

Nothing for the disabled without the disabled



Formerly The Spastics Society of India founded by Dr. Mithu Alur

Together We Can Make A Difference



Annual Report 2015-16

Passing away of



Mrs. Bina Bose
1916-2016

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.

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CHAIRPERSON'S MESSAGE



Dr Mithu Alur

Dear Friends and Well Wishers,

Right from the beginning, the organization has endeavored to create a civil society movement built on the bedrock of social justice and human rights. The overall frame of reference has been to change value systems in our country about people who are different; to be able to tolerate diversity and difference.

It has not been easy and we have carried on despite the many ups and downs in our journey and have been able to reach out to the poorest disabled child not getting any services. Through our models of intervention we have shown them as people with potential and ability.

The organization which began with three children with disability has over the years expanded its work in a big way. We managed to demonstrate in the 45 years of service that children with disability are certainly possible to be educated.

This year we are strongly focusing on inclusive employment and Corporate Social Responsibility. We are determined to make every effort to see that disabled people with skilled training can get gainful employment in the outside world. We have an excellent partner, Citibank, who will be helping us to take this issue forward.

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. We need a value system which is inclusive and supports economic inclusiveness, and promoting values of philanthropy and altruism in the country through schools, colleges, companies.

Our battles against entrenchments, barriers, attitudes, insensitivity and apathy still continue. Our stakeholders include the broader community and it is in that mode that we have sought funds through individual and corporate contributions and fund raising events.

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

I would like to thank our trustees for their dedication and commitment to the cause and for having enabled us to carry out our objectives smoothly in helping us to build a better quality of life for our children. A special mention has to be made for the Honorary Vice-Chairperson, Shri Kamal Bakshi, and Honorary Advisor, Shri Sathi Alur. In this connection, I would like to mention the enormous work being carried out by Mrs Varsha Hooja, Mrs Ami Gumashta, and Swami Mounananda and a whole host of others.

I would also like to thank Dr Samiran Nundy, Chairperson of the Institutional Review Board (IRB), Co-Chair, Dr Farokh Udawadia, and all the other eminent people on this scholarly research Committee. It has been a wonderful year because we were able to document the four decades of our work. Both the doctors and the members of the IRB have played a key role in helping put the Research together. This got published by SAGE and the book entitled 'A Birth that Changed a Nation: A new model of care and inclusion', was launched end of last year.

I would like to thank our Board of Advisors who are professionals from diverse fields and whose suggestions and ideas assist us in the different areas of our work. A special mention for Pervin Mahoney for all the help in editing she has given to our book and to other documents.

I also take this opportunity to thank all our other donors and well wishers who have been steadfastly believing in our work and supporting us. A special mention to Hindustan Petroleum Corp Ltd., Citibank N.A., Ottobock Healthcare India Pvt. Ltd., Union Bank of India Social Foundation for their support.

Your continuous support, faith, trust and contributions will go a long way to help sustain all our services and enable us to provide an equal opportunity for all people to live a life of dignity.

I take this opportunity to pay a tribute to the staff and people behind the organization, for their work who have demonstrated dedication, commitment and above all a passion and zeal to ensure quality services for a very marginalized and powerless group.

A special thanks to my volunteers, parents, disabled activists, all my professional colleagues and staff who have supported me through the years with earnest diligence, sincere passion and commitment without whose professional support, love and affection I could not have managed.

Our journey has to continue....we will continue building up a sustainable model introducing reformative action and systemic changes constantly engaging with the government demonstrating how disabled people can be a part of us. Our endeavour will always remain to raise the quality of life for them.

With grateful appreciation to each and every one of you, for being with us in this journey.

Thank you again for your continued support.

Yours sincerely,



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

Remembering Mrs. Bina Bose

Sad News

Passing Away of Mrs. Bina Bose on 13th February 2016



Dr. Alur's mother passed away on Saturday, 13th February 2016. Maa as she was fondly called, had supported the setting up of The Spastics Society of India and the branches across the country, touching and changing the lives of thousands of people across the sub-continent. Her deep spiritualism was the base for the values and ethos that Dr. Alur introduced in the organization.

She taught us not to discriminate. She taught us not to differentiate. The bhajans our children sing today were originally taught by Maa. Within her was an abundance of love, of grace, of kindness that she bestowed very generously on all of us.

Shraddhanjali Meetings were held at all our centres where messages that had poured in from across the world were shared:

Condolence Messages:

From Canada – Dr Michael Bach

"We know what a rock she was for you and the family, and you must be feeling so bereft, such an immense loss, no matter how many years we have behind us. Parents are such gifts, they stay with us, and are sources, and your mum will continue to be that I know, but it doesn't make it any easier. What a remarkable woman and example she set for you and so many others, so loved by so many. Her warmth and generosity and sense of fun and celebration I will remember so well"

From England – Bobbie Brookes Nation

"I extend to you my deepest condolences on the occasion of the death of the beautiful and indomitable Bina who lived a long, loving and fruitful life. I have always considered myself lucky to be close friends with her two glorious, loving and brilliant daughters, Mithu and Mita, their devoted and loving spouses, Samiron and Sathi and their exceptional offspring, Malini, Karuna, Nikhil and Surajit.

You know how much I love you all and I pray that your beautiful memories will soon lessen your grief".

From England – a friend writes:

"I was lucky to be able to spend time in your family last summer, sometimes sitting on the verandah reading books with your mother. I saw and understood how precious and important she has been to you all throughout your lives.

I am sure her presence will always be with you. There is a light that never goes out"

From Jerusalem – Dr Margaret Yekutiel

"I am thinking of her....of the many happy times when she was there, either long ago when she was quite actively involved, or when she was so much more passive the last time I was with you and with her (though I see from my photograph album that that was in 2004 and we walked with her – and Biswas – around Bombay). What a fantastically long life and what a multitude of experiences and changes she lived through!"

From the U.S.

"In Judaism when someone dies we say, "may her memory be a blessing". I hope your memories of her will always be a blessing to you"

From Delhi – Ranjit Chib

"I have very fond memories of her and particularly making her rush to the office with her on a snow filled morning in London when she was working for the BBC and I in Gallup and asking her to please walk faster! I loved her and God bless her soul"

From Delhi – Manjulika Dubey

"What a strikingly lovely and vibrant woman she was. Mita had told me a bit about her life and times, enough to make me wish someone would write her story. Well, you are lucky that you had her so long, till she almost achieved a century -- testimony also to the loving care she received from you. You will mourn her absence but, as I learned when my own dear mother died, much of her will remain alive within you"

From Kolkata – Purobie Bose

"We are really sorry to hear the news of Binamashi's passing...really she was such a amazing person, full of life and laughter....I will always carry with me close to my heart binamashi's singing with great gusto" dhono dhanya pushpe bhora"last time I met herand the way she was urging us all on....with darling MOLLY smiling with love at her darling grandmother.

Mithu, She was so proud of you and had many a time spoken with such admiration of your pioneering such a SERVICE for so manyan example for all of us to learn and follow. She really was sooooo happy being with you, in your home...some time ago she said to me" Mithu amar shob"....How true that it is so.

In my prayers, darling Binamashi////may she rest in peace"

From Kolkata – Reena Sen

"Binamashi's passing is the passing of an era of beauty, wisdom and elegance. I will always recall with affection her warmth and beauty and her humour. She looked royal and was treated like royalty by her family and that is to be celebrated"

From Chennai – Rajul Padmanabhan

My condolences to the family... I remember clearly how gracious, gentle and beautiful she was ...My thoughts are with you...

From The Royal Family, Kolhapur

"It was such sad news and a real loss for us as well as Bina mashi was like a sister to my mother and the last link with a great generation.

How well I remember her during all my growing up years and beyond. Because she was such a part of the family. Bina mashi was a grand person and led a grand life. There are so many stories my mother told about the two of them. But the time comes when everyone has to go, and as Mother of the Sri Aurobindo Ashram says, let them go in peace as then their souls will be at rest, whereas excessive and vocal grief from those left behind only distresses the one who has departed. It is wonderful that Bina mashi had such a peaceful end. She deserved it and more."

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 synergies 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. Ms Gowarikar 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.



Dr. Surajit Nundy 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



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

ADAPT is primarily about human strength and resilience. The first spark of this blaze was lit when our Founder Chairperson Dr. Mithu Alur led the way with The Spastics Society of India in 1972.

This later became Able Disabled All People Together (ADAPT) to reflect the social model of disability. We pride ourselves on our core values of dedication, perseverance, passion and commitment to the cause. Spanning over four decades, from a humble beginning in a tiny classroom with three children, ADAPT is now at the forefront of providing quality care, education and training, professional services and support through a variety of services, reaching out to over a million across the country and the Asia Pacific Region.

We continue to strive tirelessly to 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. Dr Alur, paved the way, created a programme, the first of its kind, when none existed before, for children and later adolescents and adults with multiple disabilities as well as their families providing them with education, care and most importantly- an opportunity. This programme has been adapted and is being followed *in 24 states in India that have become independent administrations.*

The principal reason that we have been and are able to cater to all the needs, necessities and requirements of the community is because we recognize the changing needs at the very basic, elementary level. We accept, adapt and start from the roots and we work upwards which has enabled us to make a prominent change.

At ADAPT, we empower individuals and facilitate them to take informed decisions and help them achieve their goals. We believe the journey and destination hold equal intrinsic importance and are continually voyaging ceaselessly forward towards new horizons.

Evolution, innovation and inclusion are the three values that drive us. This report gives you a brief glimpse of the highlights of the year 2015-16. This annual report is unique. How? We've

Colaba Centre

“Not everything that is faced can be changed, but nothing can be changed until it is faced”, this quotation from this lines by James Baldwin truly describe the work done by ADAPT in changing the way disability is viewed. From a special school that begun in 1972 with 3 students it has grown to become one of the foremost developmental organisations in the country that provides education and treatment to children and youth with disabilities. Inclusive Education being one of the main mantras, we continue to work relentlessly towards the inclusion of our students with disabilities into mainstream schools thereby ensuring their

inclusion in society. Our centre stands out as a unique model where special education is demystified and ALL children able and disable learn, play and grow together.

During the academic year 2015-2016 the Colaba Centre had 45 students with disabilities across four classes. Of the 45 students 10 were in the Primary sections in the age group 3-8 years, functional activity class had 12 students in the age group 9- 14 years, the vocational development class had 16 students in the age group 18 to 28 and the NIOS class with 7 students in the age group 13-19years. Resource support continues to be provided to the six children with disability included in mainstream schools like Kendra Vidyala, BJPC School and St. Josephs. An anganwadi with 50 able-bodied children in the age group of two and half to four years is also run at the centre in two batches. ADAPT anganwadi is open to all children who may be facing barriers to learning including girl children, children from scheduled castes and tribes and children with disability. Education and nutrition is provided to all at no cost and at the end of the year the majority of them enrol into neighbourhood schools.

Our Services: All Under One Roof

The services we provide ensure the holistic development of each child.

- Evaluation and Assessment
- Education – SSC and NIOS Curricula
- Home Management Programme
- Counseling
- Physiotherapy
- Occupational Therapy
- Speech Therapy
- Vocational Training
- Computer Training
- Remediation and Resource Support

Sensitisation Programme / Lets Break the Ice!

The need of the hour is to sensitize students of the mainstream schools and colleges and make them aware that people with disabilities too can make significant contributions to society if they are included in every aspect of life. To bring this about, interactive sessions are planned every year with schools and colleges. Our students visited Aditya Birla World Academy, Army Public School and Champion Boys School while the students from Fort Covent, Fazlani World Academy and Hill Spring International School visited our centre and participated in art, dance and game sessions.

Students from St. Xaviers College, Jai Hind College and B.D.Somani International School continue to choose our centre for their Social Involvement Programmes. The visiting students are placed in classes and are also actively involved in sports activities. These interactions create long-lasting bonds and many students continue to visit us even beyond their stipulated hours.

Orientation Sessions were conducted for teacher trainees from Bombay Teacher Training

College, Shikshaa, INHS Ashwini Nursing College and SNTD Women's University. These sessions are instrumental in dispelling myths and fears associated with disability; they help to spread awareness and foster an inclusive culture.

Co-Curricular Activities:

"Art washes from the Soul the Dust of Everyday Life", this quotation justifies the need for art, music, drama, sports and yoga to be an integral part of a school's curriculum. At our centre too these activities are inter-woven in the daily schedule thereby leading to the holistic personality development of each child. Our students showcased their dance talent at a show by Raell Padamsee Create Trophy, where they won the second runner-up prize! They also performed at the



ADAPT participant at Raell Padamsee's Create Foundation Talent Show

Annual Day of Kamla High School and at an event organised by Lions Club of Mumbai South, where their musical dance-drama on the theme of 'United We Stand' was greatly appreciated. Like every year, this year too we were invited by Fazlani L'Academie Globale for their Annual Sports Day at Priyadarshini Park, Nepean Sea Road. It was an inclusive sports event where our children ran races with their counterparts irrespective of their disability. Sack races, three-legged races and obstacle races were modified and innovative props were used to enable the participation of all children. It was indeed a memorable sports day, the applause and cheers from the audience motivated our children to run/walk with extra zest.

Yoga By The Bay:

Our students are yoga enthusiasts and have participated with great enthusiasm in an initiative called Yoga by the Bay organised by the people behind I Love Mumbai, BJP leader Mrs. Shaina NC and former mayor Nana Chudasama. When most of Mumbai is sleeping, our children have trooped on early Sunday mornings to Marine Drive promenade and participated with other Mumbaikars in doing yoga asanas and pranayam with great expertise!



Yoga by the Bay with Shaina NC at Marine Drive

Field Trips and Camps:



Enjoy the swing

Every year we organize field trips to various places where students are free to explore, touch, smell and learn from the bounty of nature. This year, students visited Nehru Science Centre, Taraporewala Aquarium, Prince of Wales Museum, Afghan Church, BPT garden, Chowpatty beach and Mint Museum among other places. Our Annual Picnic was sponsored and organized by members of Inner Wheel of Bombay Hills to the Rotary Garden for Differently Abled at

Wadala. It's a unique one-of-a-kind garden with modified play equipment like swings, see-saw, slides and merry-go-rounds. The laughter and excitement of the children was infectious as they went from one swing and slide to another!

The annual event that is the most looked forward to is the overnight Independent Living Camp. Students of Std VIII and the Vocational Unit went to Vihang Vihar Resort at Palghar. For many, this was a first time away from parents and an opportunity for developing self-confidence, social skills and independent daily living skills.

Swimming:

Swimming not only as a means of recreation but as a vital tool of therapy completed three successful years at YMCA Bombay Central. A group of 15 children with mild to severe physical challenges have regularly attended the weekly swimming sessions under the expert guidance of YMCA coaches. Students have shown considerable improvement in their muscle tone and spasticity has greatly reduced, their confidence levels too have increased. Students who initially used to cry now seen diving into the deep end of the pool!

ADAPT Events:

Through the year our students participated in a number of in-house events showcasing their immense talent. Meticulous planning and team work go into the conceptualisation, organisation and eventual execution of these important programmes. The 'I CAN' Bazaar, Sports Day, Founders Day, International Day of the Disabled, Annual Show and Annual Prize Distribution Day were attended by huge numbers of parents, volunteers and well-wishers. It's an opportunity for our children to not only demonstrate their creativity, athletic and academic achievements but also a platform to interact with students and adults from mainstream schools and colleges.

Every year we see a rise in the levels of enthusiasm as well as the number of participants on wheelchairs for the Standard Chartered Mumbai Marathon. Adult trainees, teachers, ex-students, volunteers and donors participated spiritedly in the 3-km wheelchair category event against a backdrop of cheers and applause. The spirit of 'Yes, We Can!' is most evident here as we race to cross the line.

The students were invited by the Reliance Foundation to witness the IPL match at the Wankhede Stadium on 8th May 2015. Students from the Bandra and Colaba Centre attended the match between Mumbai Indians v/s Sun Risers Hyderabad. Seeing their cricketing heroes first-hand was an exciting experience for the students.



Annual Sports Day



*Mr. Joshi Executive Dir. HR
HPCL pushing the wheelchair at
the Marathon*

Celebrations: All important festivals and occasions like Independence Day, Holi, Diwali, Christmas, Janmashtami, Raksha Bandhan and Gokulashtami were celebrated with joy and reverence, inculcating the values of respect for all communities and pride in our heritage.

Vocational Development Programme:

The vocational unit consists of 16 trainees in the age group of 18 to 28 with varied abilities and strength. The trainees were empowered in different areas through various activities, thus the curriculum followed was activity based. The trainees were exposed to skills at the Skills Development Centre where they spent 6 months in training in units of ceramics, pottery and textile designing and training was also started in development of basic office etiquettes.

Gross Motor Skills: To develop gross motor skills sports and outdoor games were conducted by a volunteer. Basketball, cricket, kho-kho, badminton, etc. were played and enjoyed by all.

Yoga: Regular practice of yoga has resulted in increasing the focus and concentration of our trainees. They have become more calm and less anxious. They participated in several Yoga By The Bay sessions, an initiative by BJP leader Mrs Shaina NC.

Gardening and Shramdaan: The young VDP trainees are responsible for the beautification and cleanliness not only of their classroom but also of the kitchen and playground areas. Shramdaan teaches dignity of labour that no work is substandard.

Mother's Kitchen: Students received basic training in simple skills like peeling, chopping, sorting and cutting vegetables. Along with few mothers and volunteers some trainees help in preparing nutritious meals for the children at the centre.

Martial Arts: Under the guidance of experts in the field, martial arts training and self-defence techniques were taught to the VDP trainees and staff.

'I CAN': Under this forum training is imparted in learning vocational and marketing skills. As per their ability, trainees are involved in the production of utility gift items like paper bags, diyas, fancy envelopes, pen stands, wrapping paper, etc. All the products that are sold at the I CAN Bazaar and I CAN Shops are made by trainees themselves with help from volunteers and mothers.

This year saw a rich kaleidoscope of activities. Many lessons were learnt, hardships were faced and triumphs celebrated. Parents as our partners and volunteers as our support system have played an instrumental role in lending that much needed help. We are also indebted to our donors – individuals and corporate. Without their unflinching generosity many of our dreams would remain unfulfilled. We are grateful to HPCL, Citibank, State Bank of India, Lila Polymers, Mrs. Savi Thakur, Mrs. Sonia Sethi, Mrs. Sangeeta Vaswani, Mr. Dev Bulchandani, Mrs. Geeta Oberio, Mrs. Mohna Thakur, Mrs. Nirmal Bhathija, Lioness Club of Breach Candy, Mr. Lachhmandas Kodumal Asrani, Ms. ChandraVishwanathan and Inner Wheel of Bombay Hills. They have not only helped us financially but also participated whole-heartedly in various events as integral members of the ADAPT family.

A special thank you to Prem Punita Foundation for giving us the much needed modified van, our children now use it for field trips and short excursions.

Bandra Centre

The Bandra Centre re opened after the summer vacations on the 6th of June and 14th of June 2015 respectively for staff and students. The first week after reopening for staff, was spent on getting the classes ready for the new academic year. This time is used to build capacity and assist staff to refresh their skills through a series of orientation workshops. These workshops help update staff on new techniques and skills required to manage the students, update them on the documentation process through the year as well as update new staff on operating systems of the organization.



Remedial session in progress

Report of activities for 2015 - 2016

Five students of ADAPT Bandra centre who appeared for their final NIOS Board examination passed with first class.

Congratulations Ekra Lakhani, Abhishek Roy, Yasin Hamdare Akshay Padia, & Siddhesh Natu!!!!

One of the students has secured a job as a trainee for on job training in a office, two have enrolled in college to pursue further education and one is doing a course in computers from home.

The centre had 89 students across ages from 6 to 16 years in the academic section of which 69 students were students with disabilities where-as there were 20 able bodied students. The students in the academic section followed the NIOS Board syllabus. 40 trainees were enrolled in the non-academic section called the Work Skills Unit.

Through the year the Bandra centre was a hub of activity with in-house events, interschool events, volunteering and other cultural activities which make the centre a community hub for the Bandra area.

Celebrations

Festivals

- Raksha Bandhan was celebrated by an exchange of rakhis made by the students where all the girl students tied rakhis to the boys.
- Gokulashtami was celebrated with great enthusiasm by the students, with young Sachin Balanand dressed as Lord Krishna climbing on



Govinda Ala Re...

top of the human pyramid made by the other students to break the pot (Handi) filled with Dahi (yoghurt), the favourite food of Lord Krishna.

- Ganesh Chaturthi was celebrated over one and half days. A Ganesh Murti or idol was installed at the school, decorated with flowers by our children and a daily puja was conducted. At the end of the ritual day and a half the idol was immersed by the students with much fanfare.
- Diwali and Dusshera were celebrated together by organising a traditional local Gujarati Dandiya, folk dance using two sticks to sound the rhythm.
- The Christmas Party as always is an exciting event for the children where Santa Claus was most eagerly awaited for spreading his laughter and also for the gifts that he distributes.
- Makar Sankranti, the annual kite flying festival was celebrated on 13th January 2016. Children made some kites with the assistance of their teachers. A painting competition around the theme of kites was organised. Later in the afternoon the children flew the kites created by them in the open and were excited to see their creations fly high in the sky. The day concluded with the traditional 'Tilgul' distribution.



Santa Clause at ADAPT

Extracurricular Activities

- Various extracurricular activities were conducted through the year, beginning with the Independence Day Celebration which was held on 14th August with a flag-hoisting ceremony followed by a cultural programme by the students of ADAPT.
- Staff Day was celebrated on 5th September when the students performed a dance where they showed their appreciation for their teachers and one of the trainees sang a song specially written for her teachers. Children made cards and gifts sponsored by their parents to their respective teachers.
- The 'I Can' Bazaar was held in November 2015, where the artistic talents of the students were on show through an exhibition of products. Diyas, lanterns, torans bead (garlands), trays, photo frames, and gift bags, and gift paper, prepared by students were displayed and sold at the exhibition, which serves to boost the self-esteem of the students who received much appreciation for their talents. This event was attended by nearly 300 invitees.
- Annual picnics were organised for all the classes. The kindergarten group visited Joggers' Park in October 2015 and the Aquarium in Khar in January 2015. The older children had a bus ride for Mumbai Darshan where they rode the Open BEST bus, which was enjoyed tremendously.

Inter-School Activities

- Gayatri and Yash Damodar of class V participated in H-Ward Science Exhibition where they presented 'Hari Patti me Shakti', a project on the benefits of the use of Curry Leaves (Karipatta). Gayatri and Yash interacted with all the visitors and

answered their queries on the health benefits of Curry leaves with confidence and to the satisfaction of the visitors.

- Our students along with the students from the Colaba Centre participated in Mumbai's popular Kala Ghoda Cultural Festival held in February 2016. They put up an energetic dance which received a standing ovation from the audience.
- Our students, participated in the Annual Day and Founders Day of two mainstream schools, Kamla High School, Khar and S. M. Shetty High School Powai respectively. These events help sensitize able-bodied children to the needs and talents of children with disability.
- Another similar sensitization event was held with the participation of our students in a dance competition organized by the Lions' Club, Bandra at Bhaidas Auditorium at Juhu.



Art project work with beneficiaries of S. M. Shetty School

Performing Arts a latent talent of our children!

The students of ADAPT participated in various artistic activities that helped develop as well as showcase their latent talents. Drawing and Craft activities were held by HPCL at Bandra Centre. The colourful artwork was appreciated by the visiting guests of HPCL.

The Retractor Club of Narsee Monjee College held an Arts and Craft competition at the Bandra Centre in February 2016. The Retractors assisted the children and this helped sensitise them to the needs of the children. Students enjoyed free-hand drawing and collage work with the Retractors.



Mr. Kulkarni and Mr. Prem from HPCL at the HPCL Painting competition at ADAPT

An excellent eight-session workshop on dance was conducted by Dance Movement Association, a collaborative effort of Tata Institute of Social Sciences (TISS) and Kolkata Samved. All children participated in the workshop. The sessions included music, story enactment and drama. Children were spontaneous in their responses and this workshop brought out their hidden potential.

Volunteers...Our Strength and Support

ADAPT has been supported by volunteers from the time of its inception and they play a key role in the smooth operations of all activities at ADAPT. *ADAPT takes this opportunity to thank them for their dedication and ongoing support.*

Various schools, colleges, organisations and individuals are part of ADAPT's volunteer pool. In the current academic year we had volunteers from The Billabong High School, The R. N. Podar High School, Santacruz, The Bombay Scottish School, Mahim and S. M. Shetty High School, Powai, The Narsee Monji Institute of Management Services, Vile Parle, TISS, Chembur, Ali Yavar Jung National Institute for the Hearing Impaired, Bandra, National

Association for the Blind, Dadar and Jamnabai Shiksha Teacher Training Centre also sent their volunteers to support various activities of ADAPT.

Special Visitors

Doris, The Lady Butterworth of Warwick, UK visited ADAPT on 15th of March 2016 where she was accompanied by Dr Mithu Alur. Lady Butterworth is a journalist and the President of the Women's Council, U.K.

The noted singer and composer Mr. Shankar Mahadevan visited the Bandra Centre in July 2015. Mr. Mahadevan spent an hour with the children singing his favourite songs. The children also enthralled him with their talent. Mr. Mahadevan encouraged Yash Chandurkar to sing for a music album of his composition.



Mr. Mahadevan with ADAPT beneficiaries

Parents' Hub

Parents have always been the prime and central stakeholders at ADAPT and therefore to support them a Parents' Hub has been created at the Bandra Centre. With the aim to build a strong bond amongst parents where they can comfortably connect with each other, various interesting activities were conducted with parents through the year. Sessions on 'Food and Nutrition' and 'Meditation' were held, the latter by an organisation called 'Heartfulness'. This we hope is a start to many more activities to be conducted in the future for the emotional support and development of parents.



Mrs Rekha Vijayakar, Senior Director initiating a discussion with parents

Community Interactions

Partnerships with the local community are an essential component of development activities. With this view a Community Hub has been set up at the Bandra Centre where visits to the neighbouring communities were done by Ms. Sunita Malcotia and Ms. Saranga Shah. Residents from the neighbourhood were invited to visit our centre and a social get-together was organised where they learned of the activities of ADAPT. Some of the members expressed an interest in having regular interactions with ADAPT and contributing towards the cause.



Mita Nundy Community Centre

Home Management Programme

Children who cannot attend the centre on a regular basis due to various reasons like level of impairment, young age, or living far away from Mumbai are given the option of joining the Home Management Programme. This consists of remedial education, physiotherapy,

counseling and speech therapy on a twice or thrice a week basis. It also includes parental training in all of the above areas where the parents are trained to carry on the programmes at home. Group and individual sessions are held where academic concepts are taught through interactive activities enhancing motor growth, cognition, and social and emotional growth, thus preparing them for formal education in a mainstream or special school. This year there were eight students enrolled in the Home Management Programme on a regular basis. At the end of this academic year three children have been admitted to the Bandra Centre, one has been admitted to a mainstream school, whereas the others continue with home management.



Home management session with parents and children

Life Skills Training

Life Skills Training (LST) is an activity which is highly beneficial at both the individual and community level and also helps the person with disability prepare for inclusion. The LST project was started in June 2015 with a space that was set up as a fully furnished apartment. Different spaces were set up including a kitchen/pantry, a bedroom, a laundry room etc. to enable the teaching and practice of routine household skills to the target group of students above 15 years of age.



*Preparing her breakfast,
Sandwich making
Independent living skills*

Sensitisation of the parents is an essential component of the LST programme as parents need to learn how to assist and encourage their children to participate in the skills learned at the centre at home. Participation in routine home activities contributes towards the physical and emotional development of the trainees. The ultimate aim is that PWDs should become contributory members in their family and to society.

The year began with simple personal hygiene activities like brushing, bathing, buttoning and unbuttoning, and hand washing. Household activities like cleaning vegetables, wiping dishes, folding clothes, drying clothes, and laying the table were also introduced. Once the trainee had mastered one task it was found that he/she could learn other tasks much more easily. It was realised by the staff as well as the parents that persons with disability have far more potential and ability to do simple tasks than the responsibilities that were currently being given to them. Even parents were surprised and happy to see their children performing these activities with minimum assistance at home.

Faculty Empowerment and Training Programme:

To keep staff updated with new concepts as well as brush up their skills, in-service training is an ongoing activity through the year at ADAPT.

The workshops were conducted by Mrs. Rekha Vijayakar, Senior Director Centre Operations, Training and Pedagogy.

In-service workshops held through the year included:

- Communication Skills and Stress Management in July 2015
- Workshop on Classroom Management in August 2015
- Self-Assessment workshop in September 2015
- Workshop on Motivation in December 2015

Therapy Department – Bandra

ADAPT operates on the philosophy of Inclusion which also extends to the operation of its therapy services, with the aim to facilitate integrated development of people with disability. An inclusive therapy programme provides acceptance, belonging and developmentally appropriate practices for children with disability. Children learn typical developing skills, gross and fine, from their able-bodied peers and also have opportunities to make friendships with their typically developing peers.

ADAPT's therapy department is committed to meeting the needs of its clients in an individualized, multi-faceted and holistic treatment approach. The members of the therapy team work with a common vision and mutually-agreed aims and objectives to achieve the desired goals. Therapy services are extended to the community and classrooms by educating the community workers and teachers. The therapist and the teacher conjointly work to ensure the child's maximal functional independence in the classroom. The therapist encourages the establishment of a healthy parent-child relationship and also attempts to promote a mutually understanding parent-therapist relationship. Parents are guided and trained to sustain the improvements achieved during therapy sessions through a continued home management programme.

The therapists adopt a child-centred and functional approach of goal-setting, to be consistent with current trends in health care, accreditation and rehabilitation theories.

Services offered by the Bandra Therapy Department in the year 2015 – 2016

Individual Therapy Sessions

In the year 2015-2016, 57 students received individualised therapy sessions. Parent engagement is necessary for the success of any therapy program and thus, parents formed an integral part of every session. The parents' goal for their child is considered as the basis for goal-setting. Principles of Neuro Developmental (NDT) Approach, Sensory Integration (SI) approach and Proprioceptive Neuro Muscular facilitation (PNF) approach are used to



Dr. Shabnam working on standing balance

meet the therapy goals. NDT is a problem-solving assessment and treatment approach for children with neurological impairments or a delay in motor skills. SI is designed to guide intervention for children who have significant difficulty processing sensory information. PNF is a motor learning approach used for neuromotor development training to maximise function and facilitate muscle contraction. For children with multiple disabilities, combinations of these approaches are used.

Group Therapy Sessions

Physical and occupational therapists also provide group therapy sessions which are designed with the aim of developing social interaction among children. In the year 2015 – 2016, 22 students received group therapy sessions, divided into four groups.

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



Dr Namita and Dr Amina in a Therapy session

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Other Interventions

- **Furniture and wheelchair modifications:**

Through the year the assessment of classroom furniture is conducted by the therapists, who also train and guide the teachers in this regard. The services of carpenters are enlisted to help make the necessary modifications as per individual child needs. Modifications include headrests, armrests, footrests, various straps, etc. to ensure optimal postural alignment, thus assisting the child in feeding and other classroom activities.

- **Aids and adaptations**

Ongoing referrals for aids and appliances like braces, splints, walkers, and crutches etc. are done on a need-based basis.

- **Home management and Parent Training**

Parent training is an essential component of the therapist's interaction with parents, whereby

parents are taught about various handling techniques and positioning activities that facilitate normal postural tone and sustain the effects of the therapy sessions.

- **OPD Unit**

The OPD provides its services to pediatric as well as adult clients. Electrotherapy modalities and manual therapy are used for pain management. The gym is used for strength and endurance training.

- **External consultations**

In the current year orthopaedic and neurology clinics were organised. Children with orthopedic concerns were referred to clinics organised at the ADAPT Bandra centre under pediatric orthopaedic surgeon, *Dr. Taral Nagda* and his associate *Dr. Jaydeep Dhamele*. Six clinics have been organised this academic year where 45 children have been assessed and provided guidance.



Neurology camp by Dr. Anaita Hegde

Children with neurological issues were attended by *Dr. Anaita Hegde*, Pediatric Neurologist. Two clinics were organised in the months of August, 2015 and March, 2016 each, where 25 and 29 children were assessed respectively.

- **Adult Rehab Unit:**

The therapy department has always been an integral part of the services at ADAPT and it has been ADAPT's constant endeavour to provide the best services to its beneficiaries. The therapy department has made further innovations to introduce new services and expand the scope of its existing services to include adult beneficiaries by setting up of an Adult Rehab Unit. We now provide pediatric as well as adult therapy services. We have expanded our services to include an array of new clinical services: Orthopedic, Neurological, Sports and Fitness, and Geriatric Rehab.



Dr. Ashutosh Sonawane, strength training Adult Rehab Unit

Training under Therapy Department

- **Tajikistan visit**

Dr. Shabnam Rangwala and Mrs. Varsha Hooja visited Tajikistan from 20th to 26th September 2016 to work as a part of a project entitled "*Inclusive Education for Children with Disabilities in Dushanbe*"



Tajikistan visit

- **Workshop on Special Yoga for children with special needs**

A two-day yoga workshop for parents and professionals was organized by ADAPT in partnership with Special Yoga UK. The workshop was conducted by Ms Jo Manuel who has practiced yoga since 1974 and has been teaching since 1990. Special Yoga was founded by Ms Jo Manuel in 2004 with the aim to develop, implement and share Therapeutic Yoga programmes to help children with special needs reach their fullest potential.



Yoga workshop

On the invitation of Dr Mithu Alur, Ms Jo Manuel conducted a workshop on 3rd and 4th February 2016 at the ADAPT Bandra centre. A total of 51 participants attended, including parents and professionals working with children with special needs. Ten staff members from across all four centres of ADAPT also attended the workshop which served as part of their in-service training.

Special Yoga uses the principles of yoga to calm and settle the child's nervous system and take them to a state of calm and balance. Special Yoga's methodology includes the classical yoga practices of movement, breathing, deep relaxation, as well as sound, rhythm, massage, and sensory integration techniques.

Other Activities:

- **Sports Day**

The Annual Sports Day of Bandra Centre was held on 19th February 2016. All the children participated with great enthusiasm and interest, and looked smart and confident. The Sports meet began with a March Past, in which ADAPT-ians, dressed in white, marched smartly with the Head Girl carrying the ADAPT flag. This was followed the lighting of the torch by the torch-bearer. Everybody stood in attention as the Sports oath was taken. It was wonderful to see the tiny tots of Group 1 learning to balance the lime on the spoon and reach the finishing line for the lime and spoon race. The Middle Group had fifty meters running race, while the Hurdle Race was also exciting. The Fill the Basket Race was very popular, as participants looked here and there to fill their baskets and amidst loud cheering, ran to the finish line.

The race for the parents was entertaining too. Mothers were enthusiastic about running to the finishing line. Our ancillary staff was excited to play Musical Chairs and each one of them strived to be the winner. The faculty members were a little apprehensive about the event that was planned for them! Backward walking was an exciting event and members made a genuine effort to reach the winning line.

The pride of honour and spirit of doing one's best was written all over the faces of the participants as the achievers stood on the winning post. The day concluded with the serving of snacks and juice to all the participants.

- **World Cerebral Palsy Day 2015**

World Cerebral Palsy (WCP) Day is a global event to increase awareness on Cerebral Palsy. ADAPT is an Indian partner to this event. ADAPT's founder student and trustee Ms Malini Chib is a brand ambassador to this event and ADAPT uses this event to continue its pioneering work with children and families with CP for the last 43 years in India under the leadership of Dr Mithu Alur.



Dr Mithu Alur and Dr Taral Nagda giving away the awards

For celebrating World Cerebral Palsy day, ADAPT has initiated giving out awards to felicitate the achievements of people with CP. This year too on the occasion of WCP Day India we had an event titled "Celebrating success – We the achievers" which was held at the ADAPT Bandra Centre on 7th October. It was a large gathering of people with CP from across the country who were awarded in the following categories: Academics, Entrepreneurship, Activism, Independent Living, Corporate Employment & Arts and Humanities. Social media was used extensively to gather support for the event and a new initiative titled Selfie with CP was done via Facebook.

This event annually gives us an opportunity to celebrate the successes of persons with CP and also increase awareness on CP-related issues.

Therapy Department – Colaba

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 diagnosis such as Cerebral Palsy, Down's syndrome, Autistic Spectrum Disorder (ASD) and Attention Deficit Hyperactive Disorder (ADHD). In the year 2015-2016, 24 students at the Colaba Centre received a total of 236 individual therapy sessions. Children are initially assessed to identify their body structural and functional impairments. Various neurological approaches are used to manage these impairments and gain the desired outcomes. Neuro Developmental approach, sensory integration and Functional-Based Training are the most commonly used approaches. Goal-oriented therapy is used to reassess all the students at the end of the year to check for progress.

Group Therapy:

Groups were formed according to the age and functional abilities of the children. Group therapy sessions help the students to initiate peer interactions, transition from one activity to another, develop fine motor skills, language skills, negotiating and problem solving skills. Group therapy motivates the student to learn constantly with his/her peers using group

dynamics. Fourteen children enjoyed 48 group sessions in this year and developed functionally, socially and emotionally during this academic year.

The groups formed were:

ADL group: This group of children mainly face difficulties in performing activities of daily living. Therapy sessions focused on making these children independent in activities like grooming, dressing, undressing, toileting, transfers and mobility.

Gross Motor Function group: Children with poor balance and coordination, gravitational insecurity, poor muscular strength and endurance were included in this group. Activities for this group include jumping, step-ups, obstacle training, bilateral coordination, ball games, running, etc.

Classroom Sessions:

Difficulties faced by children during classroom activities were addressed during these sessions. The therapist assesses child's seating, posture, quality of activities performed, and behaviour 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. A hundred and ninety classroom sessions benefited 38 students on a regular basis.

Therapy Department – Chembur

Services offered by the Skills Development Centre Therapy Department in the year 2015 – 2016

Cerebral Palsy (CP), although a childhood motor disorder can be termed a chronic disorder that impacts the functioning of an individual through his/her life span. Current models of approach towards management of Cerebral Palsy therefore include the Life Span Approach. Adults with CP usually develop health issues which are not related to the primary condition but due to the impact of long-standing spasticity, extended periods of poor flexibility, strength and endurance. This enhances the need for the life span approach, which uses regular preventive health screening measures to identify, detect and manage problems in an attempt to avoid serious illness and further motor deterioration. This would in return benefit individuals with disability to enjoy healthier and independent lives which they deserve, as they grow older.

ADAPT therefore reinitiated the setting up of a therapy department at the SDC centre within the paradigm of this new approach.

Inauguration of Therapy Department:

The therapy department was inaugurated in September 2015 by founder chairperson Dr. Mithu Alur along with Deputy Director SDC Mrs. Malka Tandon and Head of Adult Therapy

Unit Bandra Dr. Ashutosh Sonawane. We are thankful to Lions Club Elite Chembur, for their support in this area through which therapy equipments like balls, bolsters, weights and therabands were procured.

Screening camp by Orthopedic Surgoens Dr. Taral Nagda and his team of Dr Jaydeep Dhamele and others

An orthopaedic camp was held at Skill Development Centre on 12th April 2016 to screen and then plan further treatment of orthopedic issues of the clients at SDC. Prior to the camp, 28 trainees with Cerebral Palsy were identified for assessment by the therapist of which 18 were present for the camp. Assessments graded the gross motor and fine motor skills, the activities of daily living (ADL) skills and quality of life using standardized tools, namely: GMFCS, MACS, Modified Barthel Index and SF-36 respectively. On the day of the camp detailed socioeconomic and birth history was noted by interviewing the parents. Dr. Jaideep and team, along with the therapists at ADAPT, conducted comprehensive assessment of the musculoskeletal system and the assistive aids being used by the trainees. Videos of each client were recorded. Recommendations made by the orthopaedic team will be followed up in the new academic year and new therapy plans will be formulated.

In addition to detailed documentation of all the 18 trainees assessed, the camp provided a platform of learning for the therapists.

Some Beneficiaries

Ujjual Dubey – Colaba

Ujjual, a bright and curious six-year old-boy with the diagnosis of Spastic Quadriplegia, was provided intensive physiotherapy for a period of two months to document his progress. Ujjual moved around by rolling/ creeping and could sit when made to with fair balance. His reach with his upper limbs was limited.

His goals were planned in collaboration with his enthusiastic mother who earnestly carried out the home management programme taught to her by the therapist. At the end of two months of therapy, Ujjual showed the following changes: a few steps of reciprocal crawling, rising to stand with minimal assistance, standing without assistance for 8-10 counts, better reach with the upper limbs, and enhanced ability to now perform tasks in the sitting position with a lot more ease.

Ujjual's motivation, along with active support from his mother, has been the key ingredients contributing to his progress.



Inauguration of Therapy Room



Dr. Jaideep Damle at Orthopedic camp organized by Ipod headed by Dr Taral Nagda.

Kushal Ruparel – SDC

Kushal is a cheerful 20-year-old youth who is an enthusiastic participant in all extracurricular activities like dancing, yoga, etc. Diagnosed as having intellectual impairment, his mother noted, *“Khushal’s body is stiff and although he is enthusiastic to participate in all activities, he gets tired very easily, complains of fatigue most of the time. He also does not use his shoulders well to reach out for objects. I want him to be more active and fit”*

Kushal was started on a general fitness programme using aerobic activities and activities for balance and coordination. Khushal enjoyed the sessions and carried on the fitness programme shown at home.

After a series of therapy sessions, his mother exclaimed: *“I can see the difference. He can now dance with outstretched arms and turns to either side better. He is improving in his endurance and although earlier I never gave importance to his fitness now I understand its importance and I want him to continue these sessions.”*

Amatullah Bohra – Bandra

Amatullah is a 12-year-old girl who loves interacting with people. She communicates using gestures most of the time and is able to follow all commands given to her. Amatullah can be stubborn at times, which is quite typical of her current age, when motivated and encouraged, she will participate as request.

Most of the time Amatullah uses a wheelchair although after encouragement she has started to use a walker. She has good hand functions and enjoys activities like beading, lacing and buttoning-unbuttoning. She is currently being trained to move towards greater independence in her Activities of Daily living skills and her mobility.

Department of Speech Therapy

In the year 2015-2016, children with Speech and Language disorder attending the Bandra and Colaba centres as well as those coming on an OPD basis, were assessed and provided individualized treatment plans. A total of 28 students from the Bandra centre and 30 students from the Colaba centre were provided individual interventions. Children with misarticulations were given sound correction therapy whereas misarticulations are corrected with the help of mirrors, tongue depressors and toys. For children with stammering the therapy focus is correct breathing patterns, prolongation and slow reading.

For children with delayed speech and language development, work-sheets, toys, games and books are used to enhance of expressive and receptive vocabulary. Breathing exercises are



Mrs Pradyan Patil taking a Speech Therapy session

given to develop lung capacity essential for good quality of voice production. Speech software was introduced to improve children's vocabulary and language functions. Parents were counselled and trained to continue these techniques at home.

At the Bandra centre nine children received group intervention in the form of group therapy sessions to enhance their communication skills and to facilitate basic expression and interaction in a group situation.

The speech therapist also visited the classroom to guide teachers in helping students improve their oromotor function for better feeding patterns and for control of drooling where whomsoever applicable. The use of Alternate Augmentative Communication (AAC) was encouraged for children who were non-verbal or partially verbal and teachers were trained and guided to use these aids in classroom situations during classroom intervention sessions.

At the Bandra and Colaba centres, 27 and 15 OPD assessments were conducted respectively. Eight children at Bandra and three at Colaba were provided therapy regularly on an OPD basis. Children attending the OPD clinics were given individual sessions that largely worked on speech and communication skills.

The speech therapist at the Bandra centre conducted various lectures on speech and language development for the Community Initiatives in Inclusion course held at ADAPT. Assessments and therapy sessions were demonstrated to help the CII students better understand aspects of speech and language development. Lectures were also delivered to teachers who were a part of the teachers training programme held at the ADAPT Bandra centre.

Department of Psychology

The Department of Psychology functions at all the ADAPT centres and provides individual and group sessions not only to the students and trainees enrolled at ADAPT centres but also to OPD clients. The Department of Psychology also works with parents to address their emotional needs and helps them manage stress.

The main objective of regular sessions with a clinical psychologist is to help the children / trainees use their capabilities to the optimum level and channelise their abilities in a purposeful manner. The sessions with the clinical psychologist help in educating the parents and the clients in steps towards emotional maturity and also promote the development of age-appropriate social skills in the clients. The process includes various steps that begin with a detailed assessment and identification of the area of concern or challenge. Based on the situation and the need immediate need-based counseling may be initiated during the assessment session itself. Follow-up sessions are planned



One on one counseling session in progress

thereafter if required. One-on-one counseling of the trainees/students is usually done in partnership with their parents.

Within the classroom situation, the psychologist supports the teacher in the management of the behaviour of the students / trainees in the classroom. The psychologist analyses the occurrences and causes of inappropriate behaviour in class and provides strategies to the teacher to help her cope and improve on the behaviour. This assists the teacher to achieve classroom management goals that include fostering self-respect, increasing tolerance, creating enthusiasm for learning, encouraging socialization and promoting a more helpful attitude between peers. Various behaviour modification techniques are recommended to help reduce attention-seeking behaviour, aggressiveness, temper tantrums and inattention in class. Parents are also taught strategies to be followed at home in order to achieve maximum improvement in the child.

The Department of Psychology uses recent advances in the area of psychological intervention for clinical practice. Art therapy, Play therapy, Remedial intervention, Cognitive Behavioural Therapy (CBT) and Rational Emotive Behaviour Therapy are some common techniques used in management of psychological issues. To keep updated with new developments and interventions the psychologist both attends and conducts training workshops. In 2015 – 2016 a workshop on Behaviour Modification Technique and Home management strategies for children with autism was conducted for staff. A workshop on Introduction to Relationship Development Interaction (RDI) was conducted for parents by Mrs. Kamini Lakhani of SAI Centre for Autism, an accredited RDI therapist.



Workshop by Mrs. Lakhani of Sai Centre for Autism

Department of Social Work

The Department of Social Work is a crucial part of services at ADAPT. For the year 2015 – 2016, ADAPT had two social workers, one placed at the Colaba centre and one at the Bandra centre, who also visited the Chembur Centre on a once-a-week basis.

The social worker interacts with parents, donors, and governmental agencies handling schemes and concessions for children with disability. The social worker informs parents of the varied services of ADAPT and coordinates the service provision with all the departments.

In the academic year 2015-16 the following activities were conducted at ADAPT by the Department of Social Work.

I. Client-based Activities

The social worker coordinates the OPD services at ADAPT. OPD at ADAPT is operational on all working days from Monday to Friday, providing clinical services to children and adults with disability. Comprehensive assessments are conducted as per the need of the individual clients. The social worker completes the social profile which gives detailed social and demographic information on the child seeking assessment and his/her family. Thereafter assessments such as physical assessment, assessment of speech and language, psychological assessment and occupational therapy are coordinated with the respective professionals. Parental counseling also forms an important part of direct services by the social worker. The social worker counsels and informs parents on the Right to Education Act and encourages them to seek admission to mainstream schools. This academic year a total of 25 parents were provided guidance across the three centres, while a total of 18 and 53 clients each were assessed at the Colaba and Bandra centres respectively.

The social worker coordinates the interdisciplinary team meeting: the case conferences after all assessments have been completed. Case conferences are attended by the entire team of professionals: physiotherapist, speech therapist, occupational therapist, psychologist, and deputy head of education. The case conference gives a holistic view of the child assessed to ensure that the programme planned for the child is in sync with the individual medical and educational needs of the child, based on professional assessments giving due importance to the goals of the family. In case of drop-outs in the OPD section the social worker conducts home visits to understand the reasons for the same.

II. Networking Activities

Government networking

Networking by the social worker is done with the various departments of the government largely for the purpose of availing of schemes and services for students and trainees with disability. The Department of Social Welfare was networked with to avail of scholarships for students enrolled at the Bandra and Colaba centres; 87 students from Bandra and 31 from Colaba have applied for scholarships that have contributed to support their education at the centres. The National institutes like All India Institute for Physical Medicine and Rehabilitation and The J. J. Hospital have been coordinated with for securing appointments for procuring of disability certificates for those students who did not have them. Two students from the Colaba centre were helped to procure their certificates. Parents of OPD clients were also guided on this process.

The National Trust State coordinator was contacted with the aim of registering the students under the Niramaya Scheme. A talk for the parents on Niramaya Health Insurance Scheme by Mr. Vishal Kadam, Maharashtra State coordinator, National Trust was organised on 29th September at the Bandra Centre, at which parents were guided on the benefits of the scheme and procedures for availing of the scheme. With the help of the Department of Social Work 45 students have been successfully registered under the scheme.

The Department of Social Work at the Colaba centre networked with U-Dise (SSA) for the purpose of enlisting 34 students at the Colaba center under DISE data. The process had been

initiated and all the required details have been provided. Parents at the Colaba centre were guided in procuring Aadhar cards for the students.

Donor Networking

The Department of Social Work also plays the role of networking with individual donors to get financial support for students belonging to lower socio-economic strata. The social worker at the Bandra Centre coordinated with the Minim Charitable Trust to secure support for the education of students at the Bandra centre. The social worker at the Colaba centre supported the donations at the Colaba Centre by assisting with procuring the documents required by the donors. Coordination was also done with the Prem Punita foundation and the Reliance foundation.

Other Outreach Activities

The Department of Social Work at the Bandra centre coordinated the clinics conducted by Dr Taral Nagda. This year seven students from the Bandra centre and one from the Colaba Centre were have been assessed by this clinic.

Home visits are conducted by the social worker for several reasons, one of which could be applications for concessions received from the parents. Home visits help the social worker build rapport with the family, help her counsel parents on the importance of education, and also help parents share their difficulties more easily. A total of 45 home visits were done in this academic year by the social workers across the centres.

III. Documentation Activities

The Department of Social Work maintains case records for each of the clients assessed at ADAPT. The social worker maintains the ongoing documentation for students who are funded under the Lilliane Fonds funds every year. The documentation includes Individual Justification Forms, Need Assessment Forms and Home Visit Reports which are submitted every six months. This current academic year twelve student/trainees from the ADAPT Bandra and Skills Development centre and eight students from the Colaba center were supported through the Liliane Fonds fund.

The social worker coordinates the documentation required for securing admission to ADAPT centres. A comprehensive admissions list, listing the individual abilities of each child in the area of his/her physical abilities, communication abilities and understanding abilities is prepared by the social worker. A team meeting is held to ensure that the child's individual needs are met when he/she enrolls in the classroom situation. The list is sent to Chairperson Dr. Alur for final approval prior to admitting the child at any of the ADAPT centres.

IV. Other Activities

- Lectures to students of the Community Initiatives in Inclusive Education course on disability rights.
- Networking with TISS students for project placement and activities with the parents
- Support to all events conducted by ADAPT

Adult Services: Skills Development Centre

In the year 2015-16 we had a total of 86 trainees in our Skills Development Centre. They were divided into 3 groups:

1. Vocational: 35 trainees
2. Pre-Interns: 25 trainees
3. Interns: 26 Trainees

Our aim is to make adult trainees independent as possible, through different training and skills for example, Independent Living Skills, socialization, communication, and a variety of extra-curricular activities. SDC also teaches vocational skills like Computers, Office Tasks, Catering, Hospitality, Horticulture, Tailoring, functional Academics, Automobile Engineering, TV and Radio Repair, Electrical Wiring, Ceramic and Textile designing and Basic Beauty Parlour techniques.



Vocational Rehabilitation Centre



Learning Textile Skills

Skill Development Activities:

- **Vocational Rehabilitation Centre (VRC)**, a unit of the Ministry of Social Justice and Empowerment (MOSJE), Government of India has partnered with ADAPT in teaching our young trainees automobile engineering, basic electrical courses, and TV and radio repair. Fifteen trainees have completed these courses in the current academic year to receive government recognized and approved certification.
- **Training in Textile industry**
Similar to the above courses a partnership with the Ministry for Textiles has been established to train our students in textile skills like tie and dye, screen printing and block printing. This year a batch of 10 trainees have completed the course and received government certificates.

The textile products created by the trainees have been very well received by various corporate.

To recognize the talent of the trainees a media programme on television called HUNARBAAZ showcasing the block printing talent of the SDC trainees was aired on Doordarshan National Channel on Sunday 24th May, 2015.

Partnership with Creative Tree:

With the support of Creative Tree conducted by Mrs. Mamata Mukherjee and artists from Chhatrapati Shivaji Maharaj Vastu Sangrahalaya (Prince of Wales Museum) the trainees learned several new techniques including Chinese mask-making, canvas painting, terracotta painting.

- **Basic Beauty Parlour Course**

Our young lady trainees were given training in Basics of Beauty Care under the guidance of volunteer Mrs. Trupti Kaushal Chitalia. We hope this training will help the trainees to get placements in beauty saloons or prepare them to start their own entrepreneurial activity in beauty care independently or with the support of their parents.

- **Sensitisation activities**

Various sensitization activities below have been conducted through the year.

At the Innovation Mela 2016 held at the Nehru Science Centre on 29th, 30th and 31st January, 2016 trainees from SDC were given a prestigious platform to show their innovative ideas. This event which was coordinated with the support of Mrs. Mamata Mukerji, was visited by nearly 18,000 people and our trainees' active engagement with the people who visited the stall was remarkable. The stall also demonstrated the skills of the trainees, whose potential was highly appreciated by the audience. With support and guidance from Mrs. Mamata Mukherjee and Shankar, our trainees stood fourth and won a trophy for ADAPT.



Innovation Mela

The event was inaugurated by Padmashree and Padma Vibhushan Professor M. M. Sharma who motivated the upcoming scientists and encouraged them not to be fearful and continue to be innovative and creative to create new inventions adding to the experiences and knowledge of the world.

- **International Day of the Disabled** was celebrated by ADAPT at two venues; Carter Road, Bandra and Pelhar. The trainees put up an extraordinary dance performance at both venues.

- **Independent Living**

Our trainees were invited to put up a dance performance at Gurgaon, Haryana by XL Catlin India Pvt. Ltd. on the occasion their Annual Day. This presented an excellent opportunity to couple as an independent living camp for the trainees. Some trainees travelled independently by train and air for the first time, adding to the quality of their experience. The interaction with the corporate world added to their socialization skills. In addition to this their enthusiasm and the magic of their performance robbed the hearts of the audiences, which in turn boosted their self-image and self-esteem.



Trainees from the Skill Development Centre perform a foot-tapping Bhangra number

- **Functional Academics**

As part of the functional academic curriculum various educational visits were conducted through the year, some of which were:

- ✓ A visit to the Nehru Science Centre where the trainees learned about varied topics such as prehistoric life, gravity, sound, sense organs of the body and many other fundamental science facts.
 - ✓ Visits to malls and local markets for shopping and having fun doing day-to-day activities together.
- **Other activities**
Trainees participated in a variety of activities including the Mumbai Marathon, several exhibitions through the year, Ganpati pooja, Founder's Day, Independence day and Sports Day with Rashtriya Chemical Fertilizers.

Empowerment Activities

- A talk was organised by Ms. Armaity Kelawala, Special Educator and Counselor from the Tata Institute of Social Sciences, Mumbai on the topic of "Disability and Sexuality" for staff and parents. She made a presentation as well as used role play to empower parents and teachers with the skills to handle adolescent changes in the trainees.
- The interns from the Tata Institute of Social Sciences conducted a workshop for parents on the subject of Sex Education.
- The local Social Welfare Officer was invited to SDC to empower parents with knowledge about concessions and rights of people with disability.

A Community Hub

This year the SDC has been buzzing with innumerable activities all through the year. These activities are held in partnership with community organizations making the SDC truly into a community hub.

The "I CAN" cafeteria has been an ongoing activity of the hub and many corporates and banks such as Oriental Bank, Axis Bank, Bank of Baroda, Sandu Pharmaceuticals, Quantum, Aegis Parlour have patronized the cafeteria and ordered delicious lunches and snacks.

In addition to the cafeteria different activities are held at the SDC centre through the entire week. There are; yoga and meditation classes, dance classes, Taekwondo classes, get-togethers by the Dignity foundation for their senior citizen members, and prayer meetings by a local church group. The ongoing stream of visitors to the SDC enhances the interaction and socialization skills of the full-time trainees.

Many corporate and international dignitaries interacted with our centre including Dr. Francis Moore of the Women's Council UK, Ms. Kastro Matsrmoto –Japan International Cooperation Agency, and visitors from IDBI, HDFC, Bank of India, HPCL, RCF, Sandu Pharmaceuticals.

To understand the upbringing of special adults under the guidance of Dr. Alur and Babaji.

Placements

Our Greatest Achievement this year was when two of our trainees got open placements.



*Ashna Jain Placed at Reliance Market,
Chunabhatti*



Harshit Karia placed at DTDC, Chembur

Ashna Jain has been placed as Security Check with Reliance, Chunabhatti

And Harshit Karia has been placed for scanning of the goods at DTDC, Chembur.

ADAPT and HPCL together make Corporate Social Responsibility a successful reality

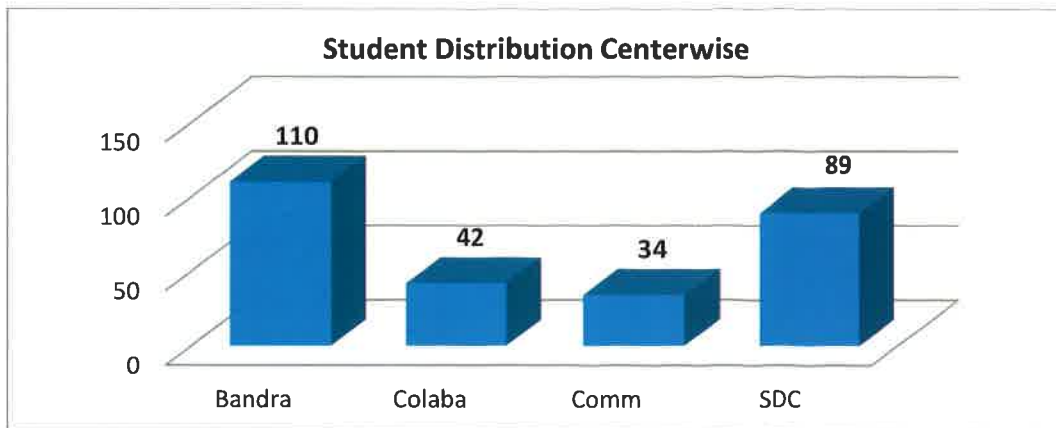
In the current year the ADAPT – HPCL partnership enters its fifth year of operation. With the support of HPCL, ADAPT has moved further towards making the Right to Education a reality for children with disabilities. The aim of ADAPT is to continue to demonstrate a replicable and scalable paradigm of inclusive education especially for children with disabilities. With this objective in the current year efforts were focused towards the enrolment of children with disability into the U – DISE (Universal – District Information System for Education) database by enrolling them into their neighbourhood government schools and vocational services offered by the State. This ensures that they get their presences and rights recognized by the government.

Based on previous projects of ADAPT, Hub centres have been set up in the five catchment areas of Colaba, Bandra, Dharavi, Chembur and Pelhar to provide the continuum of support to disabled children.

Services provided in the academic year 2015-2016

- Educational Services
- Therapy – Speech therapy and occupational therapy
- Vocational programmes
- Extracurricular activities such as sports, art, music, swimming and drama

In the academic year 2015 – 2016 a total of 300 students with disabilities were enrolled across the four centres of ADAPT who are supported by HPCL. Given below is the student distribution across centres.

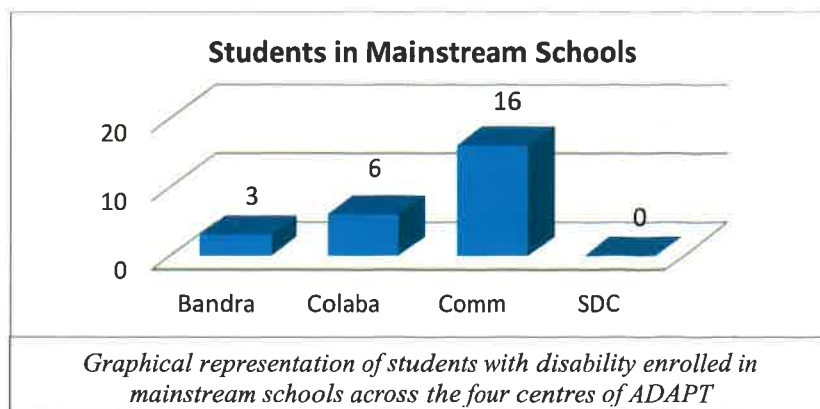


As the graph indicates, there are 110 students enrolled at the Bandra Centre, 42 at Colaba, 34 at the Community Centre, Dharavi and 89 at the Skills Development Centre (SDC), Chembur.

All the 300 students with disabilities were mapped and their needs identified through screening. Provision of their individual needs such as provision of therapy based on their needs and remedial educational skills were provided through the Hub.

The Hub is a functional structure that enlists the support of a multi-disciplinary team called the Composite Resource Support Team (CRST) comprising of specialists and practitioners from multiple disciplines who work together to ensure an integrated care approach. This approach has been universally proven to be the most effective in the management of students/people with multiple disabilities ensuring personalised care planning from a range of different agencies such as social care, educational services and health / medical care.

In view of the work undertaken by ADAPT towards effective implementation of the Right to Education Act (RTE, 2009) through its various projects, more and more students with disabilities are being enrolled into their local mainstream schools. Even when the students are enrolled in the local schools, there is a complete lacuna of special services needed by these students in the mainstream schools. The ADAPT Hub supported by HPCL offers the needed resource support to these students. In the current academic year 8% of the total of 300 students with disabilities attending regular mainstream schools were supported under the ADAPT – HPCL partnership. Below given is the bifurcation of students with disabilities enrolled in mainstream schools across the various centres of ADAPT. As the graph indicates SDC being an adult training Centre does not have any students in the mainstream category, as students at SDC are out of the purview of RTE i.e. not in the 6-14 age group.

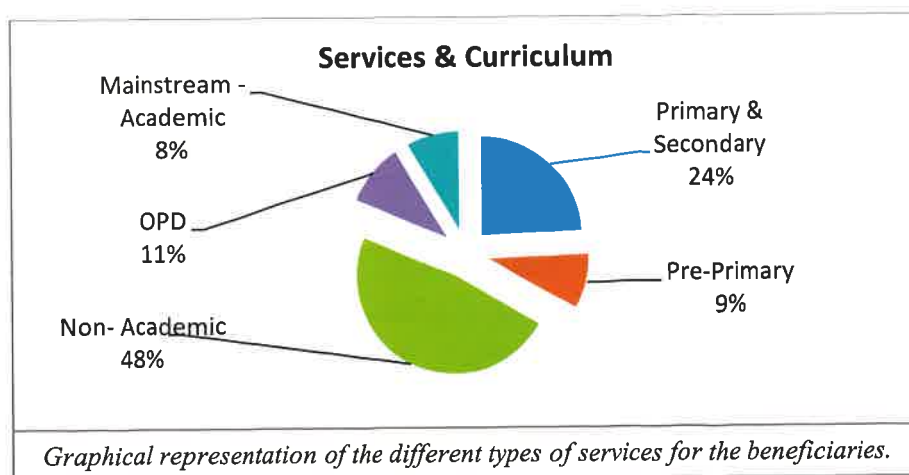


Academic and Non-academic Programmes

As has been explained above, there has been a thrust towards the implementation of the RTE at ADAPT which has resulted in a large pool of children with mild and moderate disabilities being included into their local neighbourhood mainstream schools. This has led to the current enrolment at ADAPT to include students and trainees having multiple and high support needs. Due to the nature of their disability a majority of them are unable to follow structured academic programmes like students in regular schools. For the current academic year the curriculum provided at ADAPT included two sections, namely, academic and non-academic.

The *academic section* included the following sub-sections: pre-primary and primary and secondary. A total of 37 % of students were enrolled in the academic sections with 9% in the pre-primary section and 11 % in the primary and 17% secondary sections. Students in the pre-primary section largely include those who are being prepared for mainstreaming in the following academic year.

The *non-academic section* is also termed as the Work Skills Unit or the trainees of Skills Development Centre, Chembur which comprise of 43% of the total number of students at ADAPT. The students in this group follow a functional curriculum and are prepared for vocational skills.

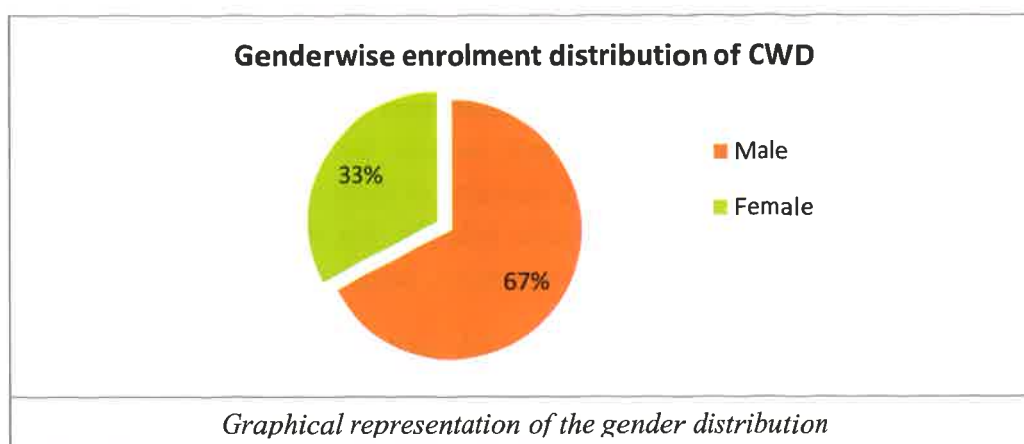


The OPD clinic is attended by 11% of the beneficiaries. Here they receive services such as physiotherapy, speech therapy or educational remediation based on their individual needs. Students attending mainstream schools may also be enrolled for therapy in the OPD section.

The Home Management Programme is covered as an OPD service to benefit very young children or children who are residing very far away from the centres and are unable to come on a daily basis. These children along with a parent, attend the Home Management Programme on a weekly or bi-weekly basis. Parents are thus trained to manage their child at home and direct services such as remedial education, therapy, counseling and speech therapy may also be provided.

Although ADAPT actively promotes and encourages gender equity, despite this the female enrolment for this academic year was at ONLY 33% of the total beneficiaries, probably indicating that girls with disability are the most marginalised group from the disadvantaged

or marginalised sections of the population.



Co-curricular Activities

As explained above, ADAPT strongly believes in the all-round holistic development of all its beneficiaries and hence activities like yoga, music, dance, drama, and sports are included as important school activities. Music therapy was used to help in voice modulation and motor co-ordination in many students. Listed below are some of the activities and events conducted through the year which had the participation of senior as well as other staff of HPCL. Many more activities which were conducted through the year have been covered in the reports of the respective centres.

Access Audit at HPCL

On 2nd July 2015, on the request of the HPCL CSR headquarters officials, Dr. Ashutosh Sonawane and Mr. Sudeep Pagedar from ADAPT visited HPCL's Petroleum House to conduct an access audit. The audit had been planned in view of the upcoming visit by ADAPT students to Petroleum House, Churchgate for the HPCL Annual Day celebrations. At the audit it was seen that there were three ramps presently installed: one at the main entrance, one leading to the lobby from the first landing, and one at the emergency exit. Upon inspection it was observed that the ramps installed were extremely steep and quite inaccessible to people with disability. Recommendations based on Indian and international accessibility norms were provided by Dr. Sonawane and Mr. Pagedar which details of accessible ramp angles and suggestions for modifying the toilet on the ground floor to make it accessible.

Mr. Pagedar also gave the suggestion of installing a staircase lift at the main entrance, which would further enhance accessibility of the building. The team from ADAPT and HPCL visited the Westside store at Kalaghoda to review the stair-lift recently installed at the store through ADAPT's efforts in the 'Mumbai Rising for Disability Access' campaign. Tentative measurements were made and it was decided that HPCL will consider installing such a lift at their main entrance; this was not confirmed, though, and was subject to the availability of an alternative that could take up lesser space, perhaps a chair lift.

HPCL Annual Day – 15th July 2015



Annual Day - awards distribution

HPCL celebrated its 41st Annual Day at Petroleum House, Churchgate on 15th July 2015. The students from the Bandra Centre were invited to perform at the Annual Day. ADAPT students along with students from the Kamla High School, Khar performed a dance which was appreciated by the audience with loud applause. The performance was followed by a felicitation programme held in the HPCL boardroom where students from ADAPT and students from Cancer School performed some dances to showcase their talents. As an acknowledgement of their efforts they were given gifts. This was followed by a lunch at the prestigious Taj Mahal Hotel. It was a day full of excitement and fun for the students, many of who were visiting the Taj Hotel for the first time in their lives.

HPCL ADAPT Painting Competition

Just prior to Makar Sankranti, on 11th January 2016 an Inclusive Painting Competition supported by HPCL was held across all the ADAPT centres. Three hundred students with disabilities participated in the event and exhibited their talent using different techniques. The painting competition focused on the theme of Kites and so children painted kites, of all shapes and sizes making the best use of their creative abilities. Items such as vegetables, straws, toothbrushes, shaving brushes, thicker paint brushes, sponges, stamps, buttons, and crushed paper were used as painting tools.

The ADAPT HPCL Project Head, Mr. Kulkarni, General Manager - Material, HPCL Refinery and Mr. Prem, Assistant to the General Manager visited, the painting competition at the Colaba Centre. They visited the classrooms with Mrs. Manju Chatterji, Director, Colaba Centre, Mrs. Reshma Tanna, Deputy Director and the technical coordinator for the event to encourage the students. The different techniques used to assist students express their creative abilities were explained by Mrs. Tanna. These paintings were later displayed at the I CAN Exhibitions held by ADAPT.



Painting for the Science Exhibition



The Standard Chartered Mumbai Marathon

The Standard Chartered Mumbai Marathon

The Standard Chartered Mumbai Marathon, held on 17th January 2016, is a much awaited occasion in the calendar of ADAPT events. All the staff members, student and donors of ADAPT join hands at this event to sensitise the citizens of Mumbai on the rights of people

with disabilities. This year too saw a large contingent of 100 employees from HPCL who supported the event by pushing the wheelchairs of 70 students in the Wheelchair Race.

Some of the senior staff of HPCL who attended the marathon included Ms. Sonal Desai (GM CSR), Mr. Misri (Executive Director HR), Mr. Molla (Chief Manager CSR), Mr. Joshi - Director HR, Ms. Sreedevi and Ms. Anisha. To add to the fun and excitement of the event HPCL had organised staff dressed as cartoon characters and acrobats to join and cheer the group.

Hindi Divas at HPCL

Twelve beneficiaries from the Skills Development Centre performed a fusion Bhangra dance with some of the team members of HPCL for the Hindi Divas celebrated by HPCL on 27 January 2016 at Patkar Bhavan.

Our partnership with HPCL through the academic year was filled with both academic programmes as well as co-curricular activities for the 300 beneficiaries across the centres. We look forward to yet another fruitful year of interaction with the HPCL team.

Training and Pedagogy: The Mithu Alur Centre for Disability Studies

Teachers play a critical role in quality education. The highest performing countries in educational achievements have made teacher training a priority. Teacher education is a continuous process and pre service and in service components are complementary to each other.

For inclusion to succeed, the classroom teacher needs the knowledge and understanding about different learning needs, teaching techniques and curriculum strategies. However, the ground reality shows that this is not the case. The Mithu Alur Centre for Disability Studies¹ (MACDS) was set up to bridge this gap. The MACDS offers short term training programmes on inclusive education for mainstream educational institutes / schools, colleges, corporates varying from half day to three days as per the requirements of the organization. These tailor made modules can also be conducted at the premises of the organization itself. Evening and weekend courses are also offered.

Teaching strategies are interactive and participatory. MACDS can extend a need based continuum of support to the organizations on conclusion of these modules, if required, to facilitate inclusion.



Dr. Astrid Beseler, Founder Audrey Jacob Foundation, lights the lamp with Ms. Malini Chib, Dr. Mithu Alur, Mr. Arup Patnaik and

¹ *Dr. Alur who was a member of various Government of India Committees on Inclusive Education for regular teachers.*

Community Initiatives in Inclusion (CII)

This is a flagship programme under the MACDS. The course, conceptualized by Dr. Mithu Alur, *Founder Chairperson, ADAPT (Able Disabled All People Together)* who is also the Course Director, entered its 15th year in 2016. Developed to train Master Trainers in the Asia Pacific region to organize, plan and train others to run community disability services within an inclusive framework, the content includes modules on Disability, Policy, Inclusion and Community.



Dr. Alur reviewing the objectives of the action plans

The training has been developed in partnership with The Institute of Global Health Disability Unit at University College London and The Women's Council, U.K. Over three hundred participants from Bangladesh, Cambodia, China, India, Indonesia, Iraq, Jordan, Malaysia, Mongolia, Myanmar, Nepal, Pakistan, Papua New Guinea, Sri Lanka, Tajikistan, Tonga and Vietnam have completed this course to date.

The course is conducted in two parts comprising of the training and field work in Mumbai and the implementation of the participants' inclusive projects in their own countries. These projects are developed under the guidance of Dr Mithu Alur and include an action plan addressing the needs and challenges of the participants' countries to bring about the change and spread inclusion.

The fifteenth CII course was formally inaugurated on January 20, 2016. We had 20 participants from seven countries: India, Bangladesh, Nepal, Bhutan, Tajikistan, Mongolia and the Tibetan Government in Exile. Four were participants with disabilities.

In addition to the modules, participants were also presentation skills by Swami Mounananda to enable to participants to be confident while making their final project presentations to the judges. The participants presented their action plans to a panel of judges on the 6th of April'16 and were appraised for their efforts. Dr Samiran Nundy, Surgeon and Emeritus Professor, of Sir Gangaram Hospital & Chairman, Institutional Review Board, ADAPT, was the Chief Guest at the valedictory function on April 7, 2016. Five country plans were presented at this function. Participants were awarded with certificates of attendance for the first phase of the CII course and admitted to the National & Asian Alliance for Inclusion (set up by Dr Mithu Alur), which assures them of future linkages in training programmes by ADAPT in their countries and any other guidance that they may need in future.

An Evaluation of the CII Course was conducted by Dr Frances Moore, *Honorary Technical Advisor, The*



Chief Guest Dr. Samiran Nundy felicitates the participants with Dr. Frances Moore and Dr. Mithu Alur



Dr. Moore meets with the participants

Women's Council, UK and found that 75% of participants felt that the course had exceeded their expectations and met the expectations of the remaining 25%.

The Way Forward

ADAPT is now being invited to conduct shorter training programmes in participant countries. So far two training programmes have been conducted in Tajikistan and one in Dharamsala for the Tibetan Government in Exile. We look forward to coordinating with participants of CII 2016 to conduct such programmes in their respective countries.

Other internal and external programmes conducted by the MACDS have included:

- A module on inclusion was created and delivered to pre-school teachers from Pakistan attending the Helen O' Grady International's Teacher Training Programme from the 8th to the 11th of August
- A session on Inclusion & Accessibility was delivered to B. Ed. students of the Hashu Advani College of Special Education on the 28th of November
- Disability, Access & the ADAPT Rights Group: Advocacy for Universal Design was the topic for a lecture to the students of Special Education at the Ali Yavar Jung National Institute for the Hearing Handicapped on the 3rd of December
- We were invited to design and conduct a day long programme on 'Inclusion Matters' for Principals, Teachers and Administrators from the Kendriya Vidyalaya, Antop Hill on the 29th of December

Future courses under the MACDS include a short course for Educators and Lawmakers and Policy Influencers entitled, 'Inclusion Matters and orientation programmes on disability certificates, to Accessibility Issues, Empowerment Course for Corporates, Media & Accessibility'

One of the principle reasons why ADAPT has made such an impact is because we start from the very grassroots. These training programmes bear testimony to this very reason. We ensure that all our courses are relevant and applicable at a fundamental and practical level and more importantly fulfill our aim at spreading awareness and bridging the gap between people with and without disability.

Library & Media Resource Centre (LMRC)

ADAPT has and continues to be a pioneering academic organisation in the area of Disability and Inclusive Education (IE). A library is the heart of an academic organisation and the ADAPT LMRC is the best resource in the country for all information related to disability and IE.

The LMRC continues its commitment to facilitating access to information and knowledge resources needed by the researchers, teacher trainees, ADAPT staff, students, parents, lecturers and others in area of disability, IE, community development etc.

The LMRC enables access within an impartial, enriched environment to support learning and research. The LMRC is a key referral resource for all the training programmes conducted at ADAPT and it supports its learners in carrying out their pursuits in the advancement of knowledge. The LMRC provides information and resources from its rich collection of books, encyclopedias, resource materials, periodicals, journals, newspaper clippings, photographs and audio-visual material.

Basic Information on the LMRC

The library provides individual and institutional membership. Membership is open to all and currently the members include parents of children enrolled at ADAPT, ex-students from various courses, ADAPT staff and external researchers especially in areas of IE and disability.

The LMRC is an open access library and has been designed to provide easy access for wheelchair users.



Mrs. Vijaykar takes a session in the library

The LMRC is also a member of various libraries in Mumbai, such as the British Council Library, The Tata Institute of Social Sciences library, the American Library, and the SNTD Library. Members of the ADAPT LMRC can access these libraries through ADAPT's institutional membership.

The library timings are 8:30 am to 5:00 pm all through the year with the exception of the three months of the residential Asia Pacific course, Community Initiatives in Inclusion. During these three months the library hours are extended from 8:30 am to 7:00 pm to support the academic needs of the residential international students. Senior Librarian Mrs. Archana Kolambkar along with assistance from our volunteer, Mrs Shashi Tejuja, monitor the library during these extended timings.

The LMRC is an

- Extensive source for Resource and reference materials
- Knowledge Support for Research and training
- Source for Information dissemination

Over the last five years, the LMRC, has been a crucial support for the research studies conducted by ADAPT under the Institutional Review Board (IRB). The LMRC also supports and disseminates information during the annual IRB meetings. In the last year the archival section of the LMRC supported the Retrospective research of the organisation being done by Chairperson Dr Mithu Alur, which has been accepted for publication by Sage Publications. The archival section houses documents like the Annual Reports of the last 45 years, brochures that have been created by ADAPT over the years, organisational publications, information and dissertations of past teacher training courses and other research documents. The Annual Reports are available on a CD and have been extensively used during the retrospective research.

LMRC provides different types of references, such as dictionaries in different languages, directories, different kinds of encyclopaedias like World Book Inc., Britannica, Lexicon Universal Encyclopaedia of Disability and others. In addition to this, it also has the in-house ADAPT publications and resources on community development. These are made available to members, staff and interns upon request in either hard or soft copy depending on the need.

The LMRC provides support during training courses conducted by ADAPT by preparing training kits as required by the faculty and disseminating information on ADAPT at all the training programmes. It also acts as a resource for internal and external faculties for the preparation of their training.

Books are the main resources for any educational library. ADAPT's collection of book is catalogued and classified by creating a unique cataloguing system. A universal cataloging system namely the Dewey decimal classification system cannot be applied to the ADAPT LMRC as a large number of books at the ADAPT LMRC are not found under this classification system. Therefore a special classification system is used at the ADAPT LMRC.

The LMRC houses over 4000 books on different subjects with the collection increasing every year as newer and latest books are added to the existing collection. Books and reference material available range from topics such as child development, learning disability, autism, speech therapy, physiotherapy, community development, psychology, education, life experience, inclusion, human rights, disability rights and others. In addition to this, there are also a vast collection of children's books. LMRC is also subscribed to an annual subscription of several national journals and magazines namely; Disability, CBR and Inclusive Development (Formerly the Asia Pacific Disability Rehabilitation Journal), Journal of Community and Guidance, Journal of Disability and Impairments, Journal of Family Welfare, Education World, Info change Agenda, and One India One People.

Furthermore, the LMRC receives 25 international and national newsletters in three languages, English, Hindi and Marathi. The Audio Visual material room has been created where these materials are catalogued and stored.

Few of the resources have been translated into Braille for access by students with visual difficulties.

Other activities of the LMRC

- The Library offers facilities of indexing, photocopying, translation of documents, spiral binding, and circulation of newspaper clippings. LMRC plays a vital role in ADAPT's events through disseminating of information.
- It provides support at various events such as inauguration of various courses, the IRB meeting, the I Can Bazaar, the Annual Show event etc through the provision and display of ADAPT resource material including Audio visuals
- A special parents corner has been created which is open to parents of students of ADAPT with the aim of helping them collaborate in an enriching environment.

- The LMRC houses a toy library where parents are permitted to borrow educational toys for a week. This section also includes a value education corner that houses books on value education.
- Supporting volunteering: This year interns from TISS, NMIMS and Centre for Corporate Affairs volunteered their services to the LMRC. They assist the librarian in tasks such as net searches, cataloguing etc.

Progress with the Greenstone Digital Library Services

The LMRC continues to provide services to its readers through the Greenstone Digital Library facilities. The librarians have endeavoured to create a booklist and make it a more user-friendly that will interest all readers. The chief aim of upgrading the library at ADAPT is to digitize the wealth of information available and make such resources available online with ease, thus making them more accessible to a wider audience thus incorporating ADAPTs inclusive philosophy by making it a disabled-friendly, inclusive resource hub.

In addition to the Greenstone software, new library software called KOHA has being introduced this year. Koha is an open source Integrated Library System (ILS), used world-wide by public, school and special libraries.

Such ease of access to resources on disability and inclusion will also help dispel the myths shrouding disability. It will indirectly sensitize citizens, which will lead to attitudinal change of non-disabled people towards their disabled counterparts across the nation. It is our vision that this will help expand ADAPT's reach as a driving force behind making Indian society more inclusive.

New Initiative: Creation of a Knowledge Management Centre (KMC)

The LMRC has initiated the process of creation of a database of Documented and Experiential Knowledge at three levels ie Macro, Mezzo & Micro. This knowledge comprises of a pool of knowledge within the organization which will for the first time be collated on a single platform. This collated knowledge will help in creating Best practices in the area of multiple disabilities. This project will be coordinated by the LMRC under guidance of Dr. Mithu Alur and Mr. K.R. Harish along with support from all the heads of departments 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 programs aimed at holistic management of children with multiple disability with a focus on Cerebral Palsy.

The Knowledge Management Centre 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.

Revenue Generation

Sustaining Services

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

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

This only reinforces that with each evolution and with each transition, whilst the organisation has been embarking on new waves and reaching new heights and establishing new milestones, the need for perennial sources of funds is becoming more and more critical.

Hence, the organisation continues to be extremely conscious about good financial governance and financial sustainability year on.

The organisation has been founded on the ethos of “not for profit”, and continues to ensure that it has a “no fee” policy extended to its beneficiaries. Whilst many families choose to make voluntary contributions to support the service in their own way, 92% of the revenues come through mobilisation 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.

The key principal underlying the philosophy of sustainability clearly states that each activity/service/unit must endeavour to fund at least 50% of their costs through their internal fund raising efforts. In keeping with this philosophy, the services are encouraged to raise corpus donations. These are restricted funds which are invested and interest income earned on them earmarked to fund the services contribution. Services also encourage parents of beneficiaries to source donor funding and network with other individuals and social service organisations to help raise their 50% of the contribution.

The balance 50% is covered through the safety net provided by ADAPT as the parent organisation through key yearlong resource mobilisation initiatives and collaborating with corporates.

The amendment to the Companies Act 2013 has put Corporate Social Responsibility (CSR) in the forefront, with a ‘comply or explain’ mandate, for specified companies. This mandate has thus opened new doors for Indian NGOs, and has provided a huge opportunity to be tapped.

ADAPT is now focusing on donor acquisition strategies to get funding for its projects from corporates who are looking for credible NGOs to support under their CSR initiatives. It is critical to ensure good donor management by connecting and coordinating with them at all levels, keeping them abreast of the project, sharing the challenges and risks and providing employee engagement opportunities to their teams.

Capturing the essence of 2015-16

The year 2015-16 has been the stepping stone of transitioning into the new model. Whilst new initiatives like the senior citizen program under the Mita Nundy Centre and the knowledge centre have been initiated, it has also been a time of consolidation of the services and the new rehab model striving to provide quality treatment services.

It has also been the year of conceptualising and building proposal of the newer initiatives in the area of skills development and giving shape to the approach under ADAPT 29.

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 is invested is encashable only on donor discretion. The yield from corpus is earmarked and utilized based on donor directions. Contributions towards these restricted funds during 2015-16 have been received from:

- Lutherhjalpen Fund
- Karita Benevolent Foundation
- Ottobock HealthCare India Pvt. Ltd.
- Mr Utsav Shah
- Ms Madhubala Chinchalkar
- Estate of Capt. Rameshwar Lal Rikhey

It is interesting to note that this is the second time in the history of the organisation that an individual has willed a corpus donation for the organisation from their estate. The first one being Jerr Fremji Mehta Corpus 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 organisation of festivals and events during the year. Donor wise contributions received during the year are reflected in the books of accounts.

Project Grants:

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

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

ADAPT HPCL project: Six years of partnership continues with HPCL being the 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 and have helped to refurbish the auditorium used by the

beneficiaries in our Bandra Centre.

ADAPT Citi Holistic Program for Inclusive Education: Under the proposed project ADAPT ensures that all disabled and Socially disadvantaged children and youth enrolled in the ADAPT centres at Bandra, Colaba, Dharavi and Chembur and children included in mainstream schools in their vicinities by ADAPT are provided with quality school education, treatment services and need based continuum of support, in an enabling environment so that they can realize their fullest potential.

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. It also supports a similar community based hub in the rural area of Pelhar where much work has been done by the Mithu Alur Foundation. This has allowed a focus to build community partnerships by engaging with government and other community organizations so as to create the foundation of a hub centre to provide resource support in the community.

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

The Catholic Health Association of India: provides part support to specific medical and transport needs of children with disabilities from low socio economic strata.

The Women's Council: The partnership with The Women's Council of over a decade has seen the evolution of the CII program from a Maharashtra based to a national based to a Asia Pacific Program. The Women's council 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, 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: 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.

Sharda Cropchem: This first time funding support from Shard Cropchem has been crucial 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.

Oracle: Committed to innovation, leadership, and excellence, Oracle is known for its support of innovative projects. The Mita Nundy Community Centre for the Senior Citizens was set up. 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 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 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 rural participatory approach. The program was a case of research study under ADAPT's Shiksha Sankalp Program 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.

ONGC: The Library and Media services form the spine of research and training. The library at the Bandra centre has extensive resources for the study of disability. ONGC supported ADAPT in upgrading the infrastructure of the library including furniture, computer equipment and electrical equipment.

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.

Prem Punita Foundation: Lack of accessible transport is one of the major issues faced by our beneficiaries, which becomes a hurdle in day to day living. The Foundation has supported us with a vehicle which has been customised to be wheelchair accessible to be used by the children of the Colaba Centre.

The Republic and Late Ms. Siloo Gandhi have been supporters of the student transport for many years now.

Revenue Generation Initiatives:

Star Collection Programme: The Programme is 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 also sensitised about cerebral palsy and disability.

Annual Show: It is ADAPT's main fund raising event planned each year with a unique concept. It provides an opportunity to draw support from the community by way of advertisement in a special souvenir released on the occasion as well as sponsorship of the event. In the current year a special screening was held of the Shonali Bose directed film, Margarita with A Straw. The film has drawn inspiration from the life of Ms. Malini chib, founder student and now trustee of ADAPT. The film has received international and national acclamations and has drawn much on the intellectual strength and experiences of ADAPT's journey of forty years. The key supporters were Hemendra Kothari Foundation, Janak and Deepa Dwarkadas, Shilpa Gupta, Lakhi Trust, Shraddha Apparels Worldwide, Anjali Israni, Chandra Vishwanatha and Lachmandad Kodumal Asrani Charitable Trust.



Mrs. Ami Gumashta, Honorary Director, Finance explains the utilisation of funds to the schools who participated in the Star Collection Programme

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 sensitisation and spreading awareness about disability primarily. It has also become a fund raiser by drawing in Corporate support through the Corporate Challenge category and other individuals who raise funds for the cause. Support from Geltec India and Qualcomm India Pvt Ltd has been consistent over the years. Not only does HPCL support our education programme, its employees are actively involved in the Marathon as pushers for our participants. HPCL also sponsors the specially designed T Shirts, refreshments and transport arrangements for the Marathon.

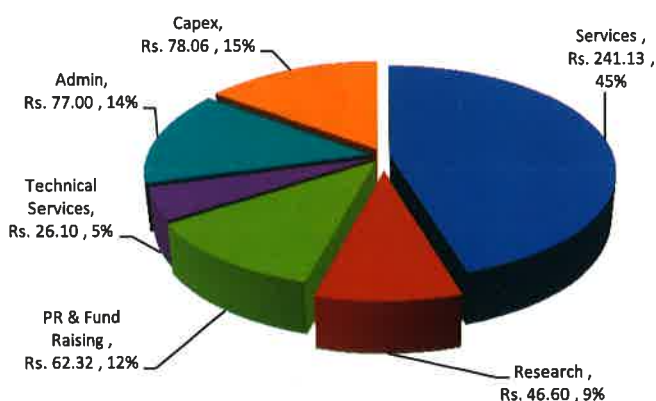
September: A new initiative, it has a threefold mandate of promoting good health of participants who walk 10,000 steps a day for the cause of spreading awareness about Cerebral Palsy in the month of September and raising funds for the cause itself. India is the latest entrant in the programme run by Cerebral Palsy Australia across the globe in more than 20 countries during the month of September. In its first year, ADAPT was able to draw in participation from individuals in the community as well as Corporates. A total of 305 people participated in the events. SBI funds Management Pvt Ltd, Reliance Infrastructure Ltd and Bloomberg came forward to support and spread the message of CP as a part of this campaign. AAINA an NGO from Odisha and a member of ADAPT's all India Regional alliance also ran the program at a parallel in Odisha.

I Can Bazaar: This annual fund raising event is much sought after. The I Can Bazaar displays and sells beautifully crafted hand made 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.

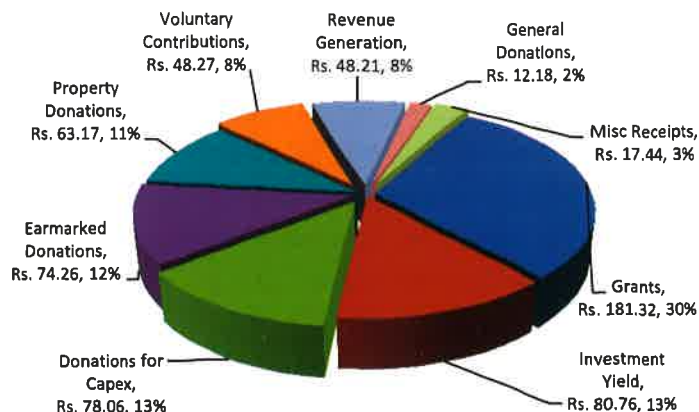
The corporate partnerships have also provided opportunities to hold exhibitions at their corporate and branch offices.

Needless to say that ADAPT once again stands on the threshold of yet a new milestone. The transition process always requires heavy reliance on donor support to kick start the project and eventually evolving them and channelizing them into sustainable program mode. 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 531.21 Lakhs



Sources of Funds: Rs 603.67 Lakhs



Community Services

ADAPT's outreach services in the slums of Mumbai have been set up for over 35 years. What began as a part-time outreach programme in Asia's largest slum, Dharavi, has over the years been replicated in different slums in Mumbai and also served as a demonstration model for different government programmes.

Currently the community services at Dharavi serve as demonstration sites for two government programmes; Integrated Child Development Scheme (ICDS) and the Right to Education Act (RTE). The demonstration of the ICDS programme was initiated in 1999, after ADAPT's move toward Inclusive Education, which led to the setting up of several anganwadis or preschools for children in the 3.5 to 5.5 year age group. This paradigm demonstrated how a quality inclusive preschool may be operated in a cost-effective manner. Under the RTE an "Inclusive Education District Hub (IEDH)" was set up in 2013 that provided a continuum of support services to children with special needs enrolled in the mainstream schools of Dharavi.

The Report for the Community Services for the year 2015 – 2016 includes the activities that have been conducted by the Inclusive Preschool and the Hub centre.

Inclusive Preschool: Sultan Noorani Memorial – Karuna Sadan Centre

The Karuna Sadan Centre was the place from where the first service of ADAPT, then The Spastics Society of India (SSI), was set up. This was set up at The Urban Health Centre, Sion Hospital, after the Founder Chairperson of SSI, Dr. Mithu Alur, found that a lot of students enrolled at the SSI, Colaba Centre came from the Dharavi slums. In order to facilitate early intervention programmes the partnership with the local municipal hospital was established, which continues even till today. Over the years the programme extended to become a full-time program providing education and therapy under one roof.

Activities for the current year included

Inclusive education: Inclusive education is imparted through a researched curriculum-based on the play way method. The curriculum covers ten critical areas of growth and development for the child in the age group of 3-6 as this is the target age group of the children attending the anganwadi or preschool. The ten areas covered in the curriculum are visual –perceptual training, language development, pre-reading /number, pre-writing, creative activities, music and movement, free play, dramatics, yoga and prayers, ethics and sports.

Our enrolment for the current year was a total of 100 children out of which 18 were children with special needs.



Mrs. Gulab Sayed teaching the pre schoolers

Nutrition is provided to all children on the day they attend the preschool as nutrition plays an important role in brain development and learning in the early years. Fruits or dry snacks such as chikki, laddoo, bhel etc. are provided after taking into account the nutritional value of the foods.

Therapy services: Therapy is an integral part of the overall development of children with special needs. At Karuna Sadan therapy is provided to the children with special needs by the therapy aide on a one-on-one basis or by the teacher in a group situation. The teacher is guided by the therapy aide who in turn is guided and supported by the therapists from the other ADAPT centres. Visits to the Bandra centre may be planned for guidance or comprehensive assessments as per need. In the year 2015 – 2016, 6 children received physiotherapy, 5 children received occupational therapy and 7 children received speech therapy provided by the therapy aide.

Extracurricular activities:

All through the academic year various activities are conducted to form part of children's overall development. The children participated in a range of inclusive activities, and also celebrated festivals and commemorative occasions.

A few of the extracurricular activities through the year have been listed below

- Independence Day was celebrated on 15th August with a flag-hoisting ceremony at Kunchi Kurve Nagar along with the Kunchi Kurve Nagar Mitra Mandal. This was attended by staff and thirty children.
- Ramadan Eid, Ganesh Chaturthi and Dashera were respectively celebrated by sweets like seviyan, kheer and firni being distributed by Muslim parents for the other children and staff, visiting the local Ganpati Mandal and doing Saraswati Pooja.
- Holi and Gokulashtami were celebrated. In the former children played with colours whereas in the latter a child dressed as Krishna pulled a pot full of dahi/yogurt by atop a human pyramid. Children admitted to the adjacent ward also participated in these activities.
- Diwali and Christmas parties were held on 2nd November and 23rd December 2015 respectively.
- To promote creativity children participated in a drawing competition on 11th January and also contributed to the Annual Art and Craft exhibition of ADAPT, the 'I Can' bazaar.
- Axis Bank Foundation celebrated their Joy of Giving week called 'Daan Utsav' on 24th November in which an ABF team along with coordinator Neelima Dalvi D'Souza organised a small dance and snack party for the children.
- Sports Day was held at the Urban Health Centre, Dharavi on 11th March 2016 in which 60 children participated.
- The last extracurricular activity for the year was the Annual Day which was held at the Bandra centre on 18th April 2016. Three children from Dharavi were felicitated at the Annual Day; Best in Extracurricular Activities went to Dhruvi Ghadigaonkar, Best in Therapy to Matin Sheikh, and Best in Academics to Rohit Mahatre. Matin's mother was felicitated as the Best Parent for supporting Matin through the year and diligently carrying out the home programmes taught to her.

- *Mainstreaming of children:* ADAPT operates on the philosophy of Inclusive Education and therefore at the end of every academic year parents are encouraged to enroll their children into mainstream public institutions. In June 2015, 82 able-bodied children and 10 children with disabilities were admitted to mainstream schools.
- *The IEDH /Hub Centre, Dharavi:* The IEDH or Hub Centre demonstrates the process and methodology of identifying needs and thereafter providing support to children with special needs attending mainstream schools under its jurisdiction. This ongoing provision of resource support is called continuum of support. Areas in which support may be provided are therapy, remedial support to children so that they can continue their education in mainstream schools, teacher training, peer guidance etc. Liaising with government programmes to ensure that children can avail of their right under the RTE is a key role of the Hub. Sensitisation of the community on the importance of education and the Right to Education Act are also important activities of the hub.

Activities for the current year included

- A total of 80 beneficiaries were registered at the Hub for the year 2015 – 2016. Of these, 62 were provided direct interventions whereas 18 were monitored on an ongoing basis. In sum, 17 students received only physiotherapy, 10 students received only speech therapy, 16 received only remediation, 1 received a combination of physiotherapy and speech therapy, 8 students received a combination of speech therapy and remedial interventions, whereas 10 students received combination of physiotherapy, speech therapy and remediation.
- To provide need-based interventions, 15 schools were visited on a weekly basis. Our partner schools in Dharavi include. The Gandhi Memorial English school, Babasaheb Ambedkar English school, Kamaraj Memorial English high school and junior college, New Life English school, Sant Kakayya BMC school, Transit camp BMC school, Dharavi main road Urdu medium BMC school No. 1 and 2, Ganesh Vidhya Mandir School, B.I.A.S. English school, Matunga labour camp municipal school, Rajshree Shahu Nagar BMC school, Chhatrapati Shivaji Vidyalay school, Kalakilla BMC school and Maulana Azad English school.
- Networking with the government/Sarva Shiksha Abhiyan (SSA), one of the key activities of the hub, continued through the year and six students were registered at the SSA resource centre for provision of resource support under the RTE.
- *Teacher training for mainstream school teachers* is an important activity of the hub; A teacher training program for mainstream schools of Dharavi was conducted on 10th February 2016, attended by 20 teachers across different mainstream schools in Dharavi.
- Peer sensitisation is crucial to acceptance of children with special needs in mainstream schools. On International Day of the Disabled a peer sensitization program was conducted for 35 students from the Gandhi Memorial school. After the sensitisation programme they also attended an awareness programme at the Carter Road promenade titled “Disability is Fun”, which showcased the talents of people with disability.
- 5 students received their disability certificate from the J.J Hospital and the All India Institute for Physical Medicine and Rehabilitation. Two of the students are enrolled at

the Karuna Sadan centre and three are enrolled in mainstream schools. Procuring of disability certificates is coordinated through the Hub centre.

Activities common to both Karuna Sadan and the Hub for the year included

- **Staff Training:** In-service training is an integral part of staff development activities and staff of the Community Services participated in several training activities through the year.
 - In-service capacity building was held from 9th to 11th June 2015 to keep the community staff abreast on skills to manage inclusive classrooms.
 - A training on sensory systems and learning, visual sensory stress in children with autism was organised by Life Petals education at The Somaiya Centre for Lifelong Learning on 27th June 2015, which was attended by two members of the community staff.
 - An in-service training programme on how to effectively use Microsoft Word and Excel was conducted on 19th August 2015, attended by four staff from the Community Services
 - An experiential learning programme called “The Search for the Lost Dutchman’s Gold Mine” was conducted on 18th December 2015. This training gave an understanding of effective team management strategies and was attended by two staff members.
 - Two of the community staff attended a two-day workshop on ‘Special Yoga’ held on 3rd and 4th February 2016. This training was conducted by Ms Jo Manuel of Special Yoga, UK.
 - Two staff members of Karuna Sadan Centre attended an international five-day workshop on Cognitive Testing of the UNICEF Module on Inclusive Education and Early Childhood Development conducted by National Child Health Statistics, Washington DC from 30th March to 2nd April 2016. This workshop was conducted under the leadership of Mr. Sathi Alur, Ms. Kristen Miller and Mr. Paul Schanon.
- **Screening activities:** Health is an important component of the holistic management of children with special needs, and thus children have been referred for different medical assessments based on their individual needs.
 - Eight children were referred for various assessments like audiological and speech assessments, psychological assessments such as IQ testing and ophthalmic assessments to the Ali Yavar Jung National Institute for the Hearing Handicapped (AYJINHH), Nair Hospital and Sion Hospital as part of their mandatory assessments for procuring of disability certificates.
 - Ten children have been referred to a neurology camp by the Parkinson’s Society whereas three children attended the Neurology Clinic by Dr. Anaita Hegde at ADAPT.
 - One child was sent to Wadia Hospital Parel for an electroencephalogram (EEG).

- **Parent Partnerships:** Parental involvement is essential for the holistic growth and development of all children and we try to empower parents with knowledge so that they may be effective partners in the development of their child.
 - To make parents aware of the ADAPT philosophy and to ensure better participation, an orientation programme is conducted for all new parents at the beginning of the academic year. Parent empowerment sessions also encourage and guide them to collaboratively work towards resolving of common community issues. Sensitisation on disability was conducted for parents by Dr. Kripa from the Parkinson's Society which was attended by 25 parents.
 - Ten parents of children with autism attended a training course on use of RDI (Relationship Developmental Interaction) for better management of their children, conducted by Mrs Kamini Lakhani from SAI Centre for Autism.
 - Through the year parents are given talks on Nutrition and Health awareness which are conducted by the Department of Preventive and Social Medicine, Sion Hospital.
 - Fifty parents from very low socio-economic strata were guided on how to attend a food distribution programme by Maharishi Valmiki Harijan Seva Samaj.

- **Community Partnerships:** These help in networking and empowerment of people with disability as well as help in the sensitisation of the community to disability.
 - Five people with disability from Dharavi were encouraged to attend a Job Fair organized by NASEOH.
 - Individual visits to the community were done to sensitise people on RTE, disability and inclusion.
 - The NGO forum platform helps network with other NGOs working in Dharavi to learn about their vision. Partnering for common goal activities is done through the year.

Pelhar: The Mithu Alur Foundation

Background:

The Mithu Alur foundation (MAF) has been set up in Pelhar, a cluster of 22 village in the Vasai taluka, Palghar district since the year 2006. MAF is an extension of the philosophy of ADAPT to the rural areas to enable ADAPT to serve the most marginalized sections.

The MAF work began in 2006 by initiating a feasibility study to gauge the needs of the local population and to embark on a journey of inclusive development through a participatory approach. Over the last ten years' work has been in Pelhar has been done in the area of Inclusive Education, Empowerment of the disabled youth and of the local community in area of disability rights.

Activities of the year Report 2015 - 2016

A total of 49 students were enrolled under the Hub centre in the year 2015-2016.

Of these 49 five students were provided home based therapy; 12 students received physiotherapy, 4 students occupational therapy, 8 students speech therapy, 15 remedial support whereas 5 students were given a combination of physio therapy+ speech therapy + remediation support. The resource support was provided on a need based analysis done by the Community Resource Support Team (CRST) and provided on a day to day basis by the multipurpose rehabilitation worker. Ongoing functional literacy programs has been set up at the Hub center for students with special needs, above 14 years of age who have either dropped out of school or have never attended schools with the aim to prepare them for vocational skills training based on their skills and aptitude. Nine students were enrolled in the functional literacy program which was conducted on a bi weekly basis.

Mainstreaming of children:

- MAF operates on the philosophy of Inclusive education and therefore at the end of every academic year children are enrolled into mainstream public institutions, In this academic year two child with disabilities had been procured into local Zilla Parishad school through the support of the Hub.



Dr. Shabnam Rangwala and Mrs. Gulab Sayed review the support given to the children included in mainstream schools

Staff training:

The multipurpose workers (MW) at the Pelhar Hub attend all training programs organized by ADAPT which may be related to their area of work namely provision of continuum of support or community development. The aim of the in-service training program is to provide them support in implementing the day to day activities of the hub as well as to empower them with skills that would enable them to undertake community development programs.

Some of the training programs attended by the MW's were:

- In-service Training on capacity building on 9th to 11th June 2015; two community workers attended this training programme.
- 2 community workers attended sensory motor training held at ADAPT.
- One of the community worker attended and successfully completed three months CIIE community initiatives in Inclusive Education training programme.
- A training program on sensory systems and learning and visual sensory stress in individuals with autism was organized by Life petals education series at The Somaiya centre for lifelong learning, Somaiya Bhavan on 27th of June 2015. This training was attended by two members of staff from Pelhar.

Teacher training for mainstream school teacher

- Teacher training for mainstream school Pelhar was done on 13th and 15th April 2015 where 35 teachers from across six schools were trained.

Networking

- 40 of our beneficiaries with disability some along with their parents participated in the Jan Andholan Morcha organized by Apang Jan Shakti Sansthan on 29th June 2015. The demonstration was held at the Vasai Tehsil Karyalay with the purpose of getting people with disabilities their rights under various government schemes.
- Networking with local institutions and Govt services are important part of the hub , Ongoing rapport and networks with the officials of the Sarva Shiksha Abhiyan (SSA) as well as all the local school coordinators, school teachers and resource persons are maintained through the year so that support through the Sarva Shiksha Abhiyam may be procured.
- Visits to the recently established Vasai – Virar Mahanagar Palika's, Women and Child Welfare Department and Education Department were done with the aim to establish rapport and to avail new schemes for children with disability, mothers of children with disability and the Women's group.
- The Vasai Virar Mahanagar Palika has started disabled registration since 3rd December 2014 and the community workers have started collating all needed documents like disability certificates, ration card, Adhaar card, Domicile certificates and a letter from the local municipal councillor or nagar sevak. 20 persons with disability have been registered at the local municipal office and will now be eligible to easily access any schemes for the disabled at the local level.
- Disability certificates for five beneficiaries have been renewed and three beneficiaries have been issued new certificates this year. Several visits to the Thane civil hospital had to be done through the year by the community workers to get this process done.

Screening and health support activities

- Health is an important component of the holistic management of children with special needs and in view of the same many children have been referred for different medical assessments based on their individual needs.
- Three beneficiaries were referred to the Ali Yavar Jung National Institute for the Hearing Impaired for audio logical testing so that they may procure their disability certificates. One child was sent to the government resource centre at Bolinj for psychological testing. Two beneficiaries attended the Neurology Clinic by Dr. Anaita Hegde at the Bandra Center. Donations to support both their medical needs was done through donors, one beneficiary was sponsored for an MRI at the Jaslok Hospital where as the other was supported through fees to support his education in a mainstream school.

Sensitization activities

- Sensitization and awareness programs in the community are an ongoing activity of the Hub. Street plays as well as home visits, organizing rallies are ways to spread awareness on RTE and inclusion. During local festivals and at informal community gatherings the community workers would gather about eight to ten persons and talk to them about inclusion, inclusive education and RTE. In this manner approximately 2000 people from Pelhar were sensitized to disability and inclusive education.

Disabled persons Self Help Groups and Skills Development

- Although the self help group has been formed since over two years they have not been able to register themselves as an organized group due to lack of documents and knowledge to go about the needed procedures. On 7th January a meeting has held to motivate the members to take up this issue and to support them in resolving these issues. As an outcome on the 11th & 13th of January the group along with ADAPT community worker visited the Mahanagar Palika in Virar to follow up on the procedures required. As per procedure the Group head of the SHG has initiated the process of transferring her family house in her name as mandated and currently the same is under process.
- On 25th April 2016 a meeting of the members of the self help group was conducted to streamline the savings in Bank of Maharashtra, Pelhar. Brainstorming on income generation activities was done again and they have decided to work on the idea of providing lunch boxes for the employees of recently opened companies in Pelhar. They are working on the logistics of securing a bank loan for the same. ADAPT community workers are assisting them in all of these activities and supporting them as per need.
- Employment has been one of the main area of concern of persons with disability and with this a gradual move empower them and move them towards skills development activities had been initiated. A group of 80 disabled persons has been organized so as to develop them into a Disabled Persons Organization (DPO) over a period of time. Ongoing meetings of this group were held twice a month to discuss various activities like income generation, procuring required disability documents and for planning for developing different skills for the group.
- The first Automobile Engineering course in partnership with the Vocational Rehabilitation Center (VRC), GOI was successfully completed in November 2015 and on the occasion of World Disability Day all the trainees of the course were given their completion certificates. The event was attended by nearly 300 people including the Director of VRC, Mrs P Lajju along with her staff and several people from the local community like local councilor, Mrs Anjali Patil, local leader, Mr Habib Shaikh, staff and beneficiaries of Nirdhaar Prathisthan, Virar Phata and staff from organizations like Baba Bhaskar Vrudhashram, Sakwar. All parents and local community from Plehar also attended the event. The Second batch for automobile engineering course was started on 7th Dec 2015 with sixteen participants. One trainee form the first batch has set up his own garage in Sativli Naka, Pelhar.

- Visits to nearest Industries in Pelhar with the aim of job placement for members of the DPO were done. One of our DPO members has secured a job as a cleaner at the local resort.
- Two of the DPO members have set up small stalls where as one member has set up his own vegetable vendor stall.
- Parents of 10 children with disabilities have been assisted to open bank accounts at the Bank of Maharashtra Pelhar Branch in the name of their children to help them avail the disability pension under the RTE.

The Adapt Rights Group (ARG)

Throughout history, people with disability have been hidden away or subjected to abuse, ignorance and prejudice. Disability advocacy over the past century has helped shift thinking to recognise the rights of all people with disability to live in inclusive environments within the community.

Disability activists demand equal treatment, equal access and equal opportunity for people with disability. They challenge The ADAPT Rights Group (ARG) set up by Malini Chib has been challenging stereotypes, rallying for political and institutional change, and lobbying for self-determination through access audits, participation in public events and awareness programmes.

It is estimated that by year 2020, there will be approximately 7 crore people with disabilities in India. Barriers in public buildings, transportation system and virtual environment prevent Persons with Disability (PwD) from living with dignity. There is therefore an urgent need to create universal accessible environment and raise awareness.

On the 24th of September 2015, the Department of Empowerment of Persons with Disabilities, Ministry of Social Justice and Empowerment launched the Accessible India Campaign (Sugamya Bharat Abhiyan), as a nation-wide flagship campaign for achieving universal accessibility for Persons with Disabilities.

Dr. Mithu Alur was specially invited for the launch by the Chief Minister Devendra Fadnavis and was accompanied by the ARG team of Mr. Sudeep Pagedar and Mr. Nikhil Rajapuram. They emphasized the need for accessible transportation and infrastructure as well as training, sensitization and awareness backed up by departmental vigilance and a grievance redressal system. Dr. Alur met with Shri Rajkumar S Badole, Honorable Minister of Social Justice and Special Assistance and suggested that a Technical Committee be set up to take the Accessible India Campaign forward on a practical level. This has been agreed to and ARG hopes the coming year will improve accessibility for PwDs.

Awareness generating Activities

Film Festival on Disability

ARG Founder and Co-Chair, Ms. Malini Chib participated in the Disability Film Festival

organised by the Government. Margarita with a Straw was also showcased.

International Day of the Disabled (IDOD)

The 3rd of December is observed globally as The International Day of the Disabled. This is commemorated by the ARG every year. The theme of the event this year was 'Disability is Fun' and it was a mix of discussions and performances on the Carter Road Promenade.

The programme began with a message from Dr. Mithu Alur. Mr. Ashish Shelar spoke of ADAPT working towards equality and a more accessible environment under Dr. Alur's dynamic leadership. Former MP, Ms. Priya Dutt spoke of her association with Dr. Alur and the organisation. ADAPT's alumni shared the challenges that they continue to face. Supreme Court Advocate, Karuna Nundy brought in a new perspective of the law and disability. Dr. Taral Nagda, Paediatric Orthopaedic Surgeon who also heads the World Cerebral Palsy Committee shared a video of the selfie contest that had been set up for World Cerebral Palsy Day.

There were performances by the trainees of our Skills Development Centre, the Paraplegic Foundation and Mr. Afroz Alam an Urdu poet. Author Jerry Pinto read excerpts from his book on mental health.

Ms. Malini Chib concluded the programme with a clipping from a TED talk by a female comedian with cerebral palsy and spoke on the importance of having fun. She ended with a clip from the award -winning feature film 'Margarita with A Straw' which has been inspired by her.

The ARG also disseminated flyers containing information on issues facing people with disability to the walkers and joggers at Carter Road, many of who registered for updates to be sent to them.

The Standard Chartered Mumbai Marathon

A much awaited event where staff, students and donors join hands to sensitize the citizens of Mumbai on the rights of people with disabilities. This year as always the HPCL team came forward to push the wheelchairs of 70 students participating in the Wheelchair Race.



Trainees from the Skill Development Centre perform a foot tapping Bhangra number

The contingent was joined by cartoon characters and acrobats organized by HPCL.

IL&FS Run for Fun

IL & FS organized their Fourth Annual Run for Fun along with other financial organizations at the Bandra Kurla Complex. ADAPT was the Charity Partner for this event for the second consecutive year. Fifty children and young adults with disability and staff members participated in the event where more than four thousand enthusiasts across the corporate world participated.



The HPCL-ADAPT contingent at the Marathon

Partnership

ARG partnered with Yeshwant Rao Holkar and Ben Musgrave, Founders of UMOJA (which means 'inclusive' in Kswahili) to extend the scope of its work on accessibility in the country. Umoja is an online portal that informs travelers about accessible facilities.

Access

One of the aims of the ARG has been to improve accessibility in public places and public transportation. An access audit of JW Marriott Hotel was carried out by the ARG team and Umoja.

An accessibility audit was requested by Meru Enable, the disabled friendly taxi launched by Meru in association with Ezy Mov. Yeshwant Rao Holkar and Simonil Rabady representing Umoja and Zenia Malegamwala and Shobha Sachdev representing the ADAPT Rights Group conducted the audit and submitted a detailed report with recommendations.

Future Plans

This year, six interns from the Masters in Occupational Therapy Practice Programme at the La Trobe University in Australia created a Tool Kit consisting of a framework, strategic action plans and templates for the ADAPT Rights Group. We hope to use this to maximize the use of social media and the present resources to increase membership and activities of the ADAPT Rights Group.



Shobha Sachdev, Zenia Malegamwala, Simonil Rabady and Yeshwant Holkar, auditing Meru Enable

Macro Level Work

Historically, people with disabilities have been denied fundamental human and civil rights. They have been hidden away or subjected to abuse, ignorance and prejudice. Though we have seen the passage of hard-won landmark legislation that has the potential to alter the lives of people with disabilities and their families, many obstacles still stand in the way of their living fully inclusive lives.

We continue to work towards policy and social changes. This includes as you have seen in other parts of the report, motivating and mobilizing the community. Our Founder Chairperson, Dr. Mithu Alur has, through her nomination to National level Government Committees, drawn attention to important issues and shared suggestions on effective implementation of existing policing at the ground level. This macro level work focuses on embedding inclusion into the system through building capacity, networking, building and sharing resource material and changing attitudes.

Towards this end we have introduced innovative projects this year.

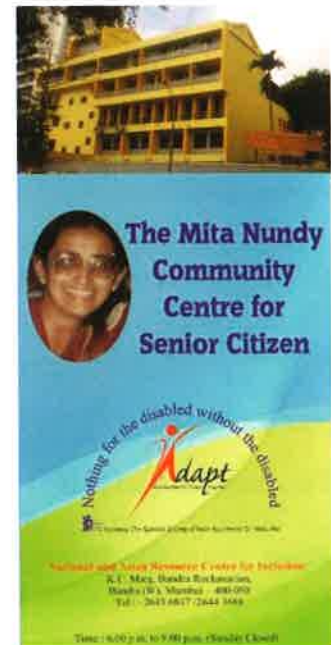
The Mita Nundy Community Centre (MNCC)

Cognitive activities for the elderly reduce the risk of or delay the onset of age-related dementia and other disorders. Learning a new hobby or taking a craft and are excellent ways for senior citizens to keep their brains alert and provides them with a sense of self esteem.

Stimulation through music, films, reading, painting and other cultural activities also play a vital role in promoting well-being. Unfortunately as one grows older, social interaction and participation in social activities reduces. With the breakdown in the joint family system, it is easy to become disconnected from society. Without any outside exposure to the world around them, it is possible for seniors to deteriorate at a quicker rate, both mentally and physically. Good care for aging adults will lead to emotional and physical wellbeing and help us move away from deficits and dysfunctionality. It would optimize individual strengths and abilities.

To address these issues, Dr. Alur set up the Mita Nundy Community Centre (MNCC) in memory of her sister and wife of leading surgeon and Chairperson, Institutional Review Board, Dr. Samiran Nundy, the late Mrs. Mita Nundy as a tribute to her spirit of service and commitment to society. Mrs. Nundy had pioneered services for persons with disability in North India. The project is supported by Oracle and facilitated by CAF (Charity Aid Foundation) India. We are grateful to Dr. Nundy for his donation that provided the seed for the project to take root.

The Mita Nundy Community Centre provides 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. In keeping with the ethos of ADAPT, the Centre includes parents and adults with disability who are encouraged to attend and participate. We have been working in collaboration with consultant doctors and paraprofessionals including counselors, therapists and instructors, in keeping with our approach of professionalism combined with care. Our partners this year have been Samman Association for Epilepsy, The Indian Dietetics Association and the Alzheimer's Society who have provided services at the MNCC.



Sujata Verma, Deputy Director, MNCC along with Mrs. Rekha Vijayakar taking Yoga Class

Activities offered at the MNCC this year included yoga, tai chi, dance and mediation. A Leisure Club has been set up where activities like Bingo, Scrabble, Monopoly, Dominoes, Checkers, and Chess are available. Experts were invited to hold interactive sessions on personal grooming and nutrition for the elderly which included breathing and other exercises.

With the advent of our fast paced city life, our cultural heritage is slowly being eroded. The Mita Nundy Community will also involve senior citizens in keeping our culture alive through activities such as storytelling, singing of traditional songs, gardening, cooking. This could be a grandparents or 'nana-nani initiative to make sure that the next generation understands our cultural heritage.

Knowledge Management Centre

The Knowledge Management Centre was conceptualized by Dr. Mithu Alur with Mr. K. Harish to use the knowledge gleaned over forty years and the experiences gained through the up scaling 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.

Digitising 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 maybe disseminated on-line 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 was begun with the compilation of best practices that have been implemented at the various centres of ADAPT and by digitizing the resource materials, papers and documents available at ADAPT. We hope to upload and share this in the coming year.

The Mithu Alur Centre for Disability Studies (MACDS)

The Mithu Alur Centre for Disability Studies (MACDS), as reported in the section on Pedagogy, was set up last year to provide its trainees and students with a holistic learning experience. The courses offered by MACDS are tailor made for Educators, Parents, Students, Corporates, Policy Makers and Bureaucrats.

Inclusion Matters is a flagship course of the MACDS that focuses on providing skills that allow teachers to teach children from a variety of backgrounds and situations including those at risk of learning failure due to marginalization resulting from disability, poverty, gender/caste/tribal membership.

The MACDS has this year developed and delivered custom made modules for SEC Day School, the Thane Municipal Corporation and other NGOs. Requests for specialised modules are now being received. Courses are being designed with national and international partners in response to the requests.

Research Publication

The Institutional Review Board (IRB) was set up by Dr. Alur under the Chairmanship of Dr. Samiran Nundy and co chaired by Dr. Farokh Udawadia to guide the research studies at ADAPT.

A key study by Dr. Mithu Alur supported by her team captures the essence of four decades of her pioneering work starting with the first special school for children with multiple disabilities and evolving into an inclusive movement for the entire country. This is the retrospective account of 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 and will be published in the coming year by Sage Publications under the title, "*A Birth That Changed A Nation: A New Model of Care and Inclusion.*"

As a seminal beacon and a definitive guide, this book examines the effectiveness of the model that had been created, sharing experiences, insights and lessons learned and will be useful for other organisations, parents, professionals and governments.

Networking

We continue to network at the State and local levels. At the State level, we liaise with the Government's Sarva Shiksha Abhiyan programme to further training of their personnel in inclusive education.

We have been liaising with the Department of Psychology and Department of Continuing Education at SNDT University to develop and offer short term modules in inclusion for their students as well as to design joint courses.

A partnership with the Citizens Association for Child Rights has resulted in ADAPT conducting sensitisation programmes for the Brihanmumbai Municipal Corporation (BMC), an association we hope to strengthen in the future.

Achievements

ADAPT has been acknowledged to be amongst the top few sanitized NGO's in Maharashtra and the government of India has strongly recommended it to the Corporates for CSR support.

We salute Dr Mithu Alur for winning the Qimpro Platinum Standard 2015 for Education, the highest award by Qimpro on November 19th 2015.

Mrs. Arundhati Bhattacharya Chairman, State Bank of India (SBI) felicitated Padmashri Dr. Mithu Alur, *Founder Chairperson* ADAPT as a Woman of Substance for her pioneering contribution in the field of disability on the occasion of the International Women's Day. Dr. Alur addressed the staff of SBI and shared her journey as well as the contributions of two women who had inspired her, her mother Bina Bose and her daughter Malini Chib.



Dr. Alur was also felicitated by the Union Bank of India on International Women's day for the vast body of work she had created.

International Inputs

At the International level, Dr. Alur met several times with our partners for the Community Initiatives in Inclusion (CII) Course, the Women's Council and the Trustees, culminating with a presentation by Dr. Alur and Dr. Moore at the House of Lords at an event hosted by Baroness Sreela Flather.

It was agreed that a research study to be published as a book on the fifteen years of the CII Course will be undertaken by Dr. Mithu Alur, Course Director and Dr. Frances Moore, Honorary Technical Advisor, The Women's Council, U.K. This will trace the journey of the course and the impact it has had across the Asia Pacific Region. The Course has trained over two hundred and fifty Master Trainers from nineteen countries: Bangladesh, Bhutan, Cambodia, China, India, Indonesia, Iraq, Jordan, Malaysia, Mongolia, Myanmar, Nepal, Pakistan, Papua New Guinea, Sri Lanka, Tajikistan, The Tibetan Government in Exile, Tonga and Vietnam. The first decade of the course was showcased at the North South Dialogue IV

at Goa where our participants shared their journey after the course. Evaluation visits have shown the positive impact the course has had at the micro, mezzo and macro levels in the countries that have deputed participants to the course and this will share the learnings from the course and include case studies.

Dr. Alur and Ms. Malini Chib networked with disabled advocates in London and invited Mr. Richard Rieser, Director, World of Inclusion to contribute to in service programmes at ADAPT.

Our donors Mr Alex Crawford, the Lord Mayor of Aldershott, and Jennifer Evans, Lady Mayoress were also apprised of the recent developments and new projects undertaken.

An outreach training programme is being set up in Tajikistan through our alumni of the Community Initiatives in Inclusion Course. We have been invited to conduct two short term programmes over the past two years and have been asked to submit proposals for programmes for teachers, parents and government officials

International students often intern at ADAPT during their gap year. We had Nikhil Rajapuram, a Fulbright scholar spent a year working on a research project on technology and Quality of life of children with disability in India under the guidance of Dr. Alur. Mr. Rajapuram is exploring linkages between Berkeley University and ADAPT.

Visitors

We were very pleased to welcome so many of our international partners and new collaborators who visited us during the year.

Doris, The Lady Butterworth of Warwick, President, The Women's Council, U.K visited ADAPT and met with the participants of the Community Initiatives in Inclusion Course that is supported by The Women's Council and ADAPT. She shared her experiences as a journalist and listened to the aspirations of the young participants, urging them to follow their dreams and ambitions.

As a follow up from the previous visit of Ms. Astrid Beseler, Founder, Audrey Jacobs Foundation a Swiss Foundation working in Nepal with children with disability, Ms. Julia Stolberg, Suresh and Beena who work in the remote areas of Nepal promoting inclusive education visited ADAPT's inclusive services. The Audrey Jacob Foundation has been deputing participants to the Community Initiatives Course to develop Master Trainers for inclusion in Nepal. Discussions with Dr. Alur focused on outreach training programmes in inclusive education in Nepal.

We have had a long partnership with the Liliane Fonds Foundation and Mr. Jorrit and Ms. Anneke from the Netherlands visited in March with Mr. Raju our Indian partner. They were particularly impressed with the Skills Development Centre and discussed ADAPT being the training consultant to Liliane Fonds in the area of inclusive education.

Mr. Yeshwant Holkar, Founder and CEO, Umoja and Mr. Benjamin Musgrave initiated a partnership with ADAPT to promote access for persons with disability. Ms. Malini Chib partners Umoja in the U.K. conducting access audits of hotels and public places there.

Ms. Nigar Egvin, General Director, Spastic Children's Foundation of Turkey visited us and shared successful revenue generating ventures.

Future Plans

Skills Development

Persons with disability in India face many challenges when looking to develop employable skills and in gaining meaningful employment. While India has ratified the United Nations Convention on the Rights of People with disability (UNCRPD), persons with disability continue to face many difficulties in the labour market.

Dr. Alur's vision for creating a Skills Development Centre that will skill and support persons with disability in gaining meaningful employment is taking shape. A new project on Ceramics and Pottery was introduced this year with support from Worley Parsons and our products are now displayed and sold at the shop at the Chhatrapati Shivaji Maharaj Vastu Sanghralaya.

ADAPT and Citi NA are now collaborating to set up the ADAPT / Citi Centre for Advanced Learning and Inclusive Employment at our Skills Development Centre. Selective Training and Selective Placement leading to economic independence for people with disability and their rehabilitation is the base on which the centre will be developed.

ADAPT 29

ADAPT has had a pioneering beginning and created a leadership of thought and execution in the area of disability when this country had no knowledge or practices on disability management. Dr. Alur's work had not only spawned numerous NGOs and organisations devoted to research and disability management, it had also lead to enactment of landmark legislations like Persons with Disability Act, and inclusion of children with disabilities in the Right to Education Act. In the last 44 years ADAPT has demonstrated that working directly with persons with disability using a multi - disciplinary approach and global best practices had lead to the quality of life of persons with disability being enhanced.

There is however a gap due to an absence of a layer of professionals who can ready Schools, Employers and the Community to include persons with disability and create a truly inclusive India that the inclusive legislations intend to usher in. The creation of this layer is extremely critical for accelerating the change desired in the lives of the millions of persons with disability and their parents. ADAPT 29 had been conceptualised to empower other organizations to do the same work in other parts of the country. Zonal hubs are planned to be the nodal points of incubation across the four corners of the country.

The aim is to train teachers to include children with disability, thereby increasing the number of inclusive schools across the 29 states of India and work with companies, government and other service organisations on how to include persons with disability in the workplace. This would hopefully create employment opportunities for persons with disability.

Our efforts are but a drop in the vast ocean that needs to be addressed before an inclusive, equitable society can be We believe the journey and destination hold equal intrinsic importance and we continue to voyage towards an inclusive society where disability is a part of all development strategies and action plans, where people with disabilities are consulted and involved in formulating and implementing policies and programmes and we hope that you will be equal partners in this journey of inclusion.

Seminars and Workshops

Workshop on Inclusive Education at Tajikistan

Dr Mithu Alur was invited to address policy makers and inclusive educationist in Tajikistan by AAR Japan who was conducting an Inclusive Education program in the schools in Dushanbe, Tajikistan. AAR is in the second phase of implementing IE in Tajikistan and this visit was organized with the focus of helping them further the process of IE. The visit was from 16th September to 25th September 2015. There were several workshops held with different stakeholders namely Policy makers in the area of Health and Education, NGO's, Disabled People Organizations and Inclusive Education principals and teachers. At the culmination of the visit there was a Round table conference organized by AAR where all stakeholders including all international NGO's like UNICEF and WHO participated. This Round table aimed at setting up networks towards IE in Tajikistan.

Cognitive Testing of the UNICEF Module on Inclusive Education & Early Childhood Development

A workshop on cognitive testing of a new module on Inclusive Education and Early Childhood Development developed by the Washington Group on Disability Statistics (WG) and UNICEF was conducted for a few staff members by Mr. Sathi Alur and Ms. Kristen Miller and Mr. Paul Scanlon from the National Centre for Health Statistics from the 30th of March to the 3rd of April. This was the second training and a part of a multinational cognitive evaluation across three sites: Washington DC in the United States of America, Mumbai in India, and Kingston in Jamaica.



The WG is a UN sponsored group set up to improve the quality and international comparability of disability measures - to provide basic necessary information on disability that is comparable throughout the world. They have developed tools that have been now adopted to inform the Multiple Indicator Cluster Survey, a household survey programme developed by UNICEF. The questions in the child functioning and disability module have undergone cognitive and field testing in several countries. Mr. Sathi Alur lead the cognitive testing exercise at ADAPT for India for the earlier surveys.

North East Regional Workshop on Rehabilitation of Persons with Disabilities (PwDs)

Mrs. Varsha Hooja addressed the participants of the North East Regional Workshop on Rehabilitation of Persons with Disabilities (PwDs) on 10th and 11th March 2016 on the need for inclusion. The Workshop was organized by the Ali Yavar Jung National Institute for the Hearing Handicapped.



Disability Orientation Workshop For B.Ed. College Faculty

Mrs. Hooja was invited to conduct a session on multiple disabilities at AARAMBHA in December 2015 and event organized by the Hashu Advani College of Special Education.



Building Self Confidence

On the occasion of International Women's Day on the 8th of March 2016, Trinayani and CraYon Impact organized "*Improv-Ability*" which is a collaborative and inclusive workshop that uses "*Improve comedy*" as a medium and tool to build self-confidence, creative ability and interpersonal relations. The workshop was attended by Ms. Shobha Sachdev and Ms. Annamarie Shepherd from ADAPT.

"It was a learning another skill. The workshop taught me how to communicate & bring spontaneity in my work. It taught me the important of listening. It has built my ability and confident. I thank specially Dr. Mithu Alur, Ms. Varsha Hooja and Ms. Shobha Sachdev for giving me this opportunity to participate in this workshop". Annamarie Shepherd.

In service Training

An International Experiential Learning Simulation, focusing on discovering effective collaboration and productivity - driven behaviour entitled *The Search for the Lost Dutchman's Gold Mine* was conducted by Mr. Ravi Hooja, Skill Edge India on 18th December 2015 for all staff members across the centres.

Dr. Surajit Nundy

Dr. Nundy spoke on the open source electronic medical record (EMR) system that had been created by his mobile and web based company RAXA on the 17th of February 2016. We felt this would be very useful in our work as it can track our beneficiaries, store their information and enhance the delivery of our services.



Voices

Colaba Centre

Volunteer: *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 realise 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: *Mr. Manoj Koli father of Yashveer Koli, Primary Class.*

It's only been a year at this wonderful organisation 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: *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 center 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: *Mrs. Sangeeta Vinayak Sadamathe - Worker with the Bombay Municipal Corporation posted at the Urban Health Centre where Karuna Sadan operates*

Mrs Sangeeta has been posted at the Urban Health Center since past two years and frequently comes to observe and meet the children at the Karuna Sadan (KS) Center. Her observations of Matin Sheikh enrolled in to KS last year.

She say's "When I joined here I saw this child 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 every morning...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 center where she started sending her son. I think it's a noble service that this center does for all disabled poor children. I hope there were more helpful people like them in this world."

Intern - La Trobe University, Australia: Anna Fail Kowski - 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.

Mr. Manoj, Chorographer and Volunteer at SDC

I am a dance teacher by profession been conducting classes at the Skills Development Centre since the last couple of years. This has been a wonderful experience working with the trainees who have taught me more than I have taught them. I have learnt new ways of teaching, and the sincerity of the trainees always amazes me. I also appreciate the support that the management gives to encourage the trainees and to help build their self-confidence. I am really grateful for my association with ADAPT and hope to continue this for a long time. A sincere thank you to all my students and also to the staff of ADAPT.

Shreya, Intern, Nirmala Niketan College of Social Work

This has been my first exposure of working with people with special needs and I am grateful to my college and to ADAPT for this opportunity. Every day of my internship I have learnt something new....The concept of inclusion which brings us, the so called normal and the disabled so that we can work in sync with other is a fantastic concept and I thank the founder chairperson of ADAPT, Dr. Mithu Alur for introducing this concept. I thanks Mrs. Malkha Tandon, Ms. Sunita and Ms. Vaishali for always guiding me and making me feel welcome. It has been great learning experience for me.

People Who Make The Organisation

CENTRAL SERVICES

Dr. Mithu Alur
Founder Chairperson,
Managing Trustee,
Director - Operations &
National Policy

Mrs. Varsha Hooja
Trustee & CEO

Ms. Malini Chib
Trustee & Acting CEO

Ms. Theresa D'Costa
Secretary

Mr. K.R. Harish
Chief Financial Officer

Ms. June de Sousa
Secretary

Mr. Lucas Baretto
IT Officer & Web
Management

Mrs. Janvi Satavase
IT Coordinator

Mr. Anand Singh
Establishment Officer

FINANCE

Mrs. Ami Gumashta
Honorary Director Finance

Mrs. Debi Sen Gupta
Finance Controller

Mrs. Sandhya SalZian
Executive Assistant to
Director Finance

Mr. Utpal Shah
Senior Account Manager

Mrs. Rohini Kulkarni
Finance Manager

Mrs. Sheetal Sawant
Ms. Kavita Rajput
Mrs. Poonam Thange
Assistants

ADAPT RIGHTS GROUP

Ms. Malini Chib
Founder Chairperson

Mr. Sudeep Pagedar
Coordinator

POLICY

Dr. Mithu Alur
Mrs. Varsha Hooja

DEPARTMENT OF COMMUNITY SERVICES

Dr. Shabnam Rangwala
Director - Community Services

Mrs. Gulab Jan Sayyed
Senior Community Supervisor

SULTAN NOORANI MEMORIAL KARUNA SADAN, DHARAVI

Mrs. Ruksana Sayed
Senior Community Supervisor

Ms. Sunanda Watkar
Therapy Aide

Ms. Shakuntala Kamble
Teacher

Ms. Revati Ghamre
Multipurpose Rehabilitation Worker

INSTITUTIONAL REVIEW BOARD

Dr. Samiran Nundy
Chairperson

Dr. Farokh Udwadia
Co-Chairperson

Dr. Surajit Nundy

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'Seek always to do some good, somewhere. Everyman has to seek in his own way to realize his true worth. You must give some time to your fellow man. Even if it's a little thing, do something for those who need help, something for which you get no pay but the privilege of doing it. For remember, you don't live in a world all your own. Your brothers and sisters are here too'.

- Albert Schweitzer



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