting the Skills Development Centre in Chembur and the Community Initiatives in Inclusion Course.

A special appreciation to Dr Taral Nagda for his committed support throughout the year and specially for the wonderful programme that he and Dr Shabnam Rangwalla put together on World Disability Day. This year, Malini Chib, was awarded the Global Award for India, as a person affected by Cerebral Palsy from the World Cerebral Palsy Association (based in Australia). I thank you. A special mention also to Dr Pravina Shah, Dr Nilu Desai, Parveen Mahoney and Satyen Bodoloi for their assistance with the special needs of the organisation.

I take this opportunity to thank all our Well-wishers, Donors and Corporates for their encouragement and support throughout the year. Several Corporates have come forward to help and support our projects...to name some of them...

HPCL: continues to support us and is in its 7th year now. The collaboration supports the provision of education, treatment and skills training as needed. This project also include activities to empower parents and awareness activities aimed at changing the existing attitudes and prejudices towards persons with disabilities. HPCL not only contributes towards the education, therapy, skills training, socio-emotional development of the beneficiaries, but also supports the creation of better infrastructure for the beneficiaries at our three Centres.

ADAPT CITI: This year, I have been very busy with the Skills Development Centre (SDC) in Chembur. Studies have shown that disabled people do make unique contributions within the employment sector. They contribute to productivity, to staff morale and to team spirit in the workplace as a whole and make capable and reliable employees who often stay in the job longer than other employees.

However, 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. To bridge this gap a new project has been launched with support from Citi Bank, known as the ADAPT CITI Project. It is aiming at producing a blue print of a Model demonstrating how private and public industries can work together, providing training and work experience leading to Inclusive Employment.

The ORACLE Project: Oracle: has also come forward to support us. Three Programmes have been set up:

- 1) The Mita Nundy Community Centre (MNCC) with Dr Samiran Nundy as Patron. With the support of Oracle, it envisages to provide 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 promote the concept of Wellness and Wellbeing, thus enhancing their quality of life.
- 2) The Knowledge Management Centre (KMC): has been conceptualised with the purpose of capturing the best practices assimilated over the four decades, to create content which is easy to understand, and accessible. The Centre will be used to convert specific courses into audio-visual content with animation and illustrations to add to clarity and aid demonstration. Digital content will be disseminated on-line or made available through discs to institutions (like a village school) where internet connection may not be available. The Indian experience can also be shared with other countries interested in setting up the Inclusion Model and also help to further the research on disability. It is hoped that all the collated knowledge under the KMC will help guide and support other pioneering smaller organisations from across the country who may wish to set up similar services.

- 3) The Mithu Alur Foundation (MAF): Activities under this Foundation began in the year 2006 with a feasibility study to understand the needs of the population through rural and urban slum participatory approach. The Programme is a consequence of a programme earlier done called 'Shiksha Sankalp Programme' under which the Inclusive Hub concept was introduced. It also introduced Skills Development programme for youth with disabilities in a rural setting. Oracle has come forward to support this Demonstration Hub and Skills Development Programme in the community.

The journey continues...we hope to have more corporates coming forward to help disabled people in making their lives useful, productive and making them a part of our society and making them important citizens of India. We hope to continue engaging with Government as we have done in a meaningful way reaping fruitful results.

I have faith that people's attitude towards disabled people will be changed and modified with continuous and sustained efforts. Our endeavour will always remain to raise the quality of life for them. But we cannot do it alone we need all of your support to reach our dreams and ambitions of building a disability friendly India.

With grateful appreciation of your support.

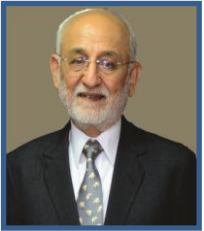


Padmeshri Dr Mithu Alur
Founder Chairperson
ADAPT (formerly The Spastics Society of India)

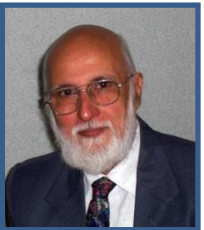
The Trustees and Governing Body



Managing Trustee, Mithu Alur, Founder Chairperson of the organisation, is a member of the Central Advisory Board of Education (CABE), New Delhi. Padmashri Dr Alur has also been appointed to the Round Table on School Education and Disadvantaged Sections: Women, Persons with Disabilities and SC/ST set up by Shri Kapil Sibal, former Minister, Human Resource Development, New Delhi. She is a member of the Working Committee of the National Advisory Council (NAC), the Round Table on Elementary Education and the Anil Bordia Committee to synergize the RTE with existing programmes. She has also been nominated to the National Monitoring Committee on the Education of Scheduled Castes/Scheduled Tribes/Persons with Disability.



Vice Chairperson, Kamal Bakshi has served as the Indian Ambassador to Iraq, Italy, Austria, Sweden and Norway. Mr Bakshi has also been Ambassador to the United Nations offices in Vienna and Rome, including FAO, IAEA and UNIDO. Associated with ADAPT for thirty-six years, he has been advising on all important matters related to its interaction with the government, and the progress and growth of the organisation.



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 Award. 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.



Joint Honorary Secretary and Acting CEO, Malini Chib is the Founder and Chairperson of the ADAPT Rights Group, and also heads the Library and Media Services. Ms Chib regularly conducts Empowerment and Sensitisation Courses for individuals, corporates, parents, professionals and activists with disabilities, and lectures nationally and internationally. She plays a key role in the Training, Pedagogy and Library Service areas. Ms Chib has been Senior Events Manager, Oxford Bookstore and has also 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 highlighted social issues with her late father, Shri Sunil Dutt, and assisted in fundraising ventures for the organisation. Mrs Dutt Roncon continues to help in liaising with government agencies at the national, state and local levels to create awareness on disability and inclusion. She has been associated with The Spastics Society of India since the age of six.



Honorary Treasurer, Nikhil Chib is an economist trained in Finance, turned professional chef and restaurateur. Mr Chib runs the award-winning restaurant, Busaba, in Mumbai. He provides inputs on financial aspects which include fundraising, budgeting, expenditure, cost cutting and portfolio management.



Trustee and Acting CEO, Varsha Hooja trained as a special educator at ADAPT and has been with the organisation for nearly three decades. Mrs Hooja has taught at the primary, secondary and pre-vocational levels at ADAPT's three Centres in Colaba, Dharavi and Bandra. She also assists 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.



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, 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. She has been appointed Chairperson of the Rajasthan State Commission for the Protection of Child Rights (SCPCR).



Member, Governing Body, Vishal Bakshi is Managing Director, Goldman Sachs, where he heads the private equity business in India based out of Mumbai. 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, Jayabrato Chatterjee is a well-known film director, novelist and corporate communications expert based in Kolkata. He has spent over thirty years advising NGOs on changing public perceptions of disability in India. Mr Chatterjee's films have received critical acclaim at international film festivals. An English (Hons) graduates from St Stephen's College, Delhi, he has served as Writer-in-Residence at the University of Stirling and Hawthornden Castle, Scotland.

Institutional Review Board

Ethics Committee



Dr. Samiran Nundy, Chairperson, Institutional Review Board, is an internationally renowned Surgeon and Emeritus Professor at the Department of Surgical Gastroenterology and Liver Transplantation, Sir Ganga Ram Hospital, New Delhi. He has innumerable research studies, text books and papers to his credit.



Dr. Farokh Udawadia, Consultant Physician, Breach Candy Hospital, 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.



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 and is the Chief Executive Officer at RAXA, an Internet platform that creates and curates reliable, ethical information on medical issues and connects doctors and patients. Dr. Surajit Nundy is Fellow at the Center of Brain Science at Harvard University.



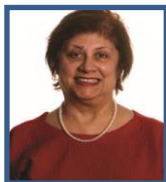
Dr. Mithu Alur has been appointed on several National Committees and is responsible for spearheading the Disability Movement in India. Dr Alur is an academic, author of several books and papers, researcher and has made contributions, both nationally and internationally, to the disability sector.



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 and childhood disability. She is involved with numerous NGOs that address the problems of disabled children.



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 has done her M.Phil. and Ph.D. from the University of Mumbai. She is a clinical psychologist and psychotherapist and Reader at Mumbai University.



Ms Malini Chib, MA, Women's Studies, Institute of Education, University of London has also done her second Masters in Information Technology from the London Metropolitan University. She is an author, researcher, academic and activist in the disability movement.

Action Research Committee



Varsha Hooja, Trustee and CEO, trained as a special educator at ADAPT and has been with the organisation for nearly three decades. She also assists Dr Alur in policy interventions at the national level. She has worked on the UNESCO - Four Nation Research, SSI/UNICEF Project, NRCI, Shiksha Sankalp Research. Presently she is working on 'A Narrative Exploratory Study on inclusion of children with disability into regular mainstream schools'.



Dr Shabnam Rangwala is Director Community Services and a Pediatric Occupational therapist with 25 years of experience in the field of pediatric therapy. She specialises in intervention for neonates and high risk infants. As part of Dr Alur's team she has had fifteen years of experience in working in the field of Inclusive education and has worked extensively in the area of inclusion of children with developmental disabilities into mainstream schools. She has also worked in community settings and played an important role in redefining the role of the therapist in Inclusive Education.



Ms. Sangeeta Jagtiani is the Coordinator of the Community Initiatives in Inclusion course conducted by ADAPT with support from Women's Council, UK. She holds a post graduate degree in commerce and is also a qualified Special Educator by profession. She has been the Head of education/special educator at the organisation for the past 20 years working in areas of assessment of students with disabilities, planning and monitoring teaching strategies and interventions being applied at ADAPT. Ms Jagtiani has also been a faculty member for all training courses conducted by the centre.



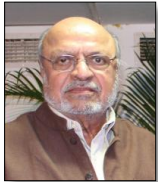
Mrs. Shobha Sachdev, parent, special educator, and former Principal at ADAPT's Bandra Centre, is now the organisation's Resource Mobilisation Consultant. She also lectures on ADAPT's Training.



Mrs. Gulab Sayyed has been with ADAPT for the past eighteen years. She heads the Sultan Noorani Memorial Karuna Sadan project at Dharavi and is the senior site supervisor of ADAPT's Community Services.

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, renowned filmmaker and activist for social change, has taught at the Film and Television Institute in Pune and has been associated with ADAPT for many years. He has also directed a film on the organisation entitled, “The Love We Give for Nothing”.



Mr. V. Ranganathan was formerly Chief Secretary, Government of Maharashtra. He has been associated with Dr. Alur’s work and as the present Chairman of the Mumbai Heritage Conservation Committee, advocates physical accessibility for persons with disability in public places. He is at present facilitating collaboration with the Brihanmumbai Municipal Corporation on the mapping of out-of-school children and training of regular teachers.



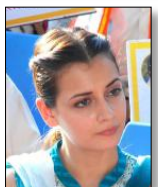
Mrs. Vera Udawadia is committed to the cause of disability and along with her husband, IRB Member Dr. Farokh Udawadia has been actively engaged in activities at ADAPT.



Mr. Arup Patnaik, former Director General, Police and Managing Director, Maharashtra State Police Housing Corporation was the 36th Police Commissioner of Mumbai. He is a supporter of social causes, among which disability is one that is close to his heart. Mr. Patnaik is keen to replicate inclusive services in Odisha.



Mr. Nagesh Kukunoor is an award-winning filmmaker and has been ADAPT’s Ambassador for the Mumbai Marathon.



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



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.

ADAPT: Journeys and Destinations

Dr. Alur set up the first model of the Spastics Society of India (SSI) now called ADAPT (Able Disabled All People Together) in Mumbai in 1972 and promoted a holistic model focusing on the all-round development of children recognising that cerebral palsy meant “an intelligent mind trapped in a disobedient body”.

Evolution has always been an intrinsic component of our organizational philosophy and today, learning from Dr. Alur’s policy research that found large-scale exclusion of children with disability from government programmes, all our Centres promote inclusive education and inclusive employment, providing a variety of services that seek to deliver satisfaction to each of our stakeholders. What makes us unique is that we focus on not solely the multiply disabled, but also on other socially marginalized categories such as the girl child, the child in impoverished circumstances and others.

We have endeavored to create a civil society movement built on the bedrock of social justice and human rights. The overall aim has been to change value systems in our country about people who are different and to work towards the full inclusion and effective participation of persons with disabilities in society and development.

Through our models of intervention we have clearly demonstrated that they are people with potential and ability whose contribution is equally critical to the development of a society that nurtures itself and evolves to greater perfection.

We have a long way to go in changing attitudes towards disability. Inclusion needs each one of us to reach out to people who are different, to value, respect, and celebrate diversity. Our battles against entrenchments, barriers, attitudes, insensitivity and apathy still continue and we will continue to strive tirelessly till we reach our goal – an inclusive society where there are no divisions between people with and without disability, where not a single person is left behind.

This report gives you a brief insight into our programmes, our challenges and our achievements.

Colaba Centre

The direct services at ADAPT Colaba and Bandra Centre function as Demonstration Centres that focus on the holistic development of the beneficiaries. They follow the academic and vocational curriculum and provide the management of disability through therapeutic remediation activities for socio-emotional development through activities such as sports, music, dance, drama, art & craft and independent living skills. The demonstration units offer services of cluster teaching to children with similar abilities, school preparation classes and collective teaching units. Children who have been included into mainstream schools are provided with need-based services.

In the academic stream, the children follow the SSC curriculum prescribed by the Maharashtra State Board while in the functional or non-academics stream, the syllabus is a combination of functional academics and vocational activities. The functional syllabus has been created at ADAPT based on our experience and expertise over four decades. The preprimary curriculum has been developed by Dr. Alur as an enrichment programme under the international collaborative research project with Unicef entitled “*Inclusive Education Practice in Early Childhood in Mumbai, India*”.

ADAPT Demonstration Centres also provide services to beneficiaries not directly enrolled full time at the centres. These include students with disabilities who are too young to attend a regular schooling program or those that are enrolled in mainstream schools. These beneficiaries access ADAPT services as part of ADAPT’s Out Patient Department (OPD) or Resource Hub. The Resource Hubs provide need based integrated therapy, counseling, home management, educational remediation and speech therapy services on a weekly basis to students attending mainstream schools. These students also receive services through sensitization and guidance to their teachers to enable them to better manage their specific learning issues.

Educational Services at the Colaba Centre:

At the Colaba centre 28 beneficiaries with disabilities are enrolled into the various educational services for the year 2016-17. Along with this 60 students were enrolled in the preschool anganwadi programme. The beneficiaries were divided based on their needs into the following programmes

- Primary Class - 8
- Pre Vocational Class - 10
- Vocational Development Programme - 10
- Preschool Programme - 60
- Home Management Programme - 2

Department of Social Work – Colaba Centre:

The Social Worker has worked with the parents and visits the community to locate children out of school as well as be in touch with the children who have been sent to mainstream school. Besides the above the Social Worker has helped parents get disability certificates for their students in the vicinity schools. Disability pension has been got for a few people with disability.

Case conferences are held based on the needs at the classroom level, individual level and at the therapy level. This is attended by all teachers, therapist, social worker and the education coordinator.

Hub Services

Networking was established with different NGOs to spread awareness on available therapeutic services at ADAPT’s Resource Hub. Several consultants provided their professional services through the Hub Centre; they included Consultant Pediatric Orthopedic

Surgeon, Dr. Taral Nagda and Consultant Pediatric Ophthalmologist, Dr Neepa Dave. As part of services under the Hub Centre, networking for procuring of aids and appliance for the beneficiaries was done. The Rotary Club provided aids and appliances for four students, two each from the centre and the OPD and one beneficiary from the OPD received prosthetic limbs from another donor.

Regular follow-ups have taken place for students who were included in mainstream schools last academic year. St Joseph school in Colaba staff has been met regularly and work sheets have been shared with them for the teacher to use at the classroom level. Mrs Manju Chatterjee, Director, Adapt Colaba Services, has been maintaining regular networking with the Head Mistress of the school as well and remedial sessions for the students as per need were provided.

Mothers' Kitchen

Education and Therapy work effectively when the beneficiaries have adequate nutritious meals. At the Colaba Centre, over the years parents have been empowered to provide healthy meals to their children. This empowerment led to the formation of the Mothers' Kitchen wherein a group of mothers come in to cook lunch and a mid-day meal on a rota system. The beneficiaries at Colaba are provided a free of cost mid-day meal comprising of milk and cereal or a sandwich or a healthy nutritious bar of nuts. For lunch, the mothers cook a balanced healthy meal which is served to all the beneficiaries. During lunch the beneficiaries are taught the etiquette of eating and table manners and some of them help in clearing the plates and dishes and cleaning the tables post lunch.

"I CAN BAKE"

A new venture called the "I Can Bake" has been initiated by Mrs. Natasha Chib across the three Centres of ADAPT namely Colaba, Bandra and Skills Development Centre, Chembur. The aim of this project is to provide gainful employment opportunity to trainees who have multiple disabilities and may not be able to follow any academic programme. Trainees with multiple disabilities face the greatest challenge when securing gainful employment due to their limited motor and grasping abilities. The trainees under the "I Can Bake" project are enrolled in the program after a thorough assessment of their motor abilities, their aptitudes and interests. Due to their limitations in mobility and hand functions they are provided extra time and training to reach their required level of competence. A total of 30 trainees are enrolled in the "I Can Bake" project across the three Centres.



"I Can Bake" -Beneficiaries of the ADAPT Centre learning the skills of baking

The trainees have undergone a six-week familiarization process where they were introduced to the safety norms in the kitchen and taught the basic baking ingredients and equipment.

After the completion of this course, the trainees will be able to:

- Have good knowledge of equipment needed for baking

- Identify and measure various kinds of ingredients used in baking;
- Develop skill in various baking procedures;

We hope that in the future we will be able to secure placement for them at a local bakery for further development of their potential.

Volunteers' Programme

A key component of ADAPT work is dissemination of knowledge to the community at large and this is done through teacher trainees, college volunteers and school students. This year 14 teacher trainees have spent time in different classes to experience teaching children with disabilities. Other volunteers included students from H.R. College, St. Xavier's College and B D Somani International school.

Extracurricular Activities

As mentioned above, extracurricular activities play an important role in the holistic development of all students at ADAPT. In the year 2016 – 2017 following were the various extracurricular activities conducted at the Colaba Centre.

International Yoga Day

Students participated in the International Yoga Day celebrations on 23rd June 2016. One group joined the event at Bandra attended by the Chief Minister Mr. Devendra Fadnavis, organized by Mr. Ashish Shelar, President BJP, Mumbai. The second group attended the Marine Drive yoga session organized by Times of India with Mrs. Shaina NC, BJP member, and fitness guru Mr Mickey Mehta. 12 students and 4 faculty members attended the event at Bandra whereas 3 students, 1 faculty member and 2 parents participated in the event at Colaba.

Gokul Ashtami

The day began with the teachers in their respective classrooms discussing the story of Lord Krishna and the reason for the celebration of the festival. The festival was celebrated with the "Dahi Handi" where one beneficiary dressed up as Krishna stood on a human pyramid made by his friends to break the Handi. It is through the children that we try to spread the message of celebrating a festival keeping safety in mind. Sweets and fruits were distributed. This was held on 26th August 2016.

Staff Day Celebration

Staff Day was celebrated on 2nd September at the Colaba Centre, where the trainees from the vocational group dressed in formal clothes and played the role of teachers in the various classes. They were thrilled with their roles and enjoyed interacting with younger children.

Ganesh Chaturthi

Ganesh Chaturthi was celebrated on 5th September 2016 for a five day period. Ganesh Puja was held on all the five days and the little students from the nursery group were the first ones to begin the puja. Thereafter, every day the students would take turns in groups to perform the Aarti. The fifth day was full of excitement as it was the day of immersion of our Ganesh idol which was made of eco-friendly material. It was a wonderful sight to witness chirping and dancing children amidst the chanting of 'Ganapati Bappa Morya'.

Times Green Ganesha Clean-up

Beneficiaries of ADAPT joined hands with Times Green Ganesha Beach cleanup drive held on 16 September 2016 after the final day of immersion of the idols of Lord Ganesha. Equipped with gloves and garbage bags our enthusiastic students helped for an hour in cleaning up the beach. Thereafter the teachers in the classrooms again discussed the importance of cleaning our environment and the harmful effects of water pollution. They have pledged that they will spread the message of Eco Friendly Ganeshas made of mud next year in their communities. In the local vernacular newspaper a small write-up with participation of ADAPT students has been published. 7 students from the Colaba Centre along with a teacher and a social worker participated in the event.

Founders Day was celebrated on the first floor of the Colaba Centre with a prayer service and Bhajans by the Sai Bhakt on the 30th September 2016.

Dandiya Celebrations were held on 6th October where students enjoyed dancing to the music and playing with dandiya sticks.

The Diwali Party was held on 20th October sponsored by the Inner Wheel Club. The Centre was buzzing with children in colorful clothes and a beautiful rangoli done by the teachers.

“I Can” Exhibition was held from 21st to 23rd October 2016. For over two months one could see the children, volunteers and staff busy painting and decorating diyas, paper bags, stringing beads to make torans and door hangings. Campion School children joined hands with ADAPT in helping them with their production of diyas and decorative platters. The exhibition was a grand success and 3 beneficiaries from the Colaba Centre were awarded for their hard work namely, Manasvi, Poonam and Akash. Besides the I Can Exhibition at our Centre our products were also sold at Citibank and Pidlite Industries.

Children’s Day Celebrations were held on 14th November 2016, the day the Centre opened after the Diwali vacation. The students spent the day playing games and had a treat of chocolates.

Special Olympics

On 16th December all the beneficiaries of the Colaba Centre participated in the Special Olympics organized by the Lions Club at PDP grounds. There were different categories of races and sports events. Bineet won the third prize for the Bunny Hop race in his category. Wheelchair participants enjoyed their race and beneficiaries of the Vocational Development Programme (VDP) class participated in shot put and other events.

The International Day of the Disabled

The occasion of The International Day of the Disabled on 3rd December 2016 saw the launch of Dr. Mithu Alur’s new book, titled A Birth That Changed a Nation - A New Model of Care and Inclusion by eminent doctors Dr. Samiran Nundy, Chairperson of the Institutional Review



Book Launch of “A Birth That Changed a Nation - A New Model of Care and Inclusion”

Board, Dr. Farokh Udawadia, Co-Chairperson of the Institutional Review Board and Major General Rajiv Edwards, General Officer Commanding UM & G Sub Area, at the Colaba Centre. The book is based on a Retrospective Research spanning four decades of the organization and explores the novel model of care; integrating education, treatment and social and emotional development, addressing the issues of children and people with disability. The book includes first-hand experiences of Dr. Mithu Alur as she narrates her challenges as a mother, care-giver and professional working for the rights of people with disabilities in India and the crucial role played in terms of family support. Ms Malini Chib gave a talk to a packed audience.

The Christmas Party was held on 22nd December before all the students went on their Christmas break.

Makar Sakranti was celebrated on 13th January by the students flying colourful kites.

Mumbai Marathon

ADAPT has enthusiastically participated in the Standard Chartered Mumbai Marathon since its inception after the ADAPT Rights Group lobbied and got a wheelchair race included in this prestigious event. Year after year the participation of people with disability at the event has been increasing, sensitizing more and more people to disability issues. This year on 15th January, led by the smart band from the Gloria Convent Girls High School, Byculla, an over 100 strong contingent of people with disabilities from ADAPT along with ADAPT's project partners from HPCL participated in the event.



The ADAPT – HPCL family

An Inclusion Mela was held on 25th of January 2017 with support from parents at ADAPT. Dr. Ravikala Kamath, former Head, Department of Post Graduate Studies and Research, SNDT University inaugurated the 'Mela'. Over 600 children from mainstream schools interacted with our children and staff and enjoyed the game stalls organized by the staff and mouthwatering snacks at the food stalls set up by the parents.

A Painting Competition was held on 3rd February 2017 supported by our project partners HPCL in which 285 students with special needs participated. The students used vegetables, straws, toothbrushes, shaving brushes, thicker paint brushes, sponges, stamps, buttons, and crushed paper to complete their paintings which was based on the theme of Swachh Bharat Abhiyan.

Kala Ghoda Festival

ADAPT had the privilege of participating in the Kala Ghoda Festival 2017 from 4th To 12th February, where articles were displayed from all the Centres of ADAPT. The stall was visited by many people, all appreciating the work of our beneficiaries with a word of praise for the creativity of the adult trainees. Amongst the articles displayed were handmade purses, block printed sarees and dupattas, mobile pouches, writing pads, handmade paper bags and intricate jewellery.

Annual Sports Day

ADAPT's Annual Sports Day was held on 17th February 2017. Activities included the March Past which was followed by the Torch Bearing and the Sports Oath announcing the Sports Day Open. A variety of races were organized for young children and adult trainees. At the Colaba Centre, besides the above activities, a drill display to showcase the physical exercises and the yoga learnings were demonstrated and each of the races focused on either social skills, compliance skills, sharing and caring, balancing and competing with each other in a healthy manner.

An Inclusion Mela was organized at Champion School on 4th March 2017. Ten beneficiaries from our Centre spent half a day interacting with students at Champion School where they had organized inclusive games for them.

Holi Celebrations were held on 10th March at the Colaba Centre.

The Annual Picnic to Mc Donalds was held on 16th March 2017. All the beneficiaries from the aganwaadi to VDP class thoroughly enjoyed this outing.

Zumba and Glass Painting were demonstrated on the 12th and 13th April 2017, which was organized by the teachers from the Singapore International School for the students of the Colaba Centre. They trained the students in Zumba workouts and taught them how to design mugs and glasses using nail paints.

Annual Day

The Annual Day event was celebrated at the Bandra Centre on 21st April 2017 where the trainees of Colaba along with the Army Public School performed an Inclusive Dance on the life of a soldier in the Indian Army. The following students were awarded for their performance for the academic year: Akash got the award for best overall performance, Bineet got the best performance in Academics, and Pranav Mohite got awarded the best in Therapy award. Mrs Sonu Mishra, mother of Jaganath, was awarded the Best Parent Award.

Sensitization Programme

Several programs to partner and sensitize mainstream institutions and the general public to disability were carried out through the year with the aim of sharing the knowledge and experience that ADAPT has developed over 40 years and for it to be put into practice among the general public especially school students.

Some of the sensitization activities conducted through the year were:

- Twenty students from the Ashwini College of Nursing joined hands with ADAPT students in cleaning the playground and therapy room at the Colaba Centre on 1st September 2016. A 15 - minute talk on ADAPT and issues on disability were discussed with them.
- A talk on ADAPT and on children and people living with disabilities was held for grade four students of the Aditya Birla Academy on 8th and 9th September 2016. It was an interactive session where students themselves raised the problem of accessibility for the disabled. Dr. Sawhney explained to the students how they can in

small ways help make Mumbai more accessible. She asked each one of them whenever they came across a broken ramp or an uneven footpath in public areas to call the BMC helpline 1916 and register a complaint and to see whether the complaint was followed up or not. This talk was followed by a visit to our Centre at Colaba where the children jointly conducted an art and craft activity as well as had a singing performance for the children. 42 students from Aditya Birla school interacted with 57 students of ADAPT.

- Three interactive sessions with students of classes five to eight of the Army Public School were held on 16th September 2016 at the school premises. 280 students were sensitized on issues of disability and were given a short presentation of the work of ADAPT and its partners who help our work. 25 children from the Islamic School were also sensitized on issues of disability when they visited the Colaba Centre on 19th October 2016.
- 14 volunteers from the Wells Fargo Bank joined hands with the children of ADAPT to help them in the production of Diyas for the upcoming exhibition on 22nd September 2016.
- On 20th December 2016, 50 students of Champion School attended a sensitization programme where Dr. Namita Nair explained to the students the need for therapy and how it is conducted. This was followed by an interactive Art session with the students where they made masks of Santa Clause, a Christmas tree, Stockings and a Snowman. The positive outcome of this half day session was not the art and craft activity but the interaction of the young generation.
- On 24th and 30th January 2017, seventy girls from the Convent of Jesus and Mary (CJM) were sensitized on the issues of disability and the work done at ADAPT. A discussion was held on the accessibility of persons with disabilities and how they could be agents of change. The young students were enthusiastic and wanted to start with making their school accessible.

Parents Empowerment Programme

- An Orientation meeting for the parents of the Colaba Centre was held on 13th July 2016 where aims for each of the children were discussed individually with the parents and their feedback sought. Mrs. Varsha Hooja, CEO addressed parents and requested them to work as a group in sensitizing the community towards children with special needs. She shared tips on how they could create awareness at their workplaces and help in fundraising activities. 19 parents attended the meeting.
- On 6th January 2017, a Parents' training programme was organized at ADAPT, Colaba by the Adveka Foundation. The aim of the workshop was to empower the parents to be effective caregivers for their child with disability. A pre survey was done to understand the needs of the parents and the workshop was conducted based on the same. The sessions included a lecture on self-care and meditation. Individual Counseling sessions were also held by a psychologist.
- A lecture on hygiene and self-care was organized by a teacher trainee for the VDP beneficiaries and their parents on 22nd March 2017.

Staff Meetings

Regular Staff meetings and Case Conferences are held to discuss every beneficiary's achievements, define the road blocks and plan the way forward. Meetings also focused on the preparation of the curriculum for the month and activities for the term and forthcoming events.

Bandra Centre

After the summer break the Bandra Centre reopened on 10th June 2016. All through the academic year 2016-17 along with curricular activities, various extra-curricular activities were held. Thus Centre is a place full of fun, happiness and fulfilment for the beneficiaries.

In-Service Programmes for Faculty Empowerment were held regularly to ensure that the faculty is confident to conduct activities in their respective groups.

This year the ADAPT Bandra Centre had 130 students and trainees enrolled.

A glimpse of some of the activities held through the year.....Learning and Fun for All.

Staff Trainings

9th June 2016 - ***Drama Workshop by Ms Divya Bhatia***

A unique interactive session on Drama was organized by Ms Divya Bhatia and her Group. This technique specializes in adapting the theatrical processes to accelerate the learning process. The faculty thoroughly enjoyed this workshop which was an excellent start to the academic year.

A Workshop on Posture and Seating was held on 13th July 2016 at the Bandra Centre by Dr. Shabnam Rangwala. The staff members were guided on correct sitting postures for students with cerebral palsy. Varied suggestions were made with respect to children on specially designed chairs and wheelchairs.

Workshop on Sensory Integration:

An interactive workshop was held at the Bandra Centre on 21st July 2016 for faculty and parents by Ms. Anupama Bhojti, Occupational Therapist, La Trobe University, Australia. Her interactive and simple workshop was case based where she discussed specific cases with respect to sensory integration. Ms. Bhojti gave various methods to address sensory issues in classroom situations.

Faculty Meetings

From June to August 2016, four Faculty Meetings were held at the Bandra Centre on 8th June, 17th June, 12th July, 11th August 2016.

Time Management workshop

A workshop on Time Management was held on 18th March 2017 for all the staff members of ADAPT. Imparting practical insight into techniques of managing time, that time is money, importance of the fiscal awareness of time and arresting waste of time, were the key points of

discussion. Emphasis on waste of time brought out that sending and reading emails, engaging in social media which includes WhatsApp, Facebook, Twitter saps your energy. Hence one needs to control this indulgence. It was a great take away.

Workshop on “Inclusion Matters”

Mr. Richard Reiser, Consultant and activist, Inclusion and Disability Equality, UK along with Ms Malini Chib, CEO and trustee ADAPT held a workshop on “Inclusion Matters” on 4th and 5th April 2017. The paradigm shift in "Inclusion" was discussed at length. The barriers in environment, school policies, attitude of people and society were among the topics discussed, eliciting a healthy interaction with the participants who included educators, parents, teachers, counselors and members of SSA.

Activities and Events for the students

International Yoga

Our students participated in the International Yoga Day on 23rd June 2016. All dressed in track suits early in the morning, the students were keenly geared towards holistic fitness.

Environmental Day Celebration

When the State declared an Environmental Week in July 2016, ADAPT was happy to take up the activity at the Bandra Centre. On 8th July 2016 ‘Green Activity’ was planned for the children which focused on the importance of saving trees and need to grow more trees was conveyed through stories.

World Youth Skills Day

This day was celebrated on 15th July 2016 to raise awareness of the importance of acquiring skills which would lead to gainful employment. Employment is, as we all know, the way to achieve better socio-economic conditions for the family and disabled youth have an equal right to employment opportunities.

Other events

It has been observed that socio-emotional development plays an important role in the holistic development of all the beneficiaries. Celebrations of festivals and International days promotes social bonding and so we continue to celebrate events and festivals through the academic year. Some of the events held were:

- International ice cream day celebrated on 20th July 2016.
- Father’s Day celebrated on 20th June 2016. About 85+ parents who were present were welcomed by Mrs. Vijayakar and WSU trainee Mr Varad More read out a message in praise of his father.
- Independence Day was celebrated on 12th August. Dr. Mithu Alur, Chairperson of ADAPT, Mr. Sumit Kumar Deputy Manager Operations, HPCL CSR Project, parents and guests were present on this day.
- Raksha Bandhan was celebrated on 17th August 2016 at our Centre. Raksha Bandhan is a day that creates a bond of relationship. The activity, ‘Making of Rakhis’ kept our adult trainees of Work Skill Unit busy for over two weeks prior to this event.
- Ganesh Chaturthi, Navratri, Diwali, Christmas were all celebrated in the traditional way.

“I Can” Bazaar

ADAPT (Able Disable All People Together) held the inauguration of its Annual Event ‘I Can Bazaar’ exhibition on 21st October 2016 at its Bandra Centre. Mr. Ashish Shelar, MLA & President, BJP, Mumbai, was the Chief Guest, S. Satinder Singh Ahuja, Hon. Consul of Georgia and Mr. Nagesh Kukunoor, Member Board of Advisors, ADAPT, were the Guests of Honour. A delightful display of talent, music, dance and drama was the highlight of the evening. ‘I Can Bazaar’ was not just an exhibition but a subtle message to society... "I Can what You Can. We can sing ... we can dance... We can deliver dialogue... and can be very creative".

Inclusion Mela

The Inclusion Mela, held in February 2017 at the Bandra Centre, is a day full of excitement among parents as well as the students and the adult trainees. This year the Mela was attended by ten schools from Bandra to Andheri along with their teachers. Dr. Ravikala Kamath, former Head, Department of Post Graduate Studies and Research, SNDT University inaugurated the Mela. Dr. Kamath appreciated the participation of children and was impressed by this successful example of Inclusion.



Inaugural of the I CAN Bazaar

There were stalls with games, which attracted the visitors and they participated with eagerness. Food stalls were another place where children were happy to experience.

Innovative forms of therapy are part of our services

Besides the traditional methods of speech therapy, occupational therapy and physiotherapy for children with special needs, ADAPT has always promoted other forms of therapy and this year we had Sports Therapy, Music Therapy, Dance and Drama Therapy and Art Therapy as part of the gamut of alternative therapies for our students.

- Sports Therapy works on co-ordination and concentration. It also helps to build stamina. Children are grouped as per their ability. Wheelchair-bound groups are taught how to enhance mobility and swift maneuvering of the chair.
- Music Therapy has shown immense possibilities for personality development of the children. For example, Meghraj, a young boy with quadriplegia, was seen swaying his body to the music. Similar changes were also seen in other children.
- Dance and drama have positive impacts on their personality.
- Art Therapy helps to bring out the latent emotions of a child. This results in understanding the emotional need of the child. Thus working on their emotional need helps children to gain confidence and respect for themselves.
- The Independent Living Skills (ILS) Unit introduced in the year 2015-16 has been appreciated by parents. It has been observed by parents that students participating in this group, have been seen to make more contributions at home too.

Work Skill Unit (WSU)

At the WSU we continue to train our adult trainees in skills as per their interest and ability. A functional literacy programme is also offered to teach them basic money concepts and functional reading and writing. Grooming and communication skills are also an important

part of the programme. The other skills taught, based on aptitude, interest and ability, are computer skills, filing and office skills. Block printing, paper bag making, jewellery making and decorating diyas and chandeliers are some of the other activities carried out.

The Mita Nundy Community Centre

Services are offered to senior citizens under the Mita Nundy Community Centre for Holistic Wellness. The aim of the Centre is to go beyond rehabilitation and promote the concept of wellness in the community. Wellness is defined as a holistic union of physical, psychological and socio-emotional fitness and therefore the activities of this group are designed keeping this in mind to cater specifically to the needs of senior citizens. Computer literacy for the older population, Meditation, Yoga, Tai Chi and Zumba are some of the activities for the senior citizens. The Mita Nundy Centre also serves as a community meeting space for support groups of patients with head injury or stroke, Alzheimer's, Dementia, Epilepsy, etc. In keeping with the ethos of ADAPT, disabled adults and their parents are encouraged to attend and be a part of the Centre's holistic wellness programmes.



Senior Citizens Day at Bandra

In future we plan to add several leisure clubs such as an Art Club offering classes in Painting, Ceramics, Photography, Dance and Music, a Bridge Club, a Reading Club and a leisure club where board group games like bingo, scrabble, monopoly, cards, dominoes, chess etc. can be played by the members.

Achievements

Our trainees Kamla Subramaniam and Natasha Gonsalves did us proud! They were awarded the "Queen of Patience in Cutting and Chopping" Award at a unique cooking competition organized by The Veruschka Foundation called "Cook for a Challenge" They were awarded by none other than celebrity chef Mr Sanjeev Kapoor. Kamla's mother said, "We feel honoured that our children are encouraged to compete with others. Thank you ADAPT and your faculty for putting a smile on our child's face"



Awardees of Cook for a Challenge

Therapy Department – Bandra

The ADAPT Therapy department offers its therapeutic services across an age spectrum to include infants, adults and even senior citizens. In keeping with its philosophy of inclusion ADAPT decided to include the Senior Citizen group in its therapeutic services. We provide holistic multi-disciplinary therapies under one roof so that it may holistically impact the functional independence of its clients. To demonstrate the multidisciplinary approach the therapy team comprising of physiotherapist, occupational therapist, Speech therapist, Special

Educator, Psychologist and Social worker work closely and cohesively together to plan common goals for the clients. Therapy services at ADAPT are set in the social model and operate in a manner that frequently requires the therapist to move out of their professional domain and help supplement inputs to teachers, parents, employers etc. to impact the overall quality of life for their clients. Parents and the client form the most important part of the treatment team and are involved in the treatment planning process. The therapists provide therapy in various settings such as individual or one on one sessions, group sessions where a group of clients exercise together, and in the classroom setting, where the therapist and teacher work together.

Services offered by the Therapy Department in the year 2016- 2017

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

Individualized sessions:

In the year 2016-2017, 94 beneficiaries received therapy individually. These beneficiaries included children and adults with a spectrum of disabilities like cerebral palsy, ADHD, Downs syndrome, autism and other orthopedic & neurological disorders. Treatment is based on a multi-dimensional and a functional-based approach. Regular follow-ups with parents, and home management and training parents on how to manage their children at home, form an essential part of the role of the therapist.

A strengths-based approach is used where the clients are taught to use their abilities and work around their challenges with help of aids and orthotic technology wherever possible to enable them to function within their respective environments.

Group sessions

Teamwork and peer interaction was also enhanced with group session for 38 beneficiaries. Groups that have been conducted through the year were:

1. *Gym Group:* Workout sessions in our gym are provided to students with a focus on strength training with agility and mobility. Specific muscle training is also done to optimize at various levels which in turn helps to increase muscle endurance and overall stamina.
2. *ADL Group:* This group is focused on helping the students develop their skills of independent living. It worked on improving bilateral coordination of the upper limbs as well as fine motor skills. Students with low attention and concentration were first given activities like jumping on the trampoline, doing jumping jacks, bouncing balls etc. to help gain their focus prior to going on to activities for independent living.
3. *PETO Group:* These groups were conducted for the younger students and worked on the principles of Conductive Education which use group dynamics, verbalizations, rhythmic intentions and repetitions to carry out therapy. Parents attend these sessions and the entire atmosphere for the groups is playful and enjoyable as per the age group of the children. PETO sessions are conducted to meet session goals of mobility, hand series, ADL series, sitting series etc.

Other interventions

The therapists are also involved in several other activities which include:

1. Furniture and wheelchair assessments and monitoring

For therapy to be effective, it is important that the students' posture and seating during the day be addressed. Individualized furniture, assessments and modifications are done for every student by their respective class therapist based on their individual needs. Chairs or wheelchairs are provided with appropriate straps, footrests and/or headrests in order to maintain correct posture and alignment. Correct posture in turn assists the students in many areas such as feeding, correct breathing pattern, handwriting, etc.

2. Aids and adaptations

As mentioned above appropriate aids and adaptations assist students and clients to function better within the environment. Special aids like braces, splints, walkers, and crutches, modified feeding equipment, modifications in clothing etc. are prescribed according to the need to help improve independence.

3. External consultations

Students with orthopaedic issues were referred to clinics organized at the ADAPT Bandra Centre under paediatric orthopaedic surgeon, Dr. Taral Nagda and his Associate Dr. Jaydeep Dhamele. 13 students were assessed at the clinics and later referred for Advanced 3D Gait Analysis and Biomechanical Assessment with the help of Dr Taral Nagda in partnership with Jupiter Gait Lab, Jupiter Hospital, Thane. All the students were thereafter provided individualized guidance for further management.



An assessment camp by Dr. Anaita Hegde held at ADAPT Bandra Centre

Children with neurological issues were attended at a neurology clinic by consultant, Dr. Anaita Hegde, paediatric neurologist. A total of 28 students were assessed at the clinic held in March 2017 of which 18 were new assessments whereas 10 were follow-ups. Parents eagerly look forward to her clinics for her thorough individualized assessments and guidance.

Adult Rehab Unit

The Adult Rehab Unit of the therapy department has been operational since the year 2013 after it was set up under the MP Lad Fund by Shri Shyam Benegal who had also inaugurated the unit. This has expanded the scope at ADAPT to include services such as fitness management, obesity management, and maintenance of bone and joint health.

Other activities of Therapy Department

Workshop in partnership with the Indian Federation of Neuro Rehabilitation (IFNR)

ADAPT in partnership with IFNR, headed by Dr Nirmal Surya, jointly organized the annual conference of the IFNR which was held at ADAPT Bandra Centre and MET Auditorium, Bandra Reclamation. The workshop which was held from 31st March to 2nd April 2017 was open to

neurologists, pediatricians, all therapists, and all other specialists working in the field of neurological rehabilitation. The Conference included preconference workshops of which one was held at the ADAPT Auditorium on 31st March 2017.

The preconference workshop at ADAPT had three sessions; Session 1 was titled “*Rehabilitation in Neurodevelopmental Disorders*” chaired by Dr Urvashi Shah, Clinical Psychologist. The focus of this workshop was addressing the issues of children suffering from developmental disorders like Autism, Attention Deficit Hyperactive Disorder, Cerebral Palsy and Learning Disabilities. The speakers of the workshop were experts in childhood disorders who had worked extensively in the fields of pediatric neurology, psychiatry, special education and occupational therapy. Over 70 participants from varied disciplines (OT/PT/ST/Special Educators/Psychologists) and a few parents and school teachers attended this half-day workshop.



Dr. Urvashi Shah addressing the IFNR workshop

The faculty for the workshop included Dr. Anaita Hegde (Consultant Pediatric Neurologist), Dr. Henal Shah (Professor, Learning Disability Clinic, Psychiatry Department, Nair Hospital), Dr Anjali Joshi (Consultant Occupational Therapist) and Dr. Smita Desai (Consultant Educational Psychologist). The ADAPT team comprising of Mrs Varsha Hooja, Dr Shabnam Rangwala, Dr Namita Nair and Mrs Rekha Vijaykar also made a presentation on the holistic model of rehabilitation which includes psycho, education and counselling of the family along with therapies like behaviour modification, perceptual training, vocational guidance, cognitive and life-skills training for the child.

Session 2 of the workshop was titled “*Issues in Speech and Swallowing in Progressive Neurological Disorders.*” This workshop had 42 participants and was chaired by Ms Gayatri Hattangadi, Head of Speech Therapy Department, Nair Hospital and comprised of two talks and a panel discussion. The first talk was on the assessment and management of speech and swallowing difficulties in progressive neurological disorders by Dr. B.K. Yamini, followed by a talk on objective evaluation by Dr. Nupur Nerurkar. This was followed by a panel discussion on enhancing quality of life in progressive neurological conditions moderated by Ms. Gayatri Hattangadi and Ms. Zainab Nagree where the panelists were Dr. B.K. Yamini, Dr. Nupur Nerurkar and Ms. Sonal Chitnis. Various issues faced in the management of neurological disorders affecting the quality of life were raised. The workshop was then concluded with a Q & A session, comments and audience interaction.

The other sessions of the conference were held at the MET Auditorium. On behalf of Dr Mithu Alur, Chairperson ADAPT, Dr. Shabnam Rangwala gave a talk on the impact of the Right to Persons with Disabilities Act, 2016 from the perspective of a person with disability. This talk added the social dimension to this entire medical conference and was well appreciated by the medical fraternity who attended the talk.

Training in Jamaica, West Indies

Dr Shabnam Rangwala was invited by a private foundation to conduct a training programme

to train rehab aid workers in Jamaica, West Indies during November 2016. Jamaica, only has a training college for Physiotherapy; training colleges for Occupational therapy and Speech therapy do not exist. In view of the same there is an absolute paucity of trained therapists, especially in the field of pediatric therapy. Services for children with disabilities are therefore nonexistent or very rare and that too, are set in hospitals where they are quite expensive to be afforded by the common population. This one-week training programme was set up by the Nathan E Banks Foundation with the aim of demonstrating to the Government of Jamaica the need and methodology for training rehab aid workers in areas of therapy and teaching them to support children with disabilities in residential homes in Jamaica.

This was a practical training programme for 10 rehab aid workers, 5 appointed by the government and 5 appointed through the Foundation. This demonstration model included an element of an evaluation after six months of intervention. The intervention was evaluated on the basis of 12 randomly selected children and people with disabilities based in a residential home.

Attending a meeting of the Rashtriya Bal Swasthya Karyakram (RBSK)

Dr Shabnam Rangwala, who is part of the Technical Resource Group (TRG) for the RBSK programme under the Ministry of Health & Family Welfare, Government of India was invited to participate in the TRG meeting held in New Delhi on 13th December 2016. The meeting was held at the Ashthan Sarovar Portico, New Delhi with the aim to share the RBSK Journey so far, discuss the challenges being faced and chart out a way forward with the help and support of the TRG. It was learnt that the greatest challenge was being faced in the area of developmental delays where challenges extended from the care of the baby in the NICU to the long-term impact of disability on families, as well as the health system.

World Cerebral Palsy Day 2016 and Adapt Achievement Awards

The World Cerebral Palsy (WCP) day is a global event to increase awareness on Cerebral Palsy. ADAPT (formerly The Spastics Society of India) is an Indian partner to this event and uses it to continue its pioneering work with children and families with CP for the last 4 decades in India under the leadership of Dr Mithu Alur.

ADAPT instituted Awards for people with CP under the banner of World Cerebral Palsy Day since the year 2012. The WCP India Committee is chaired by pediatric orthopedic surgeon Dr Taral Nagda, with coordinator for ADAPT Dr Shabnam Rangwala, Ms Jasmina Khanna (a person with CP employed in the corporate setting) and Ms Jasmeet Arora. This concept of awarding the achievements of people with CP will in all probability be taken up at the Global level by the global WCP Committee in the year 2017.



On World Cerebral Palsy day Dr Taral Nagda honour's awardee for her achievements

ADAPT awards are given to Achievers with Cerebral Palsy in the following categories: **Academics, Entrepreneurship, Activism, Independent Living, Corporate Employment, and Arts and Humanities.**

This year's Awardees in the Academic category included Ph.D's, Chartered Accountant and an aspiring IAS Officer. Other candidates included people doing activism work for rights of people with disabilities in the rural areas which the candidates in corporate employment included those employed with corporates like KPMG, Reliance and Mphasis.

The preliminary selection of awardees was based on a selection criterion for each of the categories and the final selection done by a seven-member eminent jury panel comprised of persons with disability, doctors and parents. As an add-on and fun element to the final awards this year a social media campaign called "I Wish Campaign" was also launched on the WCP – India page a month prior to the final day with the aim to generate engagement with people with CP from across the country.

The WCP Day and the ADAPT Awards provided an excellent platform to celebrate the successes of persons with CP and also increase awareness on CP- related issues.

Therapy Department – Colaba

Therapies improve the general fitness and thus make academic, skills and work programmes more effective. At ADAPT, therapy is as an integral part of the curriculum. Every child and adult trainee is given therapy as per his or her requirement either individually or in group sessions, after an assessment by the therapy unit. Therapies offered include:

- Physio Therapy
- Speech Therapy
- Sports Therapy
- Music Therapy
- Art-based Therapy has also been started since October 2016 for 8 children of the vocational section. There were 18 sessions conducted over a span of 3 months by a trainee from the Nirmala Niketan College.
- Swimming - 8 beneficiaries have been going for swimming through the year and have not only enjoyed themselves, but also benefitted from the Aqua therapy.

Individual Therapy:

Students who need one-to-one therapy sessions were identified and accordingly provided individual therapy for optimal results. These children included children with varied diagnoses such as Cerebral Palsy, Down's syndrome, Autistic Spectrum Disorder (ASD) and Attention Deficit Hyperactive Disorder (ADHD). In the year 2016-2017, 22 students at the Colaba Centre received a total of 275 individual therapy sessions. Children are initially assessed to identify their bodily structural and functional impairments. Various neurological approaches were used to manage these impairments and gain the desired outcomes. Neurodevelopmental approach, sensory integration and functional-based training are the most commonly used approaches. The sessions focused at correcting posture, maintaining integrity of joints and muscles, balance training, agility training, improving coordination and fine motor skills. The goal-oriented therapy was used to reassess all the students at the end of the year to check for progress.

Group Therapy:

Groups were made according to the age and functional abilities of the children. These sessions help children to initiate peer interaction, transition from one activity to another, develop fine motor skills, language skills, negotiating and problem-solving skills. Every child in the group is exploring aspects of emotional and sensory regulation when he/she is constantly learning with his/her peers during group activities. Thirty-two children enjoyed 187 group sessions in this year and developed functionally, socially and emotionally during this academic year. Three groups were made according to the class divisions. Swimming, yoga and martial arts were some other therapeutic interventions that were conducted.

Classroom sessions:

Difficulties faced by children during classroom activities were addressed during these sessions. The therapist assesses the child's seating, posture, quality of activities performed and behavior in the classroom. The therapist also interacts with the teacher regularly to document the problem list of every child in her class and gives necessary modifications and suggestions to the teacher. Furniture and wheelchair modifications are prescribed according to the need of the child. Necessary splints, aids and appliances that facilitate optimal function in class are also prescribed to the child. All 32 students benefited through classroom sessions.

Therapy Department – Chembur

The Therapy Department at ADAPT's Skill Development Centre is committed to meeting the needs of its trainees through an individualized, multi-faceted and holistic treatment approach. It operates on the philosophy of inclusion with the aim to facilitate integrated development and healthy active aging of their trainees.

The therapists adopt an individual-centered and functional approach of goal setting to be consistent with current trends in health care, accreditation and rehabilitation theories. Each trainee is assessed in multiple domains: social, physical, functional, behavioral, and psychological and skill-based. The short-term goals are made based on the analysis of the assessments. These are for a period of 3-4 weeks. Multiple short-term goals work towards attaining the long-term goal. The short term goals are revised monthly to check on the progress and on whether any modifications need to be made.

Therapy services are provided through individual and group sessions. The priority list is made, keeping in mind the need of therapy, severity of the disability, scope of improvement and coping mechanisms. Individual sessions are more specific in overcoming the limitations and mainly focus on gaining selective motor control, specific muscle strengthening, training balance, coordination and activities of daily living and improving precision in skill performance. The group sessions on the other hand is more like a maintenance therapy, which includes 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.

All the above mentioned therapy strategies aim towards achieving trainee's optimal performance at the Work Skill Unit.

Individual sessions

In the year 2016-17, 224 individual sessions were conducted for 13 trainees in the year 2016-17. Each session would include 3-4 domains mentioned below depending upon the short term goals planned for the trainee. Individual sessions focus on the following domains:

- Lower limb strengthening hip flexors, hip extensors, quadriceps, hamstrings, dorsiflexors
- Open chain exercises: active/ active-assisted/resisted upper and lower limb exercises
- Closed chain exercises: activities in quadripod position, modified push ups, squats/mini squats
- Balance training: static and dynamic balance on stable/unstable surfaces
- Co-ordination exercises: reciprocal/alternate movements of upper and lower limbs.
- Fine motor skills: buttoning, unbuttoning, lacing, cutting, punching, etc
- Activities of Daily Living training: grooming, dressing/ undressing, self-care, transfers, toileting, mobility.
- Gait training: to achieve most energy-conserving gait pattern with/without assistive aids. Treadmill walking for emphasizing specific phases of gait at the desired speed and inclination.



Individual therapy sessions

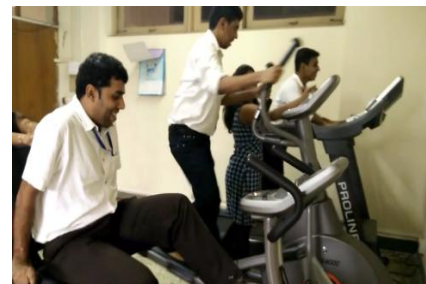


Individual therapy sessions

Group sessions

During the year 2016-17, 243 group sessions were conducted for all 46 trainees. Each session started with warm-up exercises, followed by a work-out and ended with cool-down exercises. The exercises mentioned below were undertaken in various combinations.

- Cross training: includes cycling, elliptical training and treadmill walking.
- Flexibility exercises: stretching and range of motion exercises of upper limb, lower limb and trunk.
- Aerobic exercises: marching, jogging, jumping, lunges, skipping, squats
- Complex balance training: static and dynamic balance in standing and other transitions.
- Co-ordination exercises: reciprocal/alternate movements of upper and lower limbs
- Breathing exercises: deep breathing techniques with closed eyes post exercise



Exercising - a form of group therapy

Skill-based training

This is usually done at workstations to overcome/ manage the difficulties faced by trainees while performing a particular skill.

Department of Speech Therapy

In the year 2016-2017, the Speech Therapy Department conducted OPD assessments and follow-up sessions for individuals requiring specific inputs to develop communication skills and feeding management. ADAPT students also received therapy sessions based on the same principles.

Students were especially trained in the use of alternative modes of communication using communication aids based on individual assessments done so as to enhance their basic expression. Speech software like Dr. Speech, and My Words, were used to enhance speech and language development.



Dr. Pradyana Patil taking a Speech Therapy session

Feeding interventions were carried out as part of classroom interventions. Students with feeding difficulties were assessed and the carers and the teachers were provided guidance to help the students manage these challenges in a more effective manner. Parents and teachers were given instructions and shown how to feed the children using correct posture. Students with drooling and oromotor issues were shown oral exercises to reduce drooling and improve oro-motor control. Further to develop vegetative functions individual sessions, group sessions and sessions in the classrooms with teachers were also conducted. A total of 24 beneficiaries received individual therapy, 8 beneficiaries received group therapy and 16 classroom interventions were done through the year. In addition to school students 34 of speech and language assessments were conducted for new OPD's and 12 number of OPD speech therapy sessions were conducted through the year.

Counseling of parents to provide better stimulation for developing speech and communication was given on a regular basis.

As a part of community training and empowerment, various lectures were delivered to students attending the CII programme on speech, language and communication development and various communication disorders.

Department of Psychology

The Department of Psychology provides a range of facilities to the trainees, children and parents. The Department promotes good mental health by being open to parents, trainees and students by providing them a platform to talk about anything that causes distress. This department works very closely with the Therapy Department and the Department of Social Work.

The psychologist works closely with the parents and teachers of the students and trainees to get a holistic view of their social interaction, behavior and anger management techniques in different settings such as in school, at home or in a known and unknown social situation. This helps the psychologist to find out the probable cause (antecedent) for any inappropriate

behavior if reported and work towards its management along with the teacher and the parent. The holistic involvement of the teacher and parent is of utmost importance, as only when the intervention strategies suggested are consistently followed in all situations, will they result in the desired change in the behavior of the student or trainee. The same behavior modification taught has to therefore be reinforced in class by the teacher as well as at home by the parents.

Individual Sessions

In the individual sessions, each trainee or child is met on a one-on-one basis once a month by the psychologist. Individual sessions are in depth counselling sessions which are led by the student or the trainees and he/she is given an opportunity to speak on any matter that they would like or is causing them concern. Referrals for the individual sessions come from either the parents or the teachers. Occasionally parents approach the psychologist about a particular behaviour at home that worries them or sometimes the teachers approach the psychologist about some inappropriate behaviour in the class. After a couple of individual sessions the psychologist prepares the plan of intervention which is then shared with the parents or the teachers to be followed at home or in class. 47 students and trainees from the Bandra centre and 45 from the Chembur centre received individual sessions in this academic year.

Group Sessions

In the group sessions there are a lot of fun activities for the students and the trainees. Group sessions are basically used to enhance social behaviour. There are two major topics taken up during the group sessions: Social Skills Training and Sex Education.

In the Social Skills Training, many topics are covered such as how to introduce oneself when in a social setting like a party or when one goes for an interview, the need and manner of maintaining appropriate eye contact during conversations, managing peer conflicts etc. There are fun techniques used to do this training so that the trainees and the students are always interested. Some of the techniques are role playing, modelling, story-telling etc.

The sex education groups are divided based on the ages and the gender of the trainees or the students. The older trainees are spoken to about personal hygiene and sex education and the concept of good and bad touch is reinforced whereas for the younger students the focus remains good touch and bad touch in simple playful manner using flash cards and videos. Emphasis is laid on explaining to children who are wheelchair-users about good and bad touch when they are picked up for transfers or taken to the washroom. Through this academic year 2016-2017, 21 social skill sessions and 9 sex education sessions have been conducted at the Bandra and Chembur centres.

Assessments

When a new trainee or student seeks services at ADAPT for the first time, they are given a comprehensive assessment which includes an assessment by a psychologist. The social worker first completes the social profile of the family, followed by the physical and speech assessment and finally the assessment by the psychologist. The psychologist assesses the mental capacity and flexibility of the child or the trainee. This is conducted through a parent questionnaire and an observation by the psychologist. After this preliminary assessment a detailed standardized assessment may be done if required or suggested by a team member post the case conference. In the current year 36 assessments were done at the Bandra Centre and 20 assessments at the Chembur Centre.

Case Conferences

Case Conferences are held after each of the team members have completed their assessments.

The professionals meet to discuss their respective assessments and give their input as to how they could help the child/trainee, and how that would benefit the child/trainee in the long run and help him for his future. Using their holistic approach they come to a decision regarding the child/trainee, after which the decision is conveyed to the parents via the social worker.

Out-Patient Department

The Out Patient Department includes those children who are not enrolled at the Centre but only come to the Centre for Therapy or Counselling sessions. The procedure of assessment for the OPD is similar to that of the assessment process outlined above of the school. The frequency of an outpatient's counselling sessions is based on the severity of their behavioral challenges. In the OPD, the parents are fully involved and the psychologist and parent work together to help the individual/child to overcome that behaviour. The psychologist gives the parents some home-based activity, so that the plan is carried over at home too. The number of OPDs provided sessions this year were 7 at the Bandra Centre and 4 at the Chembur Centre.

Class Observations / Interventions

In Class Observations or Intervention, the psychologist goes to classes and assesses the child's/trainees behaviour. If there are any behavioral or social problems in class which the psychologist notices, it is taken into consideration and addressed during the group sessions and the teacher is also given the appropriate recommendations for the classroom situation. The teachers are guided to make and maintain a weekly behavioral chart, so that the child/trainee can keep a track on his/her behaviour.

Other Activities

The Psychologist attended the two-day workshop on "Inclusion Matters" conducted by Mr Richard Rieser 'World of Inclusion', UK. As part of the ADAPT team, she also participated in several ADAPT events held through the year, some of which were the "I Can" Bazaar, the Sports Day, the Women's Day celebration and Staff Day celebrations.

Department of Social Work

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 of different fraternities). The Department helps the beneficiaries by providing guidance and support in the holistic approach towards management of disability as well as gives direct intervention, such as case work intervention, home visits to assess the social status and for counseling 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 45 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 Department has fulfilled the following duties in the academic year 2016-17:

The OPD (Out Patient Department)

The OPD is conducted every day round the year. In the OPD, new cases are observed and assessed by the therapists, the psychologist and the Social Worker. The age group that attends OPD ranges from infancy to adulthood.

This year 60 patients attended OPD at Bandra Centre and 10 patients were assessed at SDC

Chembur. The Social Worker coordinated these OPDs with the OPD team. Parents were informed about the decisions taken by the team. The social worker counselled parents and ensured the active participation of parents and families by involving them in the treatment process. Parents were given information on services provided by ADAPT. The Social Worker guided parents on the Right to Education Act and referred some children to mainstream schools to promote inclusive education. This year, some of the patients had come from different parts of Maharashtra, as well as across India.

Case Conference

Case Conference is the meeting of the OPD team after assessment of the candidate to discuss and plan the intervention for the candidate. The OPD team includes the HODs of the Education, Social Worker, Physiotherapist, Speech Therapist, Psychologist etc. Each team member shares their respective findings and inputs planned for the candidate. This meeting is coordinated by the Social Worker. After the meeting a comprehensive individualized plan of intervention is prepared by the team which is shared with the parents and regular follow-up of the candidate is taken by the Social Worker.

Attending to Enquires

Enquires are attended through email, 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 Cards of the parents and child, disability certificate, birth certificate, income certificate to help the beneficiaries avail of ongoing and upcoming government schemes for persons with disabilities. This is an ongoing process and continues through the year.

Awareness of Government Policies and Schemes

The Social Worker continuously keeps abreast of self on ongoing government schemes and finding out about any new schemes being launched for children and persons with disabilities. This year the Social Worker informed and guided parents about new online disability certificates and the method to obtain the same.

Registration of Children under Niramaya Health Insurance Scheme

Niramaya is the health insurance scheme provided by the government to persons with disabilities to meet the medical expenses. Apart from educational expenses, parents also have to manage their children's medical cost, such as ongoing therapy, surgery etc. Thus, considering this fact, the Social Worker guided and helped the parents register their children under the Niramaya Scheme to utilise its benefits. Till now, a total of 18 students have been successfully registered under this Scheme and this process will continue for the next academic year also to register all children. The main challenge faced in registration of more beneficiaries is the non-availability of the required documentation by the parents.

Delivering Talks on Rights and 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 beneficiaries may be reached, the Social Worker delivered talks on services provided by government for persons with disabilities. The Social Worker was invited by the World Vision NGO on International Day of the Disabled at Dharavi to talk on government schemes. A total of 25 parents from the Dharavi community attended the programme. The Social Worker delivered a similar talk to the community workers employed with the NGO Sahyogi and

encouraged them to spread this information into the communities that they work.

Referral service

Children and parents are sometimes referred to other organizations on the basis of their requirements. When it is felt that a particular child can be benefited by some other organization, then they are referred accordingly. The task does not end only by referring; it also includes building up proper linkages and follow-ups thereafter. On the other hand, the department builds up links with various organizations to make the referral service strong and smooth.

Networking With Sponsors and Donors

The Social Worker has been networking with donors to get financial support for children from lower socio-economic families. ADAPT works on a zero rejection policy and so all children who are in need of its services are provided the same. This year, the Social Worker helped parents to get the financial support for their children's education needs. The Social Worker networked with Minim Charitable Trust, who provided financial support for education of two students of ADAPT.

Home Visits

The Department of Social Work undertakes home visits as per need for students attending the ADAPT centres as well as the beneficiaries enrolled in the OPD unit to ensure their regular attendance and to learn about their family environment. The Social Worker coordinated with teachers and visited the homes of those students whose attendance at the centre was irregular. After visiting the homes, the Social Worker counselled the parents on the importance of education, and encouraged them to send the child regularly. Parents also discussed their challenges and concerns with the social worker who tried to help them find ways to overcome them.

Supervision

This year, one student from the SNTD Women's University College of Social Work was placed as an intern at the ADAPT Bandra Centre. There was regular supervision of her work, which included home visits, community visits, case work, classroom observation, organising awareness programmes and fund-raising activities.

Other Activities

The Social Worker attended the two-day workshop on "Inclusion Matters" conducted by Mr Richard Rieser, World of Inclusion, U.K. As part of the ADAPT team he also participated in several ADAPT events held through the year some of which were the 'I Can Bazaar', the Sports Day, the Women's Day celebration, the Kala Ghoda Festival, the World Cerebral Palsy Day event at the Jupiter Hospital Thane and the World Disability Day.

Adult Services: Skills Development Centre

Our focus at Skills Development Centre is to train young adults and help them for placement so as to encourage complete independence. Placement and Employment can include self-employment, cooperative employment, sheltered employment or outsource employment, depending upon the individual capabilities of the trainees. We employ a strength-based approach and look for the physical and financial strengths of our clients prior to doing any placement. The year 2016-17 was outstanding in terms of skills taught to trainees and trainees becoming independent. Innumerable activities took place throughout the year to showcase the

skills and talents of our trainees.

Our year started from the month of June with tremendous support of the CITI GROUP who helped us in the infrastructure upgrading of our building by undertaking several activities such as cleaning and painting the premises, replacing old electrical fittings, installing net fittings at windows, and landscaping.



Staff volunteers for CITI bank join hands with SDC trainees

Thank you CITI Group once again!

In the academic year 2016 – 2017 there were a total of 47 beneficiaries with disabilities enrolled at the Skills Development Centre (SDC). They were divided into groups based on their capabilities assessed by way of a skill assessment. The groups included the vocational group with 21 trainees, the pre-intern group which had 18 trainees, and the intern group with 8 trainees.

In terms of direct training, the Skills Development Centre undertook several training programme for our trainees to make them as independent as possible.

The Pre-Intern group (17 trainees) and Intern group (7 trainees) are specifically being trained for placement for which the need to have basic concepts of functional Academic Skills is absolutely essential. With this purpose the trainees in both these groups undertook functional academic classes which included money concept, time concept, shopping skills, computer skills, office skills, reception skills and communication skills. These skills enable the trainees to move out independently and work with confidence.

ADAPT has since its inception aimed to move people with disabilities from stereotyped C and D category jobs to A and B category jobs which, even after 45 years of work, continues to be very challenging due to lack of sensitization, awareness and acceptance. Year after year it is our young trainees, with our support, who move out to get employed at different corporates, cafeterias, offices, schools and many other organizations and who show the world that they too can move shoulder to shoulder with the rest of the world, truly demonstrating true inclusion.

Some of our young trainees find it too challenging to get Open Employment and therefore are trained and work within our Centre. They are trained to make products like rakhis, diyas, paper bags, wall hangings etc. They are also taught activities like packing, labeling, sorting, counting and product decoration. These products and activities help us to undertake job orders as well as participate in different exhibitions through the year. Our products are displayed at exhibitions that are held at different Corporate offices, at the ADAPT branded “I CAN” shops, at all ADAPT centres and at the Museum handicraft shop. We also get a lot of orders which are spread through personal contacts and through clients who visit the SDC Centre.

The SDC also provides overall growth to its trainees through several extracurricular activities like dance, yoga, sports, music, picnics and other social and leisure activities. Our trainees are well known for their dancing skills and are especially invited to perform at various programme and events.

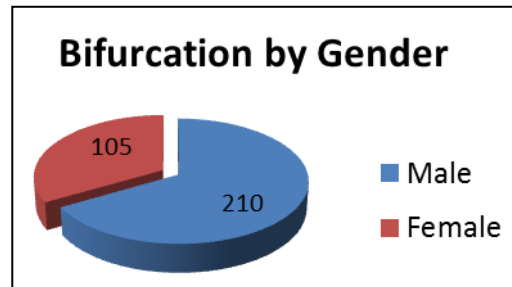
Some of the extra curricular activities during this academic year included:

- Dahi Handi on 11th August with the participation of the trainees, a few of their parents and all the trainees from the Kotak Education Foundation. Babaji (Swami Mounananda) also graced the occasion by his presence. Trainees persevered to demonstrate team work in breaking of the Handi. As always, this was followed by the distribution of sweets.
- Independence Day was celebrated on 12th August. All the trainees from our Centre and Kotak Education Foundation participated, danced to a patriotic song, The Meaning of independence by trainees and a soul stirring song were the highlights of the Day.
- Ganpati was celebrated for five days from 25th August with an Aarti being done and Prasad being distributed every day by staff and trainees. Visarjan was done on the last day with all trainees travelling to the visarjan site by bus.
- Founder's Day was celebrated on 3rd October along with Babaji, Mrs Hooja and Mrs Tandon and trainees and parents. Mrs Hooja read out the message by Founder Chairperson Dr. Mithu Alur, while Babaji spoke on the topic of self-respect.
- Diwali, the festival of lights and crackers, was celebrated with full zeal on 13th October. All the trainees participated in a dance, fancy dress competition, followed by a luscious lunch, Crackers and crackers and gifts were distributed.
- A Christmas party was held on 22nd December. It was great fun with lots of music and games. Short stories on the birth of Jesus Christ and His preachings from the Bible were shared with trainees.
- Makar Sankranti, the Kite flying day, was celebrated on 13th January 2017, all trainees and staff participated in a competitive mood, flying kites as high as possible. Trainees were delighted to see colourful kites flying high in the sky. Kite flying also helped in improving their eye-hand co-ordination and increasing their concentration span. 'Teel-gud' was distributed, giving the event a festive feel.
- Skill Day was celebrated on 25th January 2017 where stress was laid on skill development activities like carpentry, catering, housekeeping and automobile repairing.
- At the the HPCL Drawing competition held on 3rd February 2017, our trainees had fun with colours and crayons. They made paintings on 'Swacch Bharat' with different ideas, showing their talents on canvas.
- Women's Day was celebrated from 6th to 8th March 2017 where the women staff and volunteers were given yoga sessions, physiotherapy sessions and stress management sessions by professional trainers. They also had a group discussion on time management and managing priorities in life.

The year flew by, filled with all of the above activities and trainees looked forward to resuming the next year.

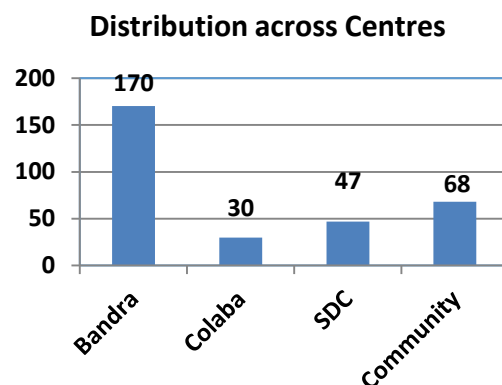
ADAPT and HPCL together make Corporate Social Responsibility a successful reality

In the year 2011, HPCL aligned with ADAPT and Dr. Alur's mission and vision received support and strength from HPCL's CSR policy. This partnership is now in its seventh year. This collaboration supports the provision of education, treatment and skills training as needed, in a supportive environment to 315 beneficiaries (210 females and 105 males) so that they can realize their potential. The project also includes activities to empower parents and awareness activities aimed at changing the existing attitudes and prejudices towards persons with disabilities.



Direct support to the beneficiaries

The ADAPT HPCL project supports 170 children and young adults at Bandra and 47 youth with disability at the Skills Development Centre in Chembur. 30 beneficiaries from the neighbouring slums of Colaba and Cuffe Parade and 68 from Dharavi are benefited under this project.



Services provided

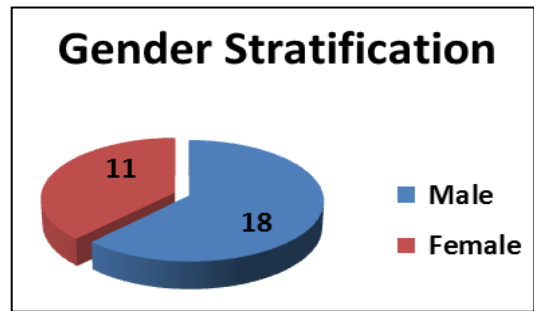
At Bandra and Colaba beneficiaries follow an educational curriculum which is modified as per the individual's ability. Our services are also extended at the community level in Dharavi, where the Sultan Noorani Memorial Karuna Sadan, housed in the Urban Health Centre, the Annexe of the Sion Hospital, provides preprimary education and need-based services to beneficiaries who have been included in mainstream schools in the community. The schools are also supported with strategies to address disability in the classrooms. Beneficiaries above the age of 18 are enrolled for skills training at our Skills Development Centre (SDC). Each of our Centres also has a small unit comprising of the Work Skills Unit (WSU) and the Vocational Development Programme (VDP) for those who need preparation prior to skills training or are unable to access the services at SDC.

The main focus is on inclusion in a mainstream school and the process followed includes the preparation of parents, beneficiaries, sensitising the principal and staff of mainstream schools. An Accessibility audit is conducted of the mainstream school premises and modifications suggested to facilitate barrier-free access. Once the child is included the rest of the staff is sensitised.

Resource Support provided to children included in mainstream schools

Inclusion of children with disabilities into mainstream schools has been our focus since 1999. Over 100 beneficiaries with disability have been included in mainstream schools in the past years. Most of them have graduated from the schools and moved onto college education. 29 beneficiaries (of which 11 are female and 18 male) from the Community Centre who have

been admitted into neighbouring schools are at present being provided resource support under the Project. The initial challenges faced by the parents as well as the schools have been addressed. The 29 beneficiaries have completed the academic year in the regular schools with good grades.



Dr. Alur coined the motto 'I CAN' for the organisation; hence the focus is always on the abilities and not the disability. Individualised need-based plans have been developed and care pathways planned for all the beneficiaries.

Indirect support to the beneficiaries

HPCL not only contributes towards the education, therapy, skills training, socio-emotional development of the beneficiaries but also supports the creation of better infrastructure for the beneficiaries at the three Centres. This year the washrooms at the Colaba Centre were renovated to make them disabled friendly and accessible and some parts of the Remedial Centre at Colaba were air conditioned

The HPCL team also works in partnership with us and sensitizes the community on disability, be it at the Mumbai Marathon every year or at their annual events where they have given our beneficiaries a chance to showcase their skills. HPCL employees also regularly participate in our programmes and their regular visits has resulted in a bonding and personal rapport with the beneficiaries. We are grateful to them for their continuous support of disability.

Painting Competition

Every year, HPCL sponsors an Inclusive Painting Competition for the beneficiaries of the project. On 3rd February 2017, 285 beneficiaries 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 painting tools while others used straws, toothbrushes, shaving brushes, thicker paint brushes, sponges, stamps, buttons, and crushed paper to complete their paintings. The theme of the competition was 'Swachh Bharat'. This event gave us the opportunity to explain the concept of a Clean India and the importance of cleanliness, to the children and trainees.



Mrs. Rekha Vijayakar, Senior Director Services and Swami Mounananda, Advisor, SDC hand over prizes and certificates to the beneficiaries

We acknowledge the support of HPCL over the years and look forward to a continued partnership in the years to come.

Training and Pedagogy: The Mithu Alur Centre for Inclusive Studies

Pedagogy and manpower training was interwoven into the first innovative model that Dr. Alur set up in 1972 and national-level training courses have ensured the spread of this unique model of education and therapy across the country.

The most significant consequence of the sustained efforts of Dr. Alur has been the inclusion of children with disability under the “Rights of Children to Free and Compulsory Education (RTE) Act” under which children with disabilities have the same rights as any other children to education in mainstream educational institutions. For this inclusion to be sustained, it is imperative that every teacher is sensitized and empowered about inclusive education.

Teacher training for regular teachers rarely prepares teachers for working in diverse classrooms, and in particular does not equip them with the confidence, knowledge and skills to effectively support learners with disabilities. This is a key reason why so many children with disabilities remain out of school, or excluded from the learning process within school. If we are to reignite progress towards quality basic education for all, then regular teachers need to be prepared to meet the learning and participation needs of children with disabilities.

Dr. Alur’s philosophy has been to share and disseminate knowledge and train professionals across the country and these have in turn then created context-specific inclusive models in their regions, leading to the model spreading to 29 States.

The Mithu Alur Centre for Disability Studies was set up to address capacity building of all stakeholders. This has been renamed the Mithu Alur Centre for Inclusive Studies (MACIS).

Community Initiatives in Inclusion (CII)

The Community Initiatives in Inclusion course conceptualized by Dr. Mithu Alur, Founder Chairperson, ADAPT (formerly The Spastics Society of India) and Course Director, CII, with initial support from the Institute for Global Health (IGH) is sponsored by ADAPT and The Women’s Council, UK to train Master Trainers in the Asia Pacific Region.

The course content includes modules on Disability, Policy, Inclusion and Community. It is conducted in two phases. The first fourteen weeks consists of taught sessions, practical work and field work in Mumbai.

The Course does not have a formal evaluation process; however, it does require that the participants develop a ‘Context and Culture Specific Project’ on spreading inclusion in their respective countries under the guidance of Dr Alur. This is an Action Plan for spreading inclusion in their respective countries.



*Ms. Ketna Mehta, Mr Jayabrato Chatterjee,
Mr. Kamal Bakshi and Mr. Arup Patnaik
inaugurate the course*

Most of the participants need support to develop their English speaking and writing skills. As in the previous years, Swami Mounananda, Project Advisor to the course, and Advisor, Skills Development Centre, and a veteran theatre personality, worked with each participant on their English language and presentation skills, voice modulation and body language.



Working on presentations with Swami Mounananda

The sixteenth Community Initiatives in Inclusion course was inaugurated on the 10th January 2017 by Mr. Kamal Bakshi, Vice Chairperson, ADAPT, Professor Ketna Mehta, Founder, Nina Foundation & Associate Dean - Research, Welinkar Institute of Management Development and Research, Mr. Arup Patnaik, Former Police Commissioner, Mumbai and Member, Advisory Board, Mr. Jayabrato Chatterjee, Member Governing Body and Mrs. Rekha Vijayakar, Senior Director, School Services & Pedagogy, ADAPT.

Additions to the curriculum this year included the concept of Inclusive Employment and the challenges related to it. The Model of Selective Placement and Selective Training introduced by Dr. Mithu Alur was shared with the participants. Another addition was the session on Corporate Social Responsibility by senior staff members of Citibank NY, who have supported three projects at ADAPT. Macro level work was also addressed by Mr. Kamal Bakshi, Vice Chairperson, ADAPT and former Indian Ambassador to Austria, Iraq, Sweden and other countries who shared his experience on working with the government.



Mr. Kamal Bakshi speaks on liaising with governments

Participation in international workshops on "Holistic management of Neuro developmental Disabilities: From Childhood to Adulthood" and 'Speech and Swallowing' organised by the Indian Federation of Neuro Rehabilitation (IFNR) and ADAPT was also added.

Indian and international films on disabilities were also screened for the participants. A special screening of the award-winning film 'Margarita with a Straw' that was co-produced by ADAPT was organized with the director of the Film Ms. Shonali Bose, giving the participants an opportunity to interact with the director, promoting a better understanding of the film and the issues it has raised.

Valedictory Function

Dr. Smita Desai, Educational Psychologist, and Founder-Director, Drishti was the Chief Guest at the Valedictory programme on the 12th of April where three of the action plans were presented: Bangladesh, The Government of Tibet in Exile, Tajikistan and India. Dr. Frances Moore Honorary Technical Adviser, The Women's Council, U.K and



Lighting of the Lamp at the Valedictory Function

Dr Alur awarded the participants their certificates of attendance for the first phase of the CII course and their membership to the National and Asian Alliance for Inclusion. The Alliance has been set up by Dr. Alur to promote inclusion in the Asia Pacific countries.

Twenty-one participants including four with disability from eight countries, comprising of therapists, educators, social workers, activists, volunteers, administrators, researchers, heads of schools and parents of people with disabilities, completed the course this year.

Workshop on “Inclusion Matters”

Ms. Malini Chib, CEO, ADAPT, Chair, ADAPT Rights Group, Diversity Officer, Tata Consultancy Services, London and author, and Mr. Richard Rieser, Managing Director of World of Inclusion Ltd. and Consultant Inclusive Education and Disability Equality, U.K. conducted a two-day workshop entitled “Inclusion Matters”. The main focus of the workshop was on the Rights Approach



Mr. Rieser, Ms. Chib and Mrs. Hooja facilitate the workshop

to Inclusive Education which was attended by 90 professionals working in various fields of disability from across Mumbai including mainstream teachers, officials of the government’s Sarva Shiksha Abhiyan programme, parents and other NGOs.

Other training programmes included:

A 10-day training programme for 25 staff members from 3 Centres of the SEC Day School was held in September 2016. The curriculum was divided in two modules focusing on practical demonstration sessions and observations of therapy, special and inclusive education and theory, and case study presentations.

Mr. Rieser conducted a session on the role of media in spreading awareness about disability and inclusion and discussed the situation in countries across the world.

Ms. Julia Stolberg, Foundation Audrey Jacobs, Nepal held a half-day workshop on Inclusion and the use of Montessori methods.

Better teacher preparation and ongoing professional learning is essential to ensure that all teachers are successfully prepared to teach in inclusive classrooms and the Mithu Alur Centre for Inclusive Studies aims to provide this through both contact as well as online courses.

Library & Media Resource Centre (LMRC)

Introduction

The world has emerged as a global village, which may be attributed largely to the developments in the field of technology that has led to breaking of boundaries and bringing the world closer. The impact of this technological boom has also impacted the field of

education which has witnessed dramatic makeovers to enable education to be on par with the other aspects of changing human lives. New technology is complementary to the traditional manner of gaining knowledge and information through the reading of books.

ADAPT's Training Department has a specialized library called "Library and Media Resource Centre (LMRC)". In reference to gaining knowledge and information, the ADAPT LMRC has attempted to keep up with the changing communication world through the use of technology. The LMRC provides resources and information in the field of disability, development and inclusion in the book format as well as through the digital medium. The Library Resource is used for referencing, gaining information and knowledge, making projects, teaching practice lessons for teacher trainees, making notes for examinations and accessing the latest information on a varied range of topics. Major activities and services of the Centre are geared towards modernization of LMRC, to promote information transfer and access, to support learning and academic pursuits.

LMRC 2016 - 2017

The library collection includes: books, national and international periodicals, publications, documents, audio-visual material and other resources. The library has 7000+ books and resource materials on a wide range of topics that cover Inclusion, Community Initiatives on Inclusion, Human Rights, Policy, Government, Psychology, Child Development, Learning Disabilities, Speech Therapy, Physiotherapy, Occupational Therapy, Research and Development and Legislation. It also has practical-based resource material like Remedial Materials used by the Special Educators for the actual teaching practices in the class, Assessments and Tests conducted by the Psychologists, and Assistive technologies prepared by the therapist which may be borrowed for use in practical situations.

This year, a very valuable resource by way of a book written by Padmashree Dr. Mithu Alur titled *A Birth That Changed A Nation: A New Model of Care and Inclusion* was added to the collection of the LMRC. This Book was published by SAGE Publications and was released on the occasion of International Day of the Disabled on 3rd December 2017. It explores a novel model of rehabilitation and care for "intelligent minds with disobedient bodies" and adds further knowledge on the subject of management of multiple disabilities in India. Given the changes in laws and legislations for the education of children with disabilities through the Right to Education Act and the need for inclusion of the disabled into mainstream society, this book is an extremely valuable resource in the current scenario. Students, teachers and professors studying inclusive education or teaching in inclusive environments as well as families of people with disabilities and the public at large would be benefited greatly by the Publication and wider circulation of this book leading to ideas that will make India more inclusive.

Knowledge Management Centre Portal

Technology, as mentioned above, being a driving force in the contemporary education system, the Knowledge Management Centre, an ADAPT Oracle Project, was conceptualized by Dr. Mithu Alur with Mr. K. Harish. Its purpose was to use the knowledge gleaned over forty years and the experiences gained through the upscaling of the first model she set up, to create digitalization of content which is easy to understand, accessible and interactive. India is a large country and it is difficult for teachers from far-flung corners of the country to

attend courses and workshops due to the time, distance and cost involved. The Government of India's Right to Education Act makes it mandatory for teachers at all levels to learn about disabilities and inclusive studies.

Digitalizing the material available and imparting it online will impact the six million teachers that are trained by the National Council for Teacher Education. The Centre will be used to convert specific courses into audio-visual content with animation and illustrations to add to clarity and aid demonstration. Sub-titles and voice-overs will also help to increase the reach of the content all over India and even worldwide.

Digital content may be disseminated online or made available through discs to institutions (like a village school) where internet connection may not be available. Other than teachers, special educators, policy makers and anyone interested in disability as a field of study can benefit from the material. The Indian experience can also be shared with other countries interested in setting up the Inclusion Model and also help to further the research on disability.

Work on the Knowledge Management Centre (KMC) was begun with the compilation of best practices that have been implemented at the various Centres of ADAPT and by digitalizing the resource materials, papers and documents available at ADAPT. It is hoped that all the collated knowledge under the KMC will help guide and support other pioneering smaller organizations from across the country who may wish to set up similar services. This will lead to an expansion of ADAPT services as well as lead to setting up of quality disability services across the country.

The KMC will also help in the Creation of a Central Teacher's Training College to work directly with children and to train mothers to work with their children. It will aim at creating a National Centre for Research using physiotherapy and other techniques to develop programmes aimed at holistic management of children with multiple disability, with a focus on Cerebral Palsy.

The KMC will optimally use technology to provide ease of access to its users. Knowledge and information may be accessed through broadband as well as video conferencing.

Parents' Initiatives and Parents' Corner

Last year, the library had started this project for parents. Many parents have given their valuable time and effort to this project. They have provided additional information on disability-related topics, many newspaper clippings and many books. Parents have also collected and disseminated information on the Parents' Board which was specially made for them.

Toy Library

Another new initiative of the LMRC this year was the setting up of an Educational Toy Library. The toys are on display and parents of children from the Bandra Centre can borrow the toys for a week. Parents have also donated educational toys and games to the Toy Library. These educational toys are very helpful in improving various skills of the children.

Information Dissemination

The Information Dissemination Unit of the Library has put up shelves and boards outside the various departments and spaces most frequented in all the Centres to provide information

about the activities, happenings, latest educational material, newspaper clippings, book reviews, government notifications, ADAPT job opportunities, training courses etc related to disability and inclusion.

Other

The Library also offers facilities of indexing, photocopying, translation of documents, spiral binding, circulation of newspaper clippings and articles published in magazines.

New initiatives

With the global awareness about service provision for people with disability as well as strong positive initiatives by the Government there is increasing knowledge-seeking in areas of services for people with disability. Therefore the strengthening of the infrastructure of The Library and Media Resource Centre is a priority which needs rapid action through ongoing upgradation and continuation of digitalization of the library materials.

The objective is to mitigate barriers of physical space and learning capacities for all beneficiaries by being able to provide information, covering all aspects of disability in several formats and methods. The LMRC is also a crucial pivot that supports the various pan-India and international courses offered through 'The Mithu Alur Centre for Inclusive Studies'. The LMRC therefore needs to keep pace with the fast-changing scenario in the technological world, to support its learners coming from across the country and the world from differing cultures and different learning styles.

An upgradation of the infrastructural facilities of LMRC would go a long way in providing the latest information and knowledge needed to provide better training to all the beneficiaries of ADAPT services. The beneficiaries aided through the upgradation would include: students and families of students enrolled at our Centres, students of all ADAPT courses, lecturers and external faculty of various courses held at ADAPT, researchers studying disability or Inclusive education, other NGOs wanting to set up similar services or seeking information, and also contribute to staff development.



Parents' initiative at LMRC

Being a non-government organization, ADAPT requires to continuously raise funds to meet the cost of all its activities, may they be in areas of awareness and advocacy, empowerment of disabled persons or the regular activities of education and training. Similarly there is need to fundraise for the upgradation of LMRC activities too. LMRC is a gateway of information for all of ADAPT's various activities and therefore its impact, although not measurable through direct beneficiaries has a far-reaching indirect impact across the country as well as the world. Through the LMRC, ADAPT is able to reach users dispersed all over the country, irrespective of location and distance, to have access to information regarding thesis / dissertations, books, monographic and non-book materials by locating the sources wherever available.

Strengthening the library through digitalization will enable people across the world to access the rich experience and expertise gathered by ADAPT over the past forty-five years.

Revenue Generation

Financing of Services

The developmental sector has been in the forefront making invaluable contributions to India's evolution as it completes 70 years of independence. The growth in the sector itself has been outstanding, touching various parameters, causes and drawing in stakeholder participation in creating a unique momentum.

The Spastics Society of India, now called ADAPT, has been one such key driver, not only pioneering a unique model of Education and Disability under one roof 45 years ago but having undertaken flagship projects establishing key landmarks in the history of disability in the country and influencing Policy Legislations. The organization has since its early years forged ties with international organizations and has become a platform to share and exchange ideas and absorb context-specific best practices in this journey of evolution. It is one of the leading organisations to develop sustainable models which has formed the foundation of international projects and partnerships critical for the growth of the organization.

Whilst one is able to relate to beneficiaries and direct service delivery on one hand, one needs to go deeper to understand the various concentric circles which nurture the beneficiary for a rights-based future. Advocacy, empowerment, sensitization, research, pedagogy and influencing legislative policies are key cornerstones to sustain the very essence of future sustainability.

ADAPT believes in empowering the community and creating a society which can take ownership. It strongly believes that the key to the path of sustainability lies in capitalizing on the government's infrastructure reach and networks by building systems within existing government framework and mechanisms.

Having showcased successful models of inclusive education and employment, the organization has already embarked on the journey of transiting into a resource support model. Capturing the best practices evolved over four decades into a Knowledge Centre, it envisages creating Centres of Excellence using a structured mechanism to catapult these across the country.

Whilst giving shape to this ideology is in the pipeline, ADAPT continues to provide services on a parallel track. Thus the need for financing its services continues along with the need to plough in the seed funds for the macro level transition it envisages.

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 yearlong resource mobilization initiatives and collaborating with corporates and international agencies.

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. It has worked as a double-edged sword, by creating new avenues for project-based fund-raising on one hand but setting back the developmental sector in mobilizing funds for areas of work which does not fall within certain pre-defined schedules and mandates of the companies.

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 after being cleared by 7 Ministries. It is also recognized by the National CSR hub and is eligible to receive donations under 80 G 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 2016-17

The year 2016-17 has been a year of consolidation and strategizing for the transitioning into the new model. It has also been the year of conceptualizing and building the proposal of the newer initiatives in the area of skills development under the "inclusive placement and inclusive training" philosophy.

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 Governing Body looks at investments which represent the Corpus to maximize yield at minimized risk. The funds fall within the category of restricted funds as the principal invested is encashable only on donor discretion. The yield from the Corpus is earmarked and utilized based on donor directions.

It is interesting to know that Ms. Bina Sareen was so inspired by Ms. Malini Chib's (Founder student and Trustee, ADAPT) book *One Little Finger* that she has left in her legacy a Corpus donation to ADAPT. The first installment of the donation has been received this year and final installments will be received during 2017-18. The Corpus which is estimated to be over INR 1 crore presently has been earmarked to set up the "One Little Finger" department under the Bina Sareen 2014 Living Trust Fund.

Other contributions towards these restricted funds during 2016-17 have been received under the following funds:

- Lutherhjalpen Fund
- Karita Benevolent Foundation
- Ottobock HealthCare India Pvt. Ltd.
- Mr Utsav Shah
- Indian Dietetic Association
- Irene Izekele Fund

Sponsorships and earmarked funds: Consistent support and contributions of individuals and service organizations 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. Donor-wise contributions received during the year are reflected in the books of accounts.

At the service level, Dr. Hiralala Patel has funded the renovation and refurbishment of the Colaba Centre. Prem Punita Foundation and Infogain India Private Ltd support the services through funding a disability-friendly and customized accessible School Bus for the Colaba service. The SBI Fund Management Private Ltd have also donated a vehicle in kind to the Bandra service.

Diebold Software Services Private Ltd, O & M, and Infogain India Private have committed sponsorship and computer hardware support for 2017-18 in the current year itself. The Republic and late Ms. Siloo Gandhi have been supporters of the student transport for many years now.

Project Grants:

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

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

ADAPT HPCL project: Seven years of partnership continues with HPCL being our single largest service donor. The objective of this project is to ensure that every child/youth with disability enrolled in the ADAPT schools in Bandra, Colaba, Chembur and Community Service is provided with quality education and treatment as needed, in an enabling environment so that he/she can realize their fullest potential. HPCL also contributes to the infrastructural costs of ADAPT on a needs basis.

Axis Bank Foundation Grant: The Foundation has been Partners with ADAPT and has supported the evolution of this community programme from a demonstration site to a Community based Resource Support Hub over the years having a much larger outreach in the Dharavi community.

Other Community Funding: Support from Lila Polymers and Lotus Trust continues to fund other community initiatives.

The Women's Council U.K., ADAPT 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 Maharashtra based to a National based to an Asia Pacific Programme. The Womens' Council UK in partnership with ADAPT runs a four-month programme to train Master Trainers in Community Initiatives in Inclusion. The Course, which was fully funded by The Women's Council, UK has been channelized onto the path of sustainability. Whilst the Council currently funds the core training costs which comprises of about 40% of the total costs, the balance 60% are funded through beneficiary contribution, a special donation from the Women's Council and through ADAPT's fund-raising initiatives for this Course.

Worley Parsons (I) Pvt Ltd: Ceramics and Pottery have been 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 the 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: 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, also supported by Oracle, will capture the best practices assimilated over the last four decades, to create content which is easy to understand, accessible and interactive. The Centre will be used to convert specific courses into audio-visual content with animation and illustrations to add to clarity and aid demonstration. Activities under Mithu Alur Foundation (MAF) began in the year 2006 with a feasibility study to understand the needs of the population through a rural participatory approach. The Program was a case of Research Study under ADAPT 'Shiksha Sankalp Programme under which the Inclusive Hub concept was introduced. It also introduced Skills Development programmes for youth with disabilities in a rural setting. Oracle has come forward to support this demonstration hub and skills development programme in the community.

The Union Bank Social Foundation: Following their support in providing lifts for our Bandra centre in 2014-15, Union Bank has come forward to improve the accessibility at our Skills Development Centre by replacing two lifts which were not in good working condition.

IL&FS Financial Services Ltd: 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.

Citibank N.A : 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 grant has been committed and the project will be undertaken in 2017-18.

Other Support: Shard Cropchem has been instrumental in setting up the Therapy Programme and the Rehab Unit at the Skills Development Centre in Chembur. It has been able to give therapy an impetus and increase the outreach of the programme. D.S. Kothari Hospital has committed funds for the therapy and other treatment of beneficiaries with disability.

Ottobock India Private Ltd and IL&FS came forward to support the launch of a book entitled *A Birth that Changed a Nation: A New Model of Care and Inclusion* based on a research study conducted by Dr. Mithu Alur of the 45 years of ADAPT's journey.

Revenue Generation Initiatives:

Star Collection Programme: The Programme is a unique demonstration of inclusion which draws participation from more than 25 schools and more than 6000 students. The students not only raise funds for ADAPT but are also sensitized about cerebral palsy and disability.

Annual Show: ADAPT's Annual Fund Raising event planned each year with a unique concept, held a Beachfest 2017, an event planned UMOJA together with ADAPT. It was a flagship first-of-its-kind, barrier-free beach event aimed at raising awareness about accessibility on Goan beaches for wheelchair users. The Inclusive Event had been planned to give persons with disabilities an opportunity to have access to beaches and to focus on wheelchair beach access through an aquatic floating wheelchair, adaptive water sports, accessible restaurants and

recreational activities designed for people with reduced mobility. The key supporters were Hemendra Kothari Foundation, Janak and Deepa Dwarkadas and HSBC.

Mumbai Marathon: The ADAPT Rights Group was responsible for lobbying and introducing the wheelchair event in the Mumbai Marathon. The event is a tool for sensitization and spreading awareness about disability primarily. 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 programme, its employees are actively involved in the Marathon as pushers for our participants.

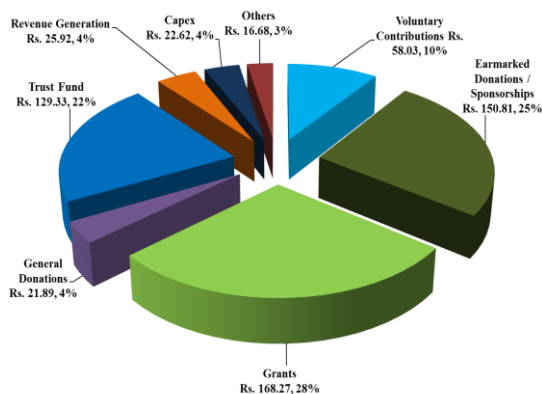
September: The new initiative has a threefold mandate of promoting good health of participants who walk 10,000 steps a day for the cause of spreading awareness about Cerebral Palsy in the month of September and raising funds for the cause itself. India is the latest entrant in the programme run by Cerebral Palsy Australia across the globe in more than 20 countries during the month of September. In its second year, ADAPT was able to draw in participation from individuals in the community as well as corporates. A total of 600 people participated in the events. SBI Fund Management Pvt Ltd and Bloomberg along with many empowered individuals came forward to support and spread the message of Cerebral Palsy as a part of this campaign.

“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.

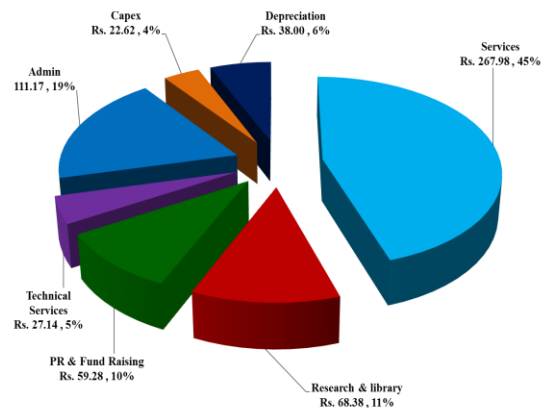
The corporate partnerships have also provided opportunities to hold exhibitions at their corporate and branch offices.

As the year ends and a new one rolls in, one thing is certain that ADAPT will focus on revising its strategy for mobilizing funds. ADAPT is confident that with the trust and support of the donors, it will slowly but surely transit into a model. Such a transition process always requires donor support and ploughing of seed funds which will eventually evolve into the creation of a sustainable programme. ADAPT is confident to be able to take this new step forward and takes this opportunity to thank all their donors, corporate partners, well-wishers, parents and volunteers. Your support is invaluable.

Application of Funds: Rs 593.55 Lakhs



Sources of Funds: Rs 594.57 Lakhs



Community Services

ADAPT's first outreach programme was started in the slums of Dharavi, as the Sultan Noorani Memorial Karuna Sadan and which is now frequently referred to as "Karuna Sadan" (KS). What began as an outpatient clinic in 1982 to provide therapy to children with disabilities in the then most marginalized area of Mumbai gradually expanded to a full-time preschool by the year 1988. Gradually over the years, ADAPT has been increasing the scope of its services, to include more marginalized children and people, with a special focus on children and adults with disabilities. Interventions demonstrated by ADAPT have led to many policy changes for children and people with disabilities such as the Right to Education Act, 2009 and the recent Right of Persons with Disabilities Act, 2016. There have been changes incorporated in the schemes and Programmes run by the Government, one of which has been the Integrated Child Development Scheme (ICDS), which focuses on children between the age of 0 – 6 years. The Karuna Sadan Centre has been one of the Community Centres of ADAPT that continues to demonstrate Inclusion and Inclusive Education which can be modeled and incorporated into the ICDS throughout India.

Report for the Karuna Sadan (KS) Centre for year 2016 – 2017

Inclusive Education: Our preschool Anganwadi Centre at the KS centre targets 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 Programme that has been developed 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 2016 – 2017 the final number of students registered at the K.S. Centre was 100, out of which 20 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 programmes for Physio therapy, and Speech therapy are provided, while individualized one-to-one teaching for children with disability is provided based on their needs. A therapy Aide provides the therapy on a weekly basis and is guided by the 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 the year 2016– 2017, eight children received a combination of Physiotherapy and Speech therapy, five children received Occupational therapy and Speech therapy, two children received only physiotherapy, and five children received only speech therapy.

Extracurricular activities: The teaching methodology is largely based on the Montessori or the 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 programme at ADAPT and every child is given an opportunity to participate according to his ability.

- As a start, a fresher's meet and get-together was organized at Karuna Sadan on 19th June 2016 where all newly admitted children and their parents were invited with the aim to introduce them to ADAPT and its activities and make them familiar with the events through the year.
- On the 8th July 2017, Ramadan Id was celebrated where the Muslim children brought Sevaiyan a traditional Id sweet and distributed it to all the other children.
- On 17th & 24th August Raksha Bandhan and Gokul Asthami were celebrated.
- During the period of Ganesh Chaturthi i.e. on 7th September 2017 the children were taken to visit the Ganesh Pandals.
- Dassera was celebrated on 10th October 2017.
- In October 2016 ADAPT organized the "I Can" Bazaar where the drawing and paintings made by children of anganwadis were displayed. Three students from KS were awarded at the event for their artistic talents.
- Diwali was celebrated on 13th October 2016 and Christmas on 21st December 2016 where all children dressed in festive clothes came together and enjoyed themselves with sweets and snacks.
- Ten adults from the Dharavi Hub participated in the Standard Chartered Mumbai Marathon on 15th January 2017.
- At the Inclusion Mela held at the Bandra Centre on 25th January 2017, 50 students from KS attended, played the games and enjoyed the sumptuous snacks.
- On 2nd February 2017 a drawing competition was held at the Dharavi centre. Children created a riot of colours and paints and each one was given gifts for their participation.
- Another Art and Craft event that ADAPT participated in was the Kala Ghoda Festival, held from 4th to 12th February 2017, where products like paper bags, envelopes and gift wrapping papers prepared by children from KS were displayed.
- Inclusive Sports Day was held at the Dharavi centre on 17th February 2017 where all students based on their abilities took active part.
- Holi was celebrated on 13th March 2017.
- On 21st April 2017 the last event of the academic year 2016 –17 was held, which is the Annual Day. 25 children with and without disabilities from the KS centre performed a dance at the event. Three awards were given to beneficiaries of KS which included; Best student in academics to Hatim Sheikh, Best student in therapy to Aryan Bodol and Most supporting parent to Mrs Zeenat Taraanum Sheikh, mother of Hatim Sheikh.

Screening activities

November 2016, malnourished children with disabilities in the age group of 0- 6 yrs from KS were referred to the Nutrition Rehabilitation Research and Training Centre (NRRTC) for nutritional supplements.

On 26th April 2017, seven children from KS attended the neurology clinic by paediatric

neurologist Dr. Anita Hegde at the Bandra Centre.

Mainstreaming of children: The KS centre serves as a Hub Centre and supports and guides parents to admit their children into mainstream public schools, especially the parents of children with disability. In the last academic year, 83 able-bodied children and 6 children with disabilities were admitted to mainstream schools. In view of his greater need for special support, one child with a disability was admitted to special school.

Supporting children with disabilities through home-based support and through support in mainstream schools: Older children with disability, who have had no access to educational services or who due to severe challenges are unable to attend mainstream schools, are supported by the staff of the KS centre through home based services under the KS Hub. The children enrolled in mainstream schools are also supported within their respective schools under the KS Hub through weekly visits. This year a total of 80 beneficiaries were registered for support under the KS Hub, of which 60 were provided direct interventions whereas 20 were monitored regularly for their progress. This year 14 schools have been visited on a weekly basis. Ongoing rapport and networks with the local officials is maintained to ensure that support to students with disabilities enrolled in mainstream schools are provided.

Staff training: In-service training for staff is an important aspect of staff development and under staff training several programmes were conducted for the staff.

- A refresher training programme on including disabled children in an inclusive setup was conducted in the first week of June 2016.
- A training session on Microsoft - Word and Gmail was conducted by Mrs. Debi Sengupta, which was attended by two staff from the KS Centre on 17th July 2017.
- A training programme on Sensory Processing Disorder and Strategies to Help was conducted by Ms. Anoopama Bhojti from La Trobe University Australia on 21st July 2016.
- Yoga and Therapy for Holistic Health for children with special needs was held on 24th and 25th February 2017 for staff and seven parents along with their children.
- A Workshop on mental health issues using a case study approach was conducted by Dr. Gauri Divan, Developmental Paediatrician, Sangath, Goa on 21st Feb 2017.
- An awareness programme on Child Health was conducted by the students of Nursing, Sion Hospital on 28th February 2017.
- A session on Montessori teaching was conducted by Ms Julia Stolberg on 7th March 2017.
- A Time Management workshop was conducted by EGDE India on 18th March 2017.
- Two staff members from the KS Centre attended the 5th Annual Conference of the Indian Federation of Neuro Rehabilitation (IFNR) on 31st March 2017.
- A workshop titled “Inclusion Matters” conducted by Mr Richard Reiser and Miss Malini Chib was held on 4th and 5th of April.

Community sensitization and partnerships: Partnerships with other NGOs working in Dharavi as well as government officials are maintained through the year. Sensitization programmes in the community continue through the year and this year approximately 1000

people were sensitized on issues such as the Right to Education Act, Inclusion and Disability and Inclusive Education. These are usually conducted in the community in the form of small groups in different localities. One large sensitization was conducted on 17th Feb 2017 in partnership with NGO, World Vision – India where 100 disabled beneficiaries and their parents were sensitized on the RTE, concessions granted by the government and how they may avail the same, and the process and documentation for disability certificates.

Pelhar: The Mithu Alur Foundation

The Mithu Alur Foundation was set up in 2006 in the cluster of Pelhar, Vasai taluka, Thane district (now Palghar district) to provide support and extend ADAPT services in the rural areas. From the year 2006 to 2009, ADAPT initiated the setting up of networks with the local community, which included a feasibility study, medical camps and awareness and sensitization programmes. The first full-time service under the Foundation was initiated in 2009 under a project titled “Shiksha Sankalp” which looked at operationalizing the Right to Education Act. This three-year action research project helped the Foundation establish strong local networks with the community as well as the local education and health officials.

Under the project all children with disabilities were enrolled into their neighborhood Zilla Parishad schools and support provided. Disabled support groups were set up for adults with disabilities to empower them on their rights and entitlements and to provide them employment opportunities through vocational training programmes. After completion of the Shiksha Sankalp project, school intervention services were continued and special emphasis laid on vocational training and development of self-help groups with the eventual aim of developing sustainable services which can be fully realized with the weaning away of the parent organization. Since 2009 services provided by ADAPT were gradually incorporated within the system, with ADAPT taking up the role of a monitoring agency.

Report of the services in 2016 - 2017

Monitoring of direct intervention services

- Monitoring of the 48 students with disabilities enrolled in the local Zilla Parishad schools was done on a regular basis and support was provided on a need-based basis.
- Regular meetings with the local educational and health officials were conducted so that support to students with disabilities in the area continued.
- The mainstream schools were visited on a weekly basis to monitor the students within their school environments.
- Therapeutic support was continued for 25 students with disabilities as this service was not available within the system.

Capacity Building

- There was thrust on ongoing capacity building programmes and the following programmes were held through the year:

- An awareness programme for persons with disability was conducted on 5th July 2016 where the beneficiaries were given information about the rights and entitlements for people with disability, concessions and different schemes and services available for people with disability by the Government of India. They were given information on how to avail these schemes. This talk was attended by 25 people who included adults with disabilities and parents of children with disability.
- A training programme for parents of children with disability was conducted on 21st September 2016. This was a practical training programme to empower parents with skills of home management and enable them to manage their child at home. Ten parents attended this training.
- A sensitization program for local villagers was conducted on 17th October 2016 with the aim to sensitize the local community to disability issues such as the importance of socialization for people with disabilities and practical ways in which the local community could include people with disability into their local programmes. This training was conducted through lectures, case studies and activities, and 35 local villagers attended.
- Sensitization programme on *language of disability* and *people's first language* was held on 30th November 2016, attended by 15 local villagers from the Wanyacha Pada.
- An Awareness programme on disability and inclusion was held at Vartak Vasahat to sensitize the local villagers on disability and inclusion, which was attended by 20 people.
- On 1st January 2017 a programme on Nutrition, Health, Hygiene and Immunization for the mothers of children attending the Manpada anganwadi was held, which was attended by 35 mothers.
- The sensitization programme for young mothers and pregnant women was conducted at Jabar pada and Indravasahat on 10th January 2017 and 10th March 2017 respectively. Dr. Shashikant, a local paediatrician was the resource person for the same. A total of 50 women attended both these programmes.
- A Training programme for the local nurses of the Primary Health Centre, the midwives, Asha workers and ICDS workers of Pelhar was held on 9th March 2017, which was to increase understanding of early childhood care and how to identify young children with developmental delay so that early intervention can be provided. A total of 29 people attended.

Support to the Self Help Group

- Ongoing monthly meetings of the Self Help group members have been held and ADAPT staff only ensures intervenes in case they face any challenges. The group has been registered under the name Apang Janasakthi Sanstha.
- This group has become a strong local group that regularly networks with the government officials and liaises with them for the welfare of local people with disability. In the last year they have approached the government for release of disability pensions, for procurement of aids and appliances for people with disability, and support for them in area of self-employment.
- The group monitors funding for activities for the support of people with disabilities released by the government at the local level of Vasai –Virar area.

The Adapt Rights Group (ARG)

The Census of India 2011 found that there are over 2.68 million individuals living with a disability in India, which accounts for 2.21% of the total population. These individuals are often ignored, treated as second-class citizens, and are not given the rights to the same opportunities as people who do not have a disability.

The ADAPT Rights Group (ARG) was founded by Malini Chib in 2001 to bring together like-minded people who shared a desire to advocate for a barrier-free, inclusive Indian society and would work towards promoting the rights of persons with disability. The motto of the ARG is ‘Nothing About Us Without Us’ and they have worked relentlessly in three major areas: Access, Attitudes and Awareness.

Their achievements over the years include the promotion of disability-friendly inclusive environments through access audits, advocating for disability rights, inclusion of persons with disability in the Mumbai Marathon and creating awareness through public events and articles in the media. Empowerment Courses for persons with disability and their families as well as professionals in the field of disability were also introduced and facilitated by Ms. Chib and the ARG team.

This year the ‘One Little Finger’ Department based on the book by Ms. Chib has been set up to take forward the mandate of the ARG.

BeachFest, 2017: Barrier-Free Fun in the Sun

ARG partnered with UMOJA, India’s first online portal for accessible travel set up by Yeshwant Holkar and Ben Musgrave in collaboration with disabled persons organizations, government and municipal authorities and local goods and service providers to organise a ten-day BeachFest or a Beach Mela for wheelchair users and their families. This leveraged the global trend of using inclusive tourism as a catalyst for improving accessibility in Goa and aimed at raising awareness about accessibility by demonstrating the positive impact inclusive environments can have on communities. It was India’s first truly barrier-free beach event, complete with wheelchair beach access, adaptive water sports, an accessible restaurant as well as recreational activities designed for people with reduced mobility.



An ARG member: has his first beach experience

The Commissioner for Persons with Disabilities of Goa, the Goa Tourism Development Corporation, as well as the Ministry of Tourism was networked with to study BeachFest as a pilot for accessible tourism with the aim of replicating this model state-wide and then nationally. The Disability Rights Association of Goa and Dhristi lifeguards provided support.

A Goa Accessibility Guide was created to help wheelchair users navigate a holiday in Goa and listed accessible hotels, shacks, museums, restaurants and other facilities.

BeachFest showed that beach holidays for wheelchair users can be more than just staring at the ocean from a distance. Imported floating wheelchairs with larger wheels allowed users to venture into the waters, riding the waves with only some assistance.

The ARG sponsored some of its members to attend the BeachFest. One of the parents commented: "It is his first time on a beach. He will be going into the water for the first time, since he is normally scared of water."

Standard Chartered Mumbai Marathon (SCMM)

The ARG always has their right foot forward. Ever since a wheelchair race was included in the Standard Chartered Mumbai Marathon through their efforts, the ARG has taken a large contingent to the Mumbai Marathon. On 15th January 2017, led by the school band of Gloria Convent Girls High School, Byculla, over a hundred strong ADAPT participants walked with their project partners HPCL. Our gratitude to HPCL who walk with us in the SCMM every year.

The ARG has over the years advocated for the accountability and implementation of policy and legislation in India. It has been a proponent for individuals living with disability and other marginalized populations on the issues of employment, education, voting, accessibility and health services. We are beginning to see shifts in attitudes; however, this is but a drop in the ocean.



The ADAPT – HPCL family at the Marathon

Therefore, ARG's continual advocacy for the rights of individuals living with disabilities and other marginalized populations is essential to ensuring that these negative attitudes, stereotypes, and barriers cease and the One Little Finger Department will be in the forefront to advocate for the promotion and protection of the rights and dignity of persons with disability.

Macro Level Work

The values held by society are reflected in the broader historical, socio-cultural, ideological and political framework of any society. Earlier it was believed that disability was a private individual tragedy. Now it is believed that disability is a public problem not a private event and that government as the main trustee of a nation must play a major role in bearing responsibility for all its citizens. Dr. Alur has therefore engaged with the government at the national, state and local levels using multiple methods such as interaction, persuasion and pressure by way of lobbying and advocacy across the country.

This has been an ongoing process involving meetings with senior Cabinet Ministers, bureaucrats and policy-makers. The first stage was making them aware of the problems and the gaps. We have lobbied and networked at the highest government levels in New Delhi, pressing for the human rights model on disabilities and for practices that leave no child or youth with disability out.

Dr. Alur's work at the macro level, especially her presence on the national-level committees, has led to policy changes including the Right to Education Act that now includes children with disability in its ambit.

Efforts to influence and change policy continue. This also involves disseminating information on a macro national level and at the mezzo community level and has been carried out through publications and training programmes. The highlights this year have included:

A seminal publication was launched: *A Birth That Changed A Nation: A New Model of Care and Inclusion*.

The 3rd December is universally commemorated as the International Day of the Disabled.

This year ADAPT celebrated the event through a public launch of a retrospective research undertaken by Dr. Mithu Alur, Founder Chairperson, ADAPT. Encapsulated in a book titled *A Birth That Changed a Nation - A New Model of Care and Inclusion*, the research spans four decades and explores a novel model of care that integrates education, treatment and social and emotional development for people with disability.

At the core of this book, written in an easy narrative style, is a new method of rehabilitation and care, developed systematically and with diligent rigour over 40 years for children with multiple disabilities like Cerebral Palsy as well as other physical disabilities. As a beacon and a definitive guide, this seminal work fills the existing gaps and examines the effectiveness of the model that had been created. Interwoven in the narrative is also the journey of all those stalwarts who were part of this journey and later went on to create similar institutions all over India.

The book, published by the New York based publishing house Sage Publications, was launched by eminent doctors and Co-chairs of the Institutional Review Board (Ethics Committee) set up by Dr. Alur, Dr. Samiran Nundy, Dr. Farokh Udawadia, and Major General Rajiv Edwards, General Officer Commanding UM & G Sub area at the Colaba Centre – the first Centre to be set up by Dr. Alur.

Speaking at the occasion Dr. Alur said, "I hope this study helps generations of workers, researchers and policy-makers to improve the quality of life of the children and people who we have worked with and from whom we have learnt so much. Their grit, fortitude, courage and determination to succeed and their shining smiling faces despite being caught up in an indifferent environment will always remain with us, while we ask the question Who is disabled Is it us or them?"

Ms. Arti David of Sage Publication spoke about how important this book was as a part of Sage's own vision and wish for development of a sensitive society through transformation.

She added A Birth that Changed a Nation is not just a book, it is the encapsulation of a mission... SAGE is proud to be the publisher of this book and to be associated with Dr Alur and Malini.”

The launch was preceded by panel discussions featuring Dr. Samiran Nundy and Dr. Farokh Udawadia along with Mr. Kamal Bakshi, Vice Chairperson, ADAPT and former Indian Ambassador to Sweden, Iraq and Austria, and Mr. Gerson Da Cunha, a Shakespearean actor and convener, AGNI.

Also gracing the occasion were Mr. Praseon Joshi, Mr Nagesh Kukunoor ADAPT’s Brand Ambassador for the Marathon, Mr Jayabrato Chatterjee, Ms. Shobha De, Mr. Ashish Shelar, and many other luminaries from the corporate sector, the government sector and the medical profession.

With the Right to Education Act now covering disabled students and legislations enacted for employment opportunities for the disabled in India, this book is a valuable guide not only for those professionals in the disability sector but also to policy makers whose biggest challenge in the area of disability care has been of converting policy into on-ground implementation.

Nomination on National Committee

Dr. Alur has been nominated to the National Advisory Committee on the National Cadet Corps by the Honorable Defence Minister. Dr. Alur has earlier served on several government committees including the Central Advisory Board for Education (CABE).

Partnerships and Collaborations

ADAPT partnered with The Indian Federation of Neuro Rehabilitation (IFNR) for their annual conference. A workshop on "Holistic Management of Neurodevelopmental Disabilities: From Childhood to Adulthood” was conducted by the Indian Federation of Neuro Rehabilitation (IFNR) in collaboration with ADAPT.

A collaboration with La Trobe University, Australia saw a team of interns doing their Masters in Occupational Therapy from La Trobe University spend 10 weeks interning at ADAPT and work on projects.

A partnership with Oracle and Charities Aid Foundation (CAF) India has three programmes under its purview:

Knowledge Management Centre

The objective of the centre is to create awareness about disability and disseminate knowledge through a digital medium on web based platforms like social media and portals. ADAPT over the decades has created a lot of content including short films. These are now being edited to create awareness so that films of a few minutes’ duration can be distributed through facebook, etc. In addition, success stories of our beneficiaries and a film about ADAPT is to be made.

A Project Implementation Plan (PIP) has been developed. This is a blueprint outlining the

key project stages over two phases and include the key milestones with a Work Breakdown Structure listing the timeframe to achieve the objectives. The Management of the Project has the Standard Operating Procedure and Review Process have been created.

An education portal has been launched and a database of documented knowledge and Best Practice videos and photos have been uploaded. Three films have been edited and are being disseminated on social media as well as at various training programmes and international workshops.

Mita Nundy Community Centre (MNCC):

The Mita Nundy Community Centre has been set up to honour the memory of the late Mrs. Mita Nundy, Dr. Alur's sister and wife of Dr. Samiran Nundy, Chair, Institutional Review Board who pioneered services for people with disability in Northern India.

The Centre conducts activities for three groups of stakeholders: senior citizens, adults with disability, and their parents.

Regular sessions on physical training and maintenance therapy, computer classes, dance, entertainment, games, health, leisure and social activities are being held under the MNCC. A highlight was a get-together for adults with disability who were entertained by an hour-long dance programme called Bollywood Ka Funda by Nrityanjali, led by Dr. Guha and his team.

On 22nd December 2016, we commemorated the birth anniversary of the late Mrs. Mita Nundy. The mission, vision and a short report of the various activities of the Mita Nundy Community Centre were presented and the adult trainees of Work Skill presented a dance on the theme of working and progressing together.

We hope to now involve senior citizens in keeping our culture alive through activities such as storytelling, singing of traditional songs, gardening and cooking.

Mithu Alur Foundation (MAF)

The Foundation's work has been supported in Dharavi, one of the most congested slums in the world where hygiene is a major issue. Community workers and social workers have interacted with the beneficiaries and the community to understand their needs and the training needed to improve their lives. Based on the feedback, the MAF has been continuing its community awareness programme and capacity building of Persons with Disability. Information on inclusion and rights of persons with disability as well as government concessions and schemes has been shared with youth and adults with disability and their parents.

Citi ADAPT Partnerships

We began our partnership with the ADAPT - Citi Holistic Programme which supported the development of children with and without disability through the delivery of the holistic enrichment programme designed by Dr. Alur that included academics, extracurricular and co-curricular activities, and therapy interventions to promote independence in daily living skills.

Employee Payroll giving programme: This supports therapy for young adults with cerebral palsy undergoing skills training at Chembur and Bandra with the aim of facilitating integrated development and healthy active aging of the trainees.

Employee Engagement: Citi employees have also actively engaged with us at the Skills Development Centre and the National & Asian Resource Centre for Inclusion at Bandra under their Global Community Day initiative where over 500 Citi employees have participated in various activities at the centres over two weekends interacting with the students and improving the infrastructure.

ADAPT / Citi Centre for Advanced Learning and Inclusive Employment

The ADAPT / Citi Centre for Advanced Learning and Inclusive Employment has been set up at our Skills Development Centre in Chembur. It is envisaged as a Pilot Research Study with the overall vision for Inclusive Employment. “Deconstructing Work Preparedness for Adult Disabled Youth leading to Inclusive Employment” is the broader framework which we hope to reach by 2020.

A curriculum focusing on Vocational Rehabilitation and modules of training for four groups of stakeholders (Trainees, Parents, Staff and Corporate Entities) are being created. The strengths of the trainees will be assessed for employment and checklists for each module created. A demographic research study is being conducted by an outside agency to survey the companies functioning in close proximity to where the trainees live. This will help our interaction with the companies, moving to work placement and employment. Trainees are being trained and will be placed in employment situations.

“One Little Finger” Department Set Up

A bequest from the Bina Sareen 2014 Trust to support Ms. Malini Chib’s advocacy efforts has enabled the setting up of this department which has been named after Ms. Chib’s book as it was this book that influenced the bequest.

International Inputs

Dr Alur has had several meetings to explore international collaborations.

- Meetings with our partners of the Asia Pacific Community Initiatives in Inclusion Course, The Women’s Council, U.K namely Lady Doris Butterworth, President, Dr. Frances Moore, Honorary Technical Advisor, Mrs. Antonia Derry were held to debrief on the previous course and plan for the course to be held in 2018.
- Senior Speech Therapist, Mel Adams was liaised with and invited to come to India to conduct workshops on Dysphagia and other speech difficulties.
- The Community Rehab Team in London was met with to learn about treatment strategies used in the U.K. which can be implemented at ADAPT.
- A Research Study on ‘The Impact of Yoga on breathing patterns and psychosocial variables in adolescents with Cerebral Palsy’ has been conceptualized and begun in collaboration with Ms. Jyoti Jo Manuel, Founder, Special Yoga Ltd. U.K.
- Research collaborations were explored with Professor Felicity Armstrong, Professor Dan Mont, Centre for Inclusive Policy, UK and Professor Nora Groce Leonard Cheshire Chair, and Director, Leonard Cheshire Disability and Inclusive Development Centre.
- Ms Astrid Beseler, Founder, The Foundation Audrey Jacobs that supports participants from Nepal to the Community Initiatives in Inclusion Course every year met with Dr Alur and Ms Malini Chib to review their progress.

- Dr. Michael Bach, Managing Director, IRIS (Institutes for Research and Development on Inclusion and Society) and Adjunct Professor, Disability Studies, Ryerson University, Toronto was liaised with by Dr. Alur to discuss the Global study on legal capacity and advancing Article 12 of the CRPD that IRIS, Canada is undertaking and to explore the implications for us at ADAPT.
- A series of meetings were held with Mr. Ninian Perry, Creative Director, Paragon Music, Scotland who has earlier conducted percussion workshops with the children and youth at ADAPT to plan a musical concert
- Richard Rieser, Managing Director, World of Inclusion Ltd. UK was invited to conduct training on the various courses under the Mithu Alur Centre for Inclusive Studies (MACIS) especially for the Asia Pacific Course – “Community Initiatives in Inclusion”.

Visitors

This year, as in the previous years we were fortunate to welcome many of our partners, well-wishers, donors and professionals from diverse fields and used their visits as opportunities to share our experiences and learn about theirs.

Dr. Frances Moore, Honorary Technical Advisor, The Women’s Council, U.K. and Mr. Michael Moore, visited the centres in April. Dr. Moore represented The Women’s Council at the valedictory function of the Community Initiatives in Inclusion Course. She also assessed the Action Plans of the participants and discussed the future plans of the Course with Dr. Alur and the team.

Mr. Richard Rieser, Managing Director of World of Inclusion Ltd. and Consultant Inclusive Education and Disability Equality, U.K. and Ms. Malini Chib, CEO, Founder ADAPT Rights Group and Diversity Officer, Tata Consultancy Services, London conducted a two-day workshop entitled “Inclusion Matters”.

Ms. Meha Sodhani, Programme Officer, CAF India visited the project that has been undertaken with Oracle and shared her insights with the team.

Victor Thomas, member of the Senate of the University of Regina, Canada, visited us to get an overview of education in India and had detailed discussions with Dr. Alur.

Mrs Anoopama Bhojti, Lecturer, La Trobe University, Australia who was formerly a member of Dr. Alur’s team, returned to ADAPT with her students and has shown an interest in a research collaboration.

Franklin D. Roosevelt said, “The test of our progress is not whether we add more to the abundance of those who have much; it is whether we provide enough for those who have too little.” While tremendous progress has been made at the larger macro level as a result of all the endeavors reported in this section, positively impacting the lives of millions of marginalized people, we believe in the words of Robert Frost and know that “there are miles to go before we sleep” and will continue to strive to create an inclusive India.

Seminars and Workshops

National Conference on Neuro Rehabilitation

Dr. Alur was invited to partner with the Indian Federation of Neuro Rehabilitation (IFNR) for their annual National Conference held from 31st March–2nd April 2017.

As a part of the National Conference, a workshop on "Holistic Management of Neuro Developmental Disabilities: From Childhood to Adulthood" was held at ADAPT's Bandra centre. Mrs. Varsha Hooja, Dr. Shabnam Rangwala, Dr. Namita Nair, Dr. Ashutosh Sonawane and Mrs. Rekha Vijayakar were the panel of experts at the workshop. The workshop discussed how best to manage conditions like Cerebral Palsy (CP), Attention Deficit Hyperactivity Disorders (ADHD), Learning Disabilities (LD) and Autism Spectrum Disorders (ASD). The team spoke on the 10 domains outlined by Dr. Alur in her book *A Birth That Changed A Nation: A New Model of Care and Inclusion*.

Inter-Agency Working Group (IAWG) seminar organized by UNESCO

On 20th April 2017, the first interagency working group meeting promoting the Rights of Children with Disabilities to Quality Education was held in Mumbai under the chairmanship of Chief Secretary, Government of Maharashtra in collaboration with UNESCO. Mrs. Varsha Hooja participated and spoke on strategies for inclusion at a session entitled "Towards Effective Coordination and Convergence in the Disability Sector in Maharashtra - Promoting the Rights of Children with Disabilities to Quality Education".

Promoting Inclusive Classroom Practices

Mrs. Varsha Hooja and Mrs. Rekha Vijayakar shared the models developed by Dr. Alur at a workshop on "Promoting Inclusive Classroom Practices" conducted by Prof. Richard Rose, Professor of Inclusive Education at the University of Northampton, U.K. organized by the Department of Special Education, SNDT Women's University on 27th and 28th January 2017.

Parent Support

Dr. Gauri Divan, Developmental Pediatrician from Sangath, a nongovernmental organization that works across the life span focusing on child development, adolescent health and mental health, was invited by Dr. Alur in February 2017 to share know-how that aids parents in managing stress, collaborate and develop strong supports through the formation of parent support groups across all Centres of ADAPT. Dr. Dewan also held interactive workshops on mental health issues using a case study approach with staff to empower them to handle personal as well as parental stress issues.

In-Service Programmes for Capacity Building

Time Management

A workshop on Time Management was conducted for all staff by Mr. Ravi Hooja and Mr. David Jacob, Skill Edge India Ltd. titled "It's About Time", the workshop shared an

Action Priority Matrix and addressed the barriers to Time Management and Delegation. Staff learnt to work smart and created an action plan with specific and measurable goals that they would work towards.

Drama Workshop

An innovative drama session was held on 9th June 2016 by Mr. Divya Bhatia, former Joint Festival Director at the Prithvi Theatre and his group, on adapting theatrical processes to accelerate learning for staff from all the centres.

Posture and Sitting Tolerance Workshop

Dr. Shabnam Rangwala, Director Therapy Services, taught staff members the correct sitting posture for the beneficiaries and suggestions were made about specially designed chairs and wheel chairs.

Workshop on Sensory Integration

This interactive workshop was held at the Bandra Centre for faculty, parents and resource persons. Ms. Anupama Bhojti, Senior Therapist at La Trobe University, Australia, discussed specific cases and suggested methods to address sensory issues in the classroom. Parents were also given simple tips on management of children at home.

Computer Education

A training session on Microsoft Word and Gmail was held for staff, enabling them to use all the features of Word and Gmail to manage data efficiently.

The Everest Twins

Ms. Tashi Malik and Ms. Nungshi Malik, the world's first twin sisters to conquer Mount Everest, were invited to share their experiences at ADAPT. The sisters hold the distinction of being the youngest persons and the first Indian and South Asian women to complete the 'Explorers Grand Slam' and on 8th November 2016, they shared their journey with staff and well-wishers.

Voices

Colaba Centre

Volunteer Speak: *Shanil Mehta, 18, student from Dubai International Academy.*

The three weeks that I spent at ADAPT were an eye-opener especially for a teenager like me with no previous exposure to disability and poverty. When I helped the children in doing simple tasks like eating, drinking, lacing a bead, it made me realize how fortunate I am to have all my senses functioning properly. I learned patience, compassion and humility from the children and teachers. The children smiled and humored me when I could not understand their speech or gestures! I can't thank ADAPT enough for the journey I undertook for 3 weeks, it certainly has had a deep impact on me and I promise to come back.

Parent Speak: *Mr. Manoj Koli, father of Yashveer Koli, Primary Class.*

It's only been a year at this wonderful organization and the changes that I see in Yash are hard to believe. From a child who would not leave his mother's lap, he has become such a talkative, confident and enthusiastic boy. He loves going to school and hates holidays! With a heavy heart we are moving residence and school. Thank you to Dr. Alur for such a safe haven for the disabled, she is a messiah and an inspiration for all parents.

Dharavi Centre

Parent Speak: *Mrs .Surekha Sachin Maske,` mother of Sushmit Maske – Anganwadi Karuna Sadan*

Before we came to Karuna Sadan we as parents could not understand our child and his needs. Then through the community workers visits in our area we learnt about this centre and started to send our son. For the first time we met with people who understood our challenges and patiently gave us guidance. Over the last year there has been a great difference in my son and I am very happy to see these changes.

Observer: Karuna Sadan Centre

Mrs.Sangeeta Vinayak Sadamathe, Worker with the Bombay Municipal Corporation has been posted at the Urban Health Centre where Karuna Sadan operates for the past two years and frequently comes to observe and meet the children at the KS Centre. Her observations of an individual child Matin Sheikh enrolled in to KS last year are as follows:

“When I joined here I saw this child, Matin Sheikh, being brought everyday by his mother. He would be crying and the mother would look very distressed and sad. I would try to call the child and play with him but got no response. But as the year went by I gradually started seeing changes. Now he smiles when I call him. He has stopped crying. Mother also seems happy and we chat frequently. She says all this has happened because of the hard work of the teacher at the centre where she started sending her son. I think it's a noble service that this centre does for all disabled poor children. I hope there were more helpful people like them in this world.”

Intern - La Trobe University, Australia

Anna FailKowski – Intern, working in Dharavi with the team there has been the best learning experience for me. My internship with ADAPT is an experience that I will treasure. The strong commitment and passion from all the members of the staff gave us an opportunity to truly understand the true meaning of team work and provision of quality services in low resource settings. The abundance of knowledge at ADAPT is commendable and we will take home life-long lessons that will help further our careers.

People Who Make The Organisation

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Book Launch:

'A Birth That Changed a Nation: A New Model of Care and Inclusion'



- 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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